

AGENDA

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

MONDAY, MARCH 14, 2022

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

**HTTPS://US02WEB.ZOOM.US/J/85823765082?PWD=QJQ0EGXBCJFTC2J4BDNRB
UFBSLFSUT09 OR BY PHONE USING 1-646-568-7788 MEETING ID 858 2376 5082**

& PASSWORD 114045

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

SCHOOL DISTRICT OF NEW GLARUS DISCUSSION AND REGULAR SCHOOL BOARD MEETING

Monday, February 28, 2022

CALL TO ORDER

The meeting was called to order at 7:15 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, State Bank of Cross Plains – New Glarus Branch, Woodford State Bank – New Glarus Branch, and the District Website.

ROLL CALL

Present: Bill Oemichen, Larry Stuessy, Travis Zimmerman, Debra Fairbanks, Corrine Hendrickson, and Cari Ann Muggenburg.

APPROVAL OF AGENDA AND REVISIONS

Motion by Larry Stuessy to approve the agenda as presented. Second by Cari Ann Muggenburg. Motion carried 6-0 with a roll call vote.

Bill Oemichen, Aye, Larry Stuessy, Aye, Travis Zimmerman, Aye, Debra Fairbanks, Aye, Corrine Hendrickson, Aye, Cari Ann Muggenburg, Aye.

INTRODUCTIONS – PRESENTATIONS

Mock Trial Team

Members of the high school Mock Trial Team along with teacher coach, Lexa Speth, and volunteer coach Attorney Dan Gartzke presented information to the Board about their recent competition. Attorney Gartzke is retiring from coaching the Mock Trial Team. The team and the Board thanked Attorney Gartzke for his many years of service and dedication.

Referendum Projects Update

Representatives from Bray Architects and Findorff shared updates on the referendum projects.

PUBLIC COMMENT PERIOD

~None

APPROVAL CONSENT AGENDA

ITEM(S) TO BE REMOVED FROM CONSENT AGENDA

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

Motion by Larry Stuessy to approve the Consent Agenda as presented. Second by Debra Fairbanks. Motion carried 6-0 with a roll call vote.

Bill Oemichen, Aye, Larry Stuessy, Aye, Travis Zimmerman, Aye, Debra Fairbanks, Aye, Corrine Hendrickson, Aye, Cari Ann Muggenburg, Aye

COMMITTEE UPDATES

POLICY, COMMUNICATION & ADVOCACY; Did not meet.

HANDBOOK AND PERSONNEL; Met. Reviewed proposed Salary Schedules for Teachers, Support Staff, and Exempt & Admin Staff for 2022-23.

BUDGET; Did not meet. .

CURRICULUM, SPORTS & CO-CURRICULAR;

FACILITIES, TRANSPORTATION, AND TECHNOLOGY; Did not meet.

DISCUSSION AND POSSIBLE ACTION ITEMS

A. Water Impact Fee Agreement With Village of New Glarus

The Board reviewed the proposed Water Impact Fee Agreement With the Village of New Glarus.

Motion by Travis Zimmerman to approve the Water Impact Fee Agreement With the Village of New Glarus contingent upon approval by the Village Board. Second by Larry Stuessy. Motion carried 6-0 with a roll call vote.

Bill Oemichen, Aye, Larry Stuessy, Aye, Travis Zimmerman, Aye, Debra Fairbanks, Aye, Corrine Hendrickson, Aye, Cari Ann Muggenburg, Aye.

B. Consider Modifying Referendum Projects Timeline

Representatives from Findorff proposed a new timeline for the referendum projects due to significant supply chain issues. The new timeline shows site work beginning at the Primary School site in the fall of 2022 with completion of the building in June of 2024. The high school and elementary school projects would take place during the summer of 2023 and be ready in time for the start of the fall 2023 school year in the fall.

C. Application and Process to Fill Open Board Seat

Board President, Bill Oemichen reviewed the timeline for filling the open board seat. He also presented a list of 20 Board interview questions to Board members. Board members were asked to select their top 5 questions. The selections will be tabulated and the top 5 questions will be sent to those who filed for the open board seat as part of the interview process.

D. Resignations

1. Jerilyn George – Intervention Specialist

The Board reviewed the resignation from Jerilyn George, Intervention Specialist.

Motion by Larry Stuessy to accept the resignation of Jerilyn George – Intervention Specialist as presented. Second by Cari Ann Muggenburg. Motion carried 6-0 with a roll call vote.

Bill Oemichen, Aye, Larry Stuessy, Aye, Travis Zimmerman, Aye, Debra Fairbanks, Aye, Corrine Hendrickson, Aye, Cari Ann Muggenburg, Aye.

2. Ann Denure – Cross Country Assistant Coach

The Board reviewed the resignation of Ann Denure – Cross Country Assistant Coach.

Motion by Travis Zimmerman to accept the resignation of Ann Denure – Cross Country Assistant Coach as presented. Second by Cari Ann Muggenburg. Motion carried 6-0 with a roll call vote.

Bill Oemichen, Aye, Larry Stuessy, Aye, Travis Zimmerman, Aye, Debra Fairbanks, Aye, Corrine Hendrickson, Aye, Cari Ann Muggenburg, Aye.

E. New Hires

1. Brian Stocker – Groundskeeper

The Administration recommended the hiring of Brian Stocker as Groundskeeper.

Motion by Cari Ann Muggenburg to approve the hiring of Brian Stocker as Groundskeeper as presented. Second by Larry Stuessy. Motion carried 6-0 with a roll call vote.

Bill Oemichen, Aye, Larry Stuessy, Aye, Travis Zimmerman, Aye, Debra Fairbanks, Aye, Corrine Hendrickson, Aye, Cari Ann Muggenburg, Aye.

2. Sadie Driscoll – MS Track Coach

The Administration recommended the hiring of Sadie Driscoll as MS Track Coach.

Motion by Larry Stuessy to approve the hiring of Sadie Driscoll as MS Track Coach as presented. Second by Travis Zimmerman. Motion carried 6-0 with a roll call vote.

Bill Oemichen, Aye, Larry Stuessy, Aye, Travis Zimmerman, Aye, Debra Fairbanks, Aye, Corrine Hendrickson, Aye, Cari Ann Muggenburg, Aye.

3. Travis Sysko –MS Track Coach

The Administration recommended the hiring of Travis Sysko as MS Track Coach.

Motion by Larry Stuessy to approve the hiring of Travis Sysko as MS Track Coach as presented. Second by Travis Zimmerman. Motion carried 6-0 with a roll call vote.

Bill Oemichen, Aye, Larry Stuessy, Aye, Travis Zimmerman, Aye, Debra Fairbanks, Aye, Corrine Hendrickson, Aye, Cari Ann Muggenburg, Aye.

4. Bret Thoman – Custodian

The Administration recommended the hiring of Bret Thoman as Custodian.

Motion by Larry Stuessy to approve the hiring of Bret Thoman as Custodian as presented. Second by Travis Zimmerman. Motion carried 6-0 with a roll call vote.

Bill Oemichen, Aye, Larry Stuessy, Aye, Travis Zimmerman, Aye, Debra Fairbanks, Aye, Corrine Hendrickson, Aye, Cari Ann Muggenburg, Aye.

DISCUSSION ITEMS

A. Covid Updates

Dr. Thayer provided the Board with a District Covid Update.

ANNOUNCEMENTS

- A. Board member Cari Ann Muggenburg mentioned that she is interested in attending the New Board Member gathering sponsored by WASB on April 21st. Anyone is welcome to attend.
- B. Board President, Bill Oemichen and Dr. Thayer shared information about current state education legislation. WASB has a State Bill Tracking Chart that was shared.
<https://wasb.org/advocacy-government-relations/wasb-bill-tracking-chart/>

FUTURE SCHOOL BOARD AND COMMITTEE MEETINGS.

- March 14, 2022 – Discussion & Regular Board Meeting – 7:15 p.m.
- April 11, 2022 – Discussion & Regular Board Meeting – 7:15 p.m.

ADJOURN

Motion by Larry Stuessy to adjourned the meeting at 8:19 p.m. Second by Cari Ann Muggenburg.
Motion carried 6-0 with a roll call vote.

Bill Oemichen, Aye, Larry Stuessy, Aye, Travis Zimmerman, Aye, Debra Fairbanks, Aye, Corrine Hendrickson, Aye, Cari Ann Muggenburg, Aye.

Respectfully submitted by Larry Stuessy/Kris Anderson

CHECK NUMBER	VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	INVOICE/CHECK AMOUNT
61676	SCHUETT, D J	02/25/2022	02/10 D	FB CLINIC	171.84
				Totals for 61676	171.84
61677	IRONMONGER, DANNY	02/25/2022	03/01/2022	ATHL OFFL	80.44
				Totals for 61677	80.44
61678	LOVELACE, ADAM	02/25/2022	03/01/2022	ATHL OFFL	80.44
				Totals for 61678	80.44
61679	SCHULTZ, DARYL	02/25/2022	03/01/2022	ATHL OFFL	80.44
				Totals for 61679	80.44
61680	MARKESAN HIGH SCHOOL	03/03/2022	03/03/2022	GBB ADMISSION FOR BAND STUDENTS	399.00
				Totals for 61680	399.00
61681	MARKESAN HIGH SCHOOL	03/03/2022	03/03/2022	GBB ADMISSION	1,544.00
				Totals for 61681	1,544.00
61682	MARKESAN HIGH SCHOOL	03/03/2022	03/03/22 L	LIVESTREAM	100.00
				Totals for 61682	100.00
61683	DEFOREST HIGH SCHOOL	03/04/2022	GBB 03/05/	GIRLS BB ADMISSION	2,178.00
				Totals for 61683	2,178.00
61684	ANDREWS, RANDY	03/08/2022	PBIS	THE HYPNOTIST	1,500.00
				Totals for 61684	1,500.00
61685	CASSIS, MAX	03/08/2022	FEB/MAR 20	STIPEND	3.00
				Totals for 61685	3.00
61686	CICHY PLUMBING LLC	03/08/2022	1048	WINTERIZED CONCESSION STAND	144.00
				Totals for 61686	144.00
61687	DOWNING, PATRICK	03/08/2022	03/01/2022	PIANO TUNING	100.00
				Totals for 61687	100.00
61688	LAFORCE INC.	03/08/2022	1185010	DOOR RPR	750.00
				Totals for 61688	750.00
61689	MARTY, TAMMY	03/08/2022	FEB/MAR 20	CONF MEAL/MILEAGE	138.91
				Totals for 61689	138.91
61690	NEW GLARUS UTILITIES	03/08/2022	22-02	HYDRANT REPAIR KIT	312.46
				Totals for 61690	312.46
61691	PROFESSIONAL PEST CONTROL, INC	03/08/2022	555784	HS/MS FEB SERV	89.00
				Totals for 61691	89.00
61692	SCHETTLER, JAMIE	03/08/2022	02/28/2022	MILEAGE	39.44
				Totals for 61692	39.44
61693	TAHER, INC.	03/08/2022	61367	FEB EXP	59,539.77
				Totals for 61693	59,539.77
61694	VILLAGE OF NEW GLARUS	03/08/2022	02/23/2022	ENGINEERIN SERV	208.20
				Totals for 61694	208.20

CHECK NUMBER	VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	INVOICE/CHECK AMOUNT
61695	WE ENERGIES	03/08/2022	HS/MS FEB	HS/MS FEB SERV	5,616.14
		03/08/2022	GS FEB 202	GS FEB SERV	4,941.49
				Totals for 61695	10,557.63
61696	AkitaBox Inc	03/09/2022	191207	Renewal	1,164.25
				Totals for 61696	1,164.25
61697	BLANCHARDVILLE COOPERATIVE OIL ASSO	03/09/2022	Nov 2021	fuel	216.60
				Totals for 61697	216.60
61698	BRAY ASSOCIATES ARCHITECTS, INC.	03/09/2022	3388-11	February services	75,780.00
				Totals for 61698	75,780.00
61699	DANE COUNTY CLERK	03/09/2022	2022-01	Spring primary election coding/ballots	955.72
				Totals for 61699	955.72
				Totals for checks	156,133.14

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	GENERAL FUND	0.00	3,722.00	16,624.13	20,346.13
27	SPECIAL EDUCATION FUND	0.00	0.00	259.04	259.04
49	OTHER CAPITAL PROJECTS FUND	0.00	0.00	75,988.20	75,988.20
50	FOOD SERVICE FUND	0.00	0.00	59,539.77	59,539.77
***	Fund Summary Totals ***	0.00	3,722.00	152,411.14	156,133.14

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

3. Treasurer's Report

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Bond Portfolio Management Report

New Glarus School District / 2021 Referendum Proceeds

As of 03/08/22

Investment Earnings Detail

\$154,176.57	Current Portfolio Interest Income Estimate
\$11,499.73	Potential Interest Income on Balances (.25%)
<u>\$165,676.30</u>	<u>Estimated Interest Income (Not including Rebate)</u>
\$40,335.54	Original Portfolio Interest Income Estimate
0.398%	Total Return for Arbitrage Purposes
260	Weighted Avg Life of Future Projected Expenses

Investment Proceeds Information

06/08/21	Closing Date - Investment Proceeds Received
\$28,900,000.00	Investment Proceeds Received
+ \$165,676.30	Total Interest Income Net of Rebate
= \$29,065,676.30	Total Funding Available as of 03/08/22
- \$606,902.97	Cumulative Expenses Through 03/08/22
= <u>\$28,458,773.33</u>	<u>Outstanding P & I Net of Rebate after 03/08/22</u>

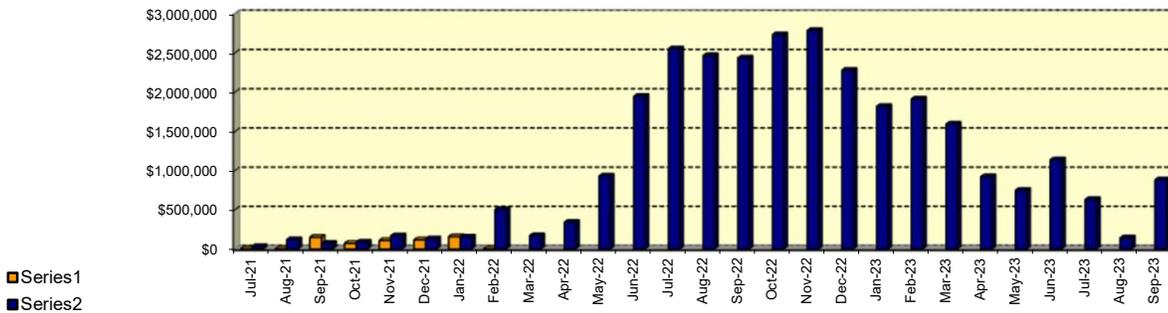
Portfolio Arbitrage Status

Yield Restriction: The bond proceeds currently fall under the three year temporary period and are therefore not yield restricted.

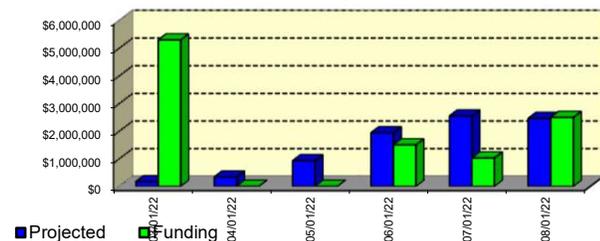
Arbitrage Rebate: The proceeds are subject to arbitrage rebate; however, the issuer is currently investing below the arbitrage yield and currently does not expect to pay arbitrage.

\$165,676.30	Estimated Interest Income (Not including Rebate)	\$165,676.30	0.398%	Current Interest Estimate for Arbitrage Purposes
\$0.00	Anticipated Arbitrage Rebate Liability	\$330,466.82	0.790%	Maximum Interest Limited by Arbitrage Yield
<u>\$165,676.30</u>	<u>Total Interest Income Net of Rebate</u>	<u>\$0.00</u>	-0.392%	Potential Arbitrage Rebate Liability

Actual vs. Projected Expenditures



Future Maturities vs. Projected Expenditures



Cash Flow Focus - Payouts

Funding Date	Projected Expenses	Portfolio Funding
03/15/22	\$170,286.00	\$5,299,486.13
04/15/22	\$341,720.00	\$1,875.00
05/15/22	\$931,996.00	\$1,562.50
06/15/22	\$1,947,930.00	\$1,504,062.50
07/15/22	\$2,554,160.00	\$1,030,062.50
08/15/22	\$2,467,243.00	\$2,502,500.00

Disclosure Statement on reverse side of report.

Disclosure Statement: Bond Portfolio Management Report

The information and projections on the Bond Portfolio Management Report on the reverse side of this page is derived from information that comes from various sources. PMA Financial Network, Inc. (PMA) will assume, without further research, that all information provided by you (the "Issuer") or the Issuer's staff, agents and/or other intermediaries working on the Issuer's behalf is accurate. Such items may include but are not limited to:

- Information regarding the structure and pricing of the Issuer's bond issue and corresponding arbitrage yield limits.
- Information regarding the projected expenditures of the project.
- Information regarding the actual amounts and timing of disbursements on the project.
- Information and representations made by the Issuer and/or its intermediaries in any Issuer or bond issue document.

This report is designed as a planning tool that should be used for informational purposes only. The methodology used in preparing the report and its corresponding projections is dependent on certain data. This data may be generated using actual data and/or "reasonable" assumptions. Such items include but are not limited to:

- Investment/reinvestment assumptions that relate to actual dollars being invested/reinvested and/or the interest rates at which investments/reinvestments could be executed.
- It is assumed that the speed of the expenditures will not exceed the most current projection of expenditures and that fixed term investments will not be liquidated.

PMA does not take responsibility for any affect that other bond issues or borrowings may have on the projections or the stated or implied investment strategies. Furthermore, PMA does not take responsibility for differences between the projections on the report and any third party calculation. PMA does not take responsibility for any changes in tax law. Finally, PMA does not take responsibility for the issuer not meeting the requirements for an exception to the arbitrage/yield restriction rules.



Portfolio & Rebate Liability Report

Last Updated: 03/08/22 51358-201
 Updated by Analyst: JB

New Glarus School District / 2021 Referendum Proceeds

Date of Issue	06/08/21	Today's Date	03/08/22
Original Bond Proceeds	\$28,900,000.00	Arbitrage Allowable Yield	0.790000%
Original Expense Budget	\$28,900,000.00	Portfolio Return for Arbitrage Purposes	0.398074%
Current Projected Expenses	\$29,065,676.30	Anticipated Arbitrage Rebate	\$0.00
Original Interest Income:	\$40,335.54	Above Arb. Line/(Below Arb. Line)	(\$164,790.52)
Total Estimated Interest Income	\$165,676.30	Weighted Average Life of Future Funded Expenses (Days)	260

Date	Bond Proceeds	Investment Cost	EXPENSES		Cumulative Expenses	Investment Maturity	Coupons and Interest	Percent Spent	Balance	Description
			Projected	Actual						
06/08/21	\$28,900,000.00				\$0.00			0.00%	\$28,900,000.00	Phone Wire Purchase
06/08/21		\$1,000,000.00			\$0.00			0.00%	\$27,900,000.00	Bank of New Glarus - 1 year CD (@ 0.25%)
06/08/21		\$1,138,870.00			\$0.00			0.00%	\$26,761,130.00	Bank of New Glarus - 2 year CD (@ 0.40%)
06/08/21		\$248,100.00			\$0.00			0.00%	\$26,513,030.00	WESTERN ALLIANCE BANK / TORREY PINES BANK - CD - 0.3% - Trans # 290110
06/08/21		\$248,400.00			\$0.00			0.00%	\$26,264,630.00	FINANCIAL FEDERAL BANK - CD - 0.3% - Trans # 290107
06/08/21		\$248,700.00			\$0.00			0.00%	\$26,015,930.00	GLOBAL BANK - CD - 0.25% - Trans # 290109
06/08/21		\$248,900.00			\$0.00			0.00%	\$25,767,030.00	BANK 7 - CD - 0.2% - Trans # 290108
06/30/21					\$0.00		\$2,821.39	0.00%	\$25,769,851.39	Interest Earned - Bank of New Glarus
06/30/21					\$0.00		\$49.46	0.00%	\$25,769,900.85	Dividend Reinvest - WISC CMS
07/15/21			\$32,340.00	\$0.00	\$0.00			0.00%	\$25,769,900.85	Expenses
07/31/21					\$0.00		\$4,473.26	0.00%	\$25,774,374.11	Interest Earned - Bank of New Glarus
07/31/21					\$0.00		\$822.00	0.00%	\$25,775,196.11	Interest Earned - Woodford State Bank ICS
07/31/21					\$0.00		\$1.10	0.00%	\$25,775,197.21	Dividend Reinvest - WISC CMS
08/15/21			\$420,440.00	\$0.00	\$0.00			0.00%	\$25,775,197.21	Expenses
08/31/21					\$0.00		\$849.40	0.00%	\$25,776,046.61	Interest Earned - Woodford State Bank ICS
08/31/21					\$0.00		\$4,772.45	0.00%	\$25,780,819.06	Interest Earned - Bank of New Glarus
09/09/21			\$0.00	\$79,260.86	\$79,260.86			0.27%	\$25,701,558.20	Expenses
09/15/21			\$72,340.00	\$0.00	\$79,260.86			0.27%	\$25,701,558.20	Expenses
09/27/21			\$0.00	\$71,100.00	\$150,360.86			0.52%	\$25,630,458.20	Expenses
09/30/21					\$150,360.86		\$4,463.98	0.52%	\$25,634,922.18	Interest Earned - Bank of New Glarus
09/30/21					\$150,360.86		\$822.30	0.52%	\$25,635,744.48	Interest Earned - Woodford State Bank ICS
10/15/21			\$87,940.00		\$150,360.86			0.52%	\$25,635,744.48	Expenses
10/19/21					\$223,460.86			0.77%	\$25,562,644.48	Expenses
10/29/21					\$0.00			0.77%	\$25,562,176.03	Expenses
10/31/21					\$223,929.31		\$4,294.50	0.77%	\$25,566,470.53	Interest Earned - Bank of New Glarus
10/31/21					\$223,929.31		\$679.83	0.77%	\$25,567,150.36	Interest Earned - Woodford State Bank ICS
11/10/21			\$0.00	\$1,227.50	\$225,156.81			0.77%	\$25,565,922.86	Expenses
11/10/21			\$0.00	\$107,300.00	\$332,456.81			1.14%	\$25,458,622.86	Expenses
11/15/21			\$468,790.00	\$0.00	\$332,456.81			1.14%	\$25,458,622.86	Expenses
11/30/21					\$332,456.81		\$4,714.45	1.14%	\$25,463,337.31	Interest Earned - Bank of New Glarus
11/30/21					\$332,456.81		\$773.28	1.14%	\$25,464,110.59	Interest Earned - Woodford State Bank ICS
12/15/21			\$430,670.00	\$0.00	\$332,456.81			1.14%	\$25,464,110.59	Expenses
12/22/21			\$0.00	\$116,240.91	\$448,697.72			1.54%	\$25,347,869.68	Expenses
12/31/21					\$448,697.72		\$4,548.64	1.54%	\$25,352,418.32	Interest Earned - Bank of New Glarus
12/31/21					\$448,697.72		\$850.02	1.54%	\$25,353,268.34	Interest Earned - Woodford State Bank ICS
01/07/22		\$3,999,613.66			\$448,697.72			1.54%	\$21,353,654.68	US TREASURY - 0.339%
01/11/22			\$0.00	\$144,922.50	\$593,620.22			2.04%	\$21,208,732.18	Expenses
01/15/22			\$153,662.00	\$0.00	\$593,620.22			2.04%	\$21,208,732.18	Expenses
01/18/22					\$593,620.22		\$29,437.50	2.04%	\$21,238,169.68	US TREASURY - 0.339%
01/25/22			\$0.00	\$13,282.75	\$606,902.97			2.09%	\$21,224,886.97	Expenses
01/31/22					\$606,902.97		\$1.24	2.09%	\$21,224,888.17	Dividend Reinvest - WISC CMS
01/31/22					\$606,902.97		\$850.33	2.09%	\$21,225,738.50	Interest Earned - Woodford State Bank ICS
01/31/22					\$606,902.97		\$3,799.71	2.09%	\$21,229,538.21	Interest Earned - Bank of New Glarus
02/15/22			\$505,516.00	\$0.00	\$606,902.97			2.09%	\$21,229,538.21	Expenses
02/15/22		\$15,940,105.58			\$606,902.97		\$17.87	2.09%	\$5,289,432.63	Dividend Reinvest - WISC CMS
02/28/22					\$606,902.97		\$768.32	2.09%	\$5,290,201.82	Interest Earned - Woodford State Bank ICS
02/28/22					\$606,902.97		\$1,326.06	2.09%	\$5,291,527.88	Interest Earned - Bank of New Glarus
02/28/22					\$606,902.97		\$6,378.75	2.09%	\$5,297,906.63	US Treasury - 1.055% - Trans #50857
02/28/22					\$606,902.97		\$1,562.50	2.09%	\$5,299,469.13	US Treasury - 0.652% - Trans # 50852
03/15/22			\$170,286.00		\$777,188.97			2.67%	\$5,129,200.13	Expenses
03/31/22					\$777,188.97		\$312.50	2.67%	\$5,128,512.63	US TREASURY - 1.120% - Trans # 50858
03/31/22					\$777,188.97		\$1,562.50	2.67%	\$5,131,075.13	US Treasury - 0.728% - Trans # 50853
04/15/22					\$1,118,908.97			3.85%	\$4,789,355.13	Expenses
04/30/22			\$341,720.00		\$1,118,908.97		\$1,562.50	3.85%	\$4,790,917.63	US Treasury - 0.790% - Trans # 50854
05/15/22			\$931,996.00		\$2,050,904.97			7.06%	\$3,858,921.63	Expenses
05/31/22					\$2,050,904.97		\$1,250.00	7.06%	\$3,860,171.63	US Treasury - 0.868% - Trans # 50855
05/31/22					\$2,050,904.97	\$500,000.00	\$312.50	7.06%	\$4,360,484.13	US Treasury - 0.288% - Trans # 50848
06/08/22					\$2,050,904.97	\$1,000,000.00	\$2,500.00	7.06%	\$5,362,984.13	Bank of New Glarus - 1 year CD (@ 0.25%)
06/15/22			\$1,947,930.00		\$3,998,834.97			13.76%	\$3,415,054.13	Expenses
06/30/22					\$3,998,834.97		\$625.00	13.76%	\$4,415,679.13	US Treasury - 0.429% - Trans # 50850
07/15/22					\$3,998,834.97		\$29,437.50	13.76%	\$4,445,116.63	US TREASURY - 0.339%
07/15/22			\$2,554,160.00		\$6,552,994.97			22.55%	\$1,890,956.63	Expenses
07/31/22					\$6,552,994.97		\$937.50	22.55%	\$1,891,894.13	US Treasury - 1.028% - Trans # 50856
07/31/22					\$6,552,994.97	\$2,500,000.00	\$1,562.50	22.55%	\$4,393,456.63	US Treasury - 0.566% - Trans # 50851
08/15/22			\$2,467,243.00		\$9,020,237.97			31.03%	\$1,926,213.63	Expenses

13

10%

45%

08/31/22				\$9,020,237.97		\$6,378.75	31.03%	\$1,932,592.38	US Treasury - 1.055% - Trans #50857
08/31/22				\$9,020,237.97	\$2,500,000.00	\$1,562.50	31.03%	\$4,434,154.88	US Treasury - 0.652% - Trans # 50852
09/15/22		\$2,437,942.00		\$11,458,179.97			39.42%	\$1,996,212.88	Expenses
09/30/22				\$11,458,179.97		\$312.50	39.42%	\$1,996,525.38	US Treasury - 1.120% - Trans # 50858
09/30/22				\$11,458,179.97	\$2,500,000.00	\$1,562.50	39.42%	\$4,498,087.88	US Treasury - 0.728% - Trans # 50853
10/15/22		\$2,734,220.00		\$14,192,399.97			48.83%	\$1,763,867.88	Expenses
10/31/22				\$14,192,399.97	\$2,500,000.00	\$1,562.50	48.83%	\$4,265,430.38	US Treasury - 0.790% - Trans # 50854
11/29/22				\$14,192,399.97	\$248,100.00	\$1,113.77	48.83%	\$4,514,644.15	WESTERN ALLIANCE BANK / TORREY PINES BANK - CD - 0.3% - Trans # 290110
11/29/22		\$2,786,450.00		\$16,978,849.97			58.42%	\$1,728,194.15	Expenses
75% 11/30/22				\$16,978,849.97	\$2,000,000.00	\$1,250.00	58.42%	\$3,729,444.15	US Treasury - 0.868% - Trans # 50855
12/15/22		\$2,281,770.00		\$19,260,619.97			66.27%	\$1,447,674.15	Expenses
01/15/23				\$19,260,619.97	\$3,925,000.00	\$29,437.50	66.27%	\$5,402,111.65	US TREASURY - 0.339%
01/15/23		\$1,821,290.00		\$21,081,909.97			72.53%	\$3,580,821.65	Expenses
01/31/23				\$21,081,909.97	\$1,500,000.00	\$937.50	72.53%	\$5,081,759.15	US Treasury - 1.028% - Trans # 50856
02/15/23		\$1,915,180.00		\$22,997,089.97			79.12%	\$3,166,579.15	Expenses
02/28/23				\$22,997,089.97	\$486,000.00	\$6,378.75	79.12%	\$3,658,957.90	US Treasury - 1.055% - Trans # 50857
03/15/23		\$1,595,070.00		\$24,592,159.97			84.61%	\$2,063,887.90	Expenses
03/31/23				\$24,592,159.97	\$500,000.00	\$312.50	84.61%	\$2,564,200.40	US Treasury - 1.120% - Trans # 50858
04/15/23		\$924,450.00		\$25,516,609.97			87.79%	\$1,639,750.40	Expenses
05/15/23		\$750,000.00		\$26,266,609.97			90.37%	\$889,750.40	Expenses
06/08/23				\$26,266,609.97	\$248,700.00	\$1,243.50	90.37%	\$1,139,693.90	GLOBAL BANK - CD - 0.25% - Trans # 290109
06/08/23				\$26,266,609.97	\$1,138,870.00	\$9,110.96	90.37%	\$2,287,674.86	Bank of New Glarus - 2 year CD (@ 0.40%)
100% 06/15/23		\$1,138,870.00		\$27,405,479.97			94.29%	\$1,148,804.86	Expenses
07/03/23				\$27,405,479.97	\$248,900.00	\$1,050.29	94.29%	\$1,398,755.15	BANK 7 - CD - 0.2% - Trans # 290108
07/03/23				\$27,405,479.97	\$248,400.00	\$1,541.45	94.29%	\$1,648,696.60	FINANCIAL FEDERAL BANK - CD - 0.3% - Trans # 290107
07/15/23		\$633,158.00		\$28,038,637.97			96.47%	\$1,015,538.60	Expenses
08/15/23		\$142,233.00		\$28,180,870.97			96.96%	\$873,305.60	Expenses
09/15/23				\$28,180,870.97			96.96%	\$873,305.60	Expenses
09/30/23				\$28,180,870.97			96.96%	\$873,305.60	Expenses
09/30/23		\$884,805.33		\$29,065,676.30		\$11,499.73	100.00%	\$0.00	

\$28,900,000.00 \$23,072,689.24 \$29,730,031.33 \$606,902.97 \$23,043,970.00 \$194,395.54

Total Anticipated Interest Income: \$165,676.30
 Anticipated Arbitrage Rebate: \$0.00
 Total Anticipated Interest Income Net of Arbitrage Rebate: \$165,676.30

Total Outstanding Principal and Interest after March 08, '22: \$28,458,773.33

\$5,299,486.13
 \$23,159,287.20

**STAFFING REPORT
MARCH 14, 2022**

HIRES / CHANGES	Employee Leaving Position	New Employee in Position	hours per day / % of empl	Term of Employment	Position
	William Turner resignation	Sadie Driscoll	100%	2022-23 school year	High School Math Teacher
	Dan Powers resignation	Rychia Bosman	100%	2022-23 school year	High School Science Teacher
	Debra Zimmerman resignation	Baily Hubbard	100%	2022-23 school year	Middle School Math Teacher
	Bob Wahl resignation	Kylie Inabit	100%	2022-23 school year	Middle School Math Teacher

OPEN POSITIONS	Position	Term of Employment	hours per day / % of empl	Reason for opening	
Teacher	Teacher - Intervention Specialist	2022-23 school year	100%	Jerilyn George resignation	
Support Staff	Special Education Asst	2022-23 school year	5 hours/day	Jennifer Sies resignation	hold-temp filling for 2021-22 school year
Coach	MS Track Coach	2022 Spring Season	varies	Matt Nelson coaching resignation	
Coach	HS Baseball Asst Coach	2022 Spring Season	varies	Warren Howard retirement	hold depending on participation
Coach	HS Asst Football Coach	2022 Fall Season	varies	Doug Schuett in head coach position	

- 5. Donations
- 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. Open School Board Seat - Review Candidate Application Materials and Select Candidates To Interview 18

WRITER, MARKETER, EDUCATOR, ANALYST

CASEY UMHOEFER

CONTACT



608-315-2603



casey.umhoefer@gmail.com



N8218 County Road J
New Glarus, WI 53574

With a varied background spanning several industries, an undying sense of curiosity and a love of learning, I bring an open and analytical approach to issues and their solutions.

A school board is meant to be a voice and representative body for all families in the district. It is meant to listen, to encourage education and discussion, to distill and interpret input and ultimately make decisions alongside the administration in the best interests of children and their families. I feel that my background and expertise lend themselves perfectly to being a fair, balanced, and equitable member of the New Glarus School Board.

At its very core, my career as a Business Analyst is centered around listening. I must listen to customers, users, leadership, stakeholders, and subject matter experts. I need to ask the right questions in order to get to the bottom of what people truly need and expect from a team or solution. I then must apply the insight I've gathered and distill it into a clear, concise message that represents the best interests of everyone involved. Sometimes compromises must be made, but it is up to me to discern the best path forward and prioritize based on knowledge I've gathered.

As an educator, I understand the importance of bringing information to people in different ways to best help them succeed. Everyone learns and communicates in different ways, and I have a unique ability to help those around me to learn and understand concepts. I am driven by the desire to help -- whether that is helping a customer learn to use the product or helping stakeholders understand the needs of the users. I strive to keep equity in mind at all times, ensuring that everyone has access and representation throughout business processes and that all needs are considered.

When given the chance to work as a contact tracer, I was incredibly appreciative of the experience gained through working for DHS and with such a wide variety of individuals throughout the state. I was able to speak with patients from all backgrounds and help them through the process. Assisting patients through a very confusing, stressful time in their lives was an incredibly challenging experience, but I learned a great deal from my team members and patients alike.

Within my personal life, I have been an advocate for my children throughout their lives. I expanded my advocacy to include many children in our community through my role as an early childhood educator, caring for each child and family as my own. Their best interests are always my focus. At the same time, I believe that parents and caregivers need to be empowered to make decisions for their families, and this means providing families with as much communication and education as possible.

I strongly feel that now, more than ever, we have the opportunity to solve problems and have conversations surrounding our families' education. The past two years have highlighted issues and needs throughout our community, which the school board have addressed admirably. I would be honored to help provide district residents with the solutions they need.

I appreciate your time and consideration, and I look forward to hearing from you soon.

Warmest regards

Casey Umhoefer18

WRITER, MARKETER, EDUCATOR, ANALYST

CASEY UMHOEFER

GET IN CONTACT

608-315-2603

N8218 County Road J
New Glarus, WI 53574

casey.umhoefer@dhs.wisconsin.gov

PERSONAL PROFILE

Asking the tough questions, creating workable solutions, and finding the WHY.

AREAS OF EXPERTISE

- Social media community management
- Teaching
- Brand voice
- Business analysis
- Requirements gathering
- Training

OTHER SKILLS

- Ability to work with a wide variety of clients
- Proofreading and editing
- Detail oriented
- Excellent problem solver
- Researching solutions

EXPERIENCE

SYSTEM OPERATIONS BUSINESS ANALYST

Wisconsin DHS Office of Health Informatics | February 2021 – Present

- Launched COVID testing software for beta sites, including training and ongoing support.
- Set for full public launch of COVID testing software project in March 2022.
- Successfully launched CRM software within 3 week timeline, currently supporting over 12,500 entities and over 100 users.
- Gathered project requirements, feature requests, data, and research.
- Compiled, cleaned, and imported data; processed requests for data as needed.
- Communicated with subject matter experts, stakeholders, and sponsors.
- Participated in the Schools Testing Workgroup and the small team that initiated and is implementing testing in Childcare Settings.
- Provided demonstrations and training sessions for end users and stakeholders.

COVID-19 CONTACT TRACER

Wisconsin DHS COVID-19 Response Team | September 2020 – February 2021

- Applied dynamic communication and interpersonal skills, cultural competency/sensitivity, tactful language, and empathetic interviewing skills to build rapport and maintain trust.
- Maintained patient confidentiality and ensured that all information is collected in concordance with local data privacy and confidentiality standards.
- Provided training for new contact tracers.
- Assisted WEDSS team in patient merges and developing training materials for the merge process.

TEACHER AND COMMUNICATIONS MANAGER

The Growing Tree | March 2017 – Present

- Train and mentor new teachers.
- Meet with parents and guardians to discuss their children's progress and needs, determine their priorities for their children, and suggest ways that they can promote learning and development.
- Manage center communications via email, website, and social media.

MARKETING CONSULTANT

New Glarus Bakery | February 2016 – July 2017

- Designed and implemented marketing initiatives and campaigns across various outlets.
- Wrote, created, and published regular email marketing newsletters, product images, and product copy.

WEB CONTENT AND SOCIAL MEDIA MANAGER

Artful Home | April 2014 – December 2015

- Designed and maintained a company blog, working with developers for implementation.
- Defined online consumer experience with content.
- Worked with internal team to develop and publish needed content and assets.

PROJECT MANAGER, SALES, WHOLESALE, SOCIAL MEDIA

Planet Wise, Inc | October 2011 – March 2014

- Managed company Amazon sales, increased by 600% over two years.
- Managed social properties over multiple platforms, increased brand reach by up to 750%
- Developed, implemented, and managed a direct marketing pilot program.
- Represented five brands to over 400 retailers worldwide.

School Board Vacancy Questions

**Please answer the questions below and return the completed questionnaire to Kris Anderson in the District Office no later than 4:00pm on March 10, 2022. Questionnaires may be dropped off at the District Office at 1701 2nd St., or sent via email to kris.anderson@ngsd.k12.wi.us*

1. Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the district?

The last two years have shown that our community is incredibly diverse in its beliefs. My skills as a Business Analyst give me the unique ability to listen and communicate with people from many different backgrounds and perspectives, along with the ability to discern what solutions may be needed. My position with the Wisconsin Department of Health Services has given me an equity-conscious mindset that I hope to bring to the district. A primary goal as a school board member will be to represent the best interests of families throughout the community. By truly listening and communicating with constituents, I hope to provide a voice for our students, their families and our community.

2. What do you see as the current strengths of the school district that the board should work to maintain going forward?

One of the things I love the most about our district is the individualized approach to learning for students, especially at the younger grade levels. This is characterized by the personal touches shown to students and families – our teachers and administrators get to know families and work with them to support students' education. Students are not forced into one-size-fits-all classes, and instead are encouraged and supported to do THEIR personal best, regardless of whether that's above or below 'grade level.' By continuing to provide opportunities for children to be challenged as well as extra support when needed, we can better meet the needs of all our students.

3. As a school board member, how would you be an advocate for the district's school and students?

As a school board member, I would not only encourage but seek out the perspectives and views of community members on issues in our district. I would reply to every message received, and at the very least thank the constituent for speaking. I would not hesitate to reach out to members of the community, along with the student council, for input when needed to better understand the issues and perspectives. I would support using anonymous surveys when applicable to elicit the feedback of community members and district staff in order to make data-informed decisions. I would also provide short recaps of important decisions made or topics discussed at school board meetings for parents who may not be able to attend meetings, with links to the minutes for deeper understanding. It would be my honor to work with the school's administration and our students while representing all of the New Glarus community.

4. What do you think should be the top priorities for the school board to focus on to improve student achievement during the next 1 to 5 years? Why?

Recruiting and retaining high quality teachers provides a major foundation to the educational success of students. By providing students with incredible teachers who will support and encourage them, they are more likely to have better outcomes. The access to STEAM programming in our district is incredibly impressive and continuing to promote and invest in those areas will be imperative to continued achievement. Students should also have the opportunity to explore vocations and giving them exposure to a variety of paths after high school is immensely valuable. These priorities towards student achievement will also be influenced through thorough review of our state report card and other benchmarks.

5. What specific prior involvement have you had with the district's schools (or K-12 more generally)? In what capacities are you currently an active member of the community?

Being an early childhood educator for four years gave me the chance to be a part of many families in the district. The children in my care were like my own, and seeing them grow and learn has been some of the

most rewarding times of my life. My own children are currently in 8th, 6th, and 3rd grades and our family has been involved in community soccer, swim teams, cross country, wrestling, band, and choir. Additionally, I have been involved with the boards for the Sugar River Rapids Swim Team, the Sugar River Soccer Club, and New Glarus Art in the Park. I have been a vested member of the New Glarus community for ten years.

6. What do you think that the school board should do to ensure that the district is able to attract and retain a high-quality teaching staff?

The quick answer always involves compensation, but that doesn't make it an easy solution. Other methods to attract and retain teachers include improving the work conditions, which I believe our district's planned improvements to facilities makes great progress towards, and encouraging collaboration between staff and families. I would support promoting small group listening sessions, job shadowing, and mentoring/coaching programs. Further improvements to the substitute teaching program would provide teachers with the peace of mind they need to feel supported when they need time away from their classrooms, including monthly trainings for substitutes to be exposed to classrooms, emergency procedures, technology used, daily schedules, etc.

618 8th Avenue, New Glarus, WI 53574
(402) 560-1766
caseymccoy3@icloud.com
February 26, 2022

Dear Sir or Madam,

Please consider this my application to fill the vacant New Glarus School Board seat until April 2023.

Our family relocated to New Glarus in August 2021 after my wife accepted a position in Middleton. We selected New Glarus as our home for the quality of schools and our deep family roots. My wife's grandparents were long term residents in the village and her dad was a Glarner Knight. It's been great returning to a small town where we have family members and history.

I am interested in filling this vacant seat for a number of reasons. We have a current 8th grade student who has some learning challenges and an IEP. I think that gives me a unique perspective to work for families with kids utilizing special education. I also see this as a way to contribute to the community.

Briefly, my background includes:

- Team leadership for 23 years, including supervision, recruiting, hiring, time review and approval, performance appraisals and other responsibilities.
- Management of public programs for 18 years (budgeting, equipment specification development and purchase, policy and procedure development, grant writing, planning, reporting).
- Outreach and communication experience through print, radio and social media. I have been recognized for my ability to build relationships and work well with anyone.
- I have delivered more than 4,000 hours of training and public presentations.

I am currently changing careers and working toward a long term goal of owning my own business. My 20+ year public service career has afforded me many opportunities to lead, to follow and to manage moving pieces in dynamic environments. This has given me the skill to remain calm, to make sound decisions in tense situations and to project outcomes in support of planning and preparation. I'm confident my leadership skills, program management experience and understanding of government systems, along with character, integrity and humility would enable me to quickly integrate into the Board and contribute to the school and community. I've also (virtually) attended every school board meeting but one since coming to New Glarus.

If you need any additional information, I can be reached at the number listed above (voice or text) or via email. I look forward to speaking with you. Thank you!

Sincerely,


Casey McCoy

Casey McCoy

Contact

618 8th Avenue
New Glarus, WI 53574

(402) 560-1766

caseymccoy3@icloud.com

[linkedin.com/in/46moo/](https://www.linkedin.com/in/46moo/)

[instagram.com/cmccoy451](https://www.instagram.com/cmccoy451)

Education

2014-2016 (11 hrs.)

M.S. *University of Nebraska-
Lincoln*

1998

B.S. / *University of Wisconsin-
Stevens Point*

1992

A.A.S. / *Southeast
Community College*

Soft Skills

Humor

Integrity

Flexibility

Character

Innovation

Organization

Communication

Awards / Recognition

2020

Samara Award nominee
DNR Forestry Division

2013

Instructor of the Year
*Nebraska Society of Fire Service
Instructors*

2011

Outstanding Employee Award
University of Nebraska

Summary

Proactive professional with 20 years experience planning and building cooperative state programs. Proven leadership skills with the ability to communicate and work with diverse stake holders.

Career Achievements

Program Supervisor, Minnesota Department of Natural Resources. St. Paul, MN. 2017–2021.

Led statewide fire prevention and risk reduction efforts, hire and develop staff, guide program direction. Plan annual work targets and \$400K budget.

- Balance and coordinate statutory requirements, department and division policies and public needs to manage open burning regulation.
- Develop policy and guidelines, resolve public concerns or complaints.
- Research and analyze wildfire occurrence data to identify trends and present timely, consistent and coordinated information campaigns.
- Primary spokesperson for wildfire related Twin Cities media interviews.
- Plan and author federal grants (86% success); manage and coordinate sub-grants, grant deliverables and expenditures for periodic reporting.

Regional Specialist, Minnesota Department of Natural Resources. New Ulm, MN. 2016–2017.

Primary agency contact for forestry and fire programs in 25 counties.

- Coordinate with local, county and regional agencies.
- Forestry Division Railroad Liaison to 12 railroad operations.
- Chair, Region 4 Prescribed Fire Committee.

Acting Program Leader, Nebraska Forest Service. Lincoln, NE. 2015–2016.

Led state fire program, set program direction, supervise and evaluate staff.

- Member of Executive Management Team to facilitate cross program interaction and set agency direction.
- Managed contracts, authored and administered grants.
- State representative to area, regional and national groups and meetings.

Training Manager, Nebraska Forest Service. Lincoln, NE. 2006–2016.

Led state wildfire training program. Organize, promote, coordinate and teach courses with local, state and federal partners.

- Developed 10 courses, delivered 2,110 course hours to adult learners.
- Initiated standards/training/certification system.
- Integrated new training tech (video, iPad mirroring, Prezi software).
- Conceptualized and coordinated development of new mobile application.
- Editor/writer for program quarterly newsletter.

State Program Coordinator, Kansas Forest Service, Manhattan, KS. 1999–2004.

Provided efficient, professional, statewide leadership in cooperative fire program.

- Developed mission, vision and short/long-range goals.
- Administered 510 fire department cooperative agreements.
- Manage federal property program.
- Coordinated completion of first state fire management agreement.
- Initiated wildfire training and certification standards.
- Developed, delivered and/or coordinated 860 hours of training.
- Developed internal and external accomplishment reporting.
- Testified before legislative subcommittees.

Professional Organizations & Community Service

New Ulm (MN) Tree Advisory Commission. 2016–2017

International Society of Fire Service Instructors. 2012–2017

Nebraska State Volunteer Firefighters Association 2008–2016. State Fire School Committee 2009–2012

Nebraska Society of Fire Service Instructors. 2007–2016. Vice President 2009–2013

Society of American Foresters. 2000–2012

Volunteer firefighter 1989–2016

- Raymond Fire and Rescue, Raymond, NE. 2013–2016
- Malcolm Fire Department, Malcolm, NE. 2008–2012
- Riley County Fire District 1, Manhattan, KS. 1999–2004
- Hull Township Fire Department, Stevens Point, WI. 1994–1998
- Crawford Volunteer Fire Department, Crawford, NE. 1989–1991

Special Assignments and Committees

Minnesota Department of Natural Resources special assignments

- Central Office Safety Committee. 2018–2019
- Forestry Division Line of Duty Death Response Guide committee. 2017–2019
- Southern Region Safety Committee. 2016–2017

Univ. of Nebraska-Lincoln Agriculture and Natural Resources Outstanding Employee Committee. 2015–2016

Southeast Community College Fire Protection Technology Advisory Committee. 2013–2016

Nebraska Type 3 Incident Management Team (IMT3) credential review committee. 2011–2016

Nebraska Firefighters Museum and Education Center exhibits committee. 2010–2016

Nebraska Firefighters Hall of Fame Committee. 2010–2016

Nebraska Wildfire Coordination Council. 2009–2016

Rocky Mountain Area Training Committee. 2006–2015

Nebraska Forest Service special assignments

- UNL Inventory Manager for NFS equipment. 2006–2014
- Strategic Planning committee. 2012–2013
- Agency Fleet Manager. Purchase, manage dispose of all agency vehicles. 2006–2012

Selected Training and Continuing Education

1998: Supervisory Concepts and Techniques

2001: Basic Incident Command System

2004: Facilitative Instructor

2005: Fireline Leadership

2007: IS-700 National Incident Mgmt System; IS-800 Introduction to the National Response Plan; I-300 Intermediate ICS; I-400 Advanced ICS

2009: Introduction to Incident Information

2010: Advanced Planning Concepts; All Hazard Operations Section Chief

2014: Fire Department Instructors Conference (FDIC), Indianapolis

2015: Hazardous Materials - Operations Level

2017: Advanced Leadership for Command and General Staff

Software & Technology Skills:

Photoshop



InDesign



Acrobat Pro



Illustrator



Lightroom CC



ArcGIS 10.6



Word



Excel



PowerPoint



Pages



Numbers



Access



References available upon request

School Board Vacancy Questions

**Please answer the questions below and return the completed questionnaire to Kris Anderson in the District Office no later than 4:00pm on March 10, 2022. Questionnaires may be dropped off at the District Office at 1701 2nd St., or sent via email to kris.anderson@ngsd.k12.wi.us*

*My responses below, thank you for the opportunity – **Casey McCoy**, 618 8th Ave., New Glarus*

1. Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the district?

One of my daughters' 2nd grade assignments asked a variety of questions about her dad. In addition to a flattering answer about my age, when asked what her dad's super power was, she answered "helping others."

I think all of us have a duty to contribute to something bigger than ourselves with no expectation of anything in return. I have spent much of my career in paid and volunteer public service positions. Offering myself to fill a vacant position on the board is a way I can contribute to the school, to the community and to my daughter while she is still in school. My contributions will include my many years of experience leading statutorily established programs and budgets, strong decision-making skills, an eye for details and an understanding that the ability to listen is key in meeting the responsibilities of this and numerous other positions.

2. What do you see as the current strengths of the school district that the board should work to maintain going forward?

The school system was a significant piece of our decision to relocate to New Glarus. Here are some of the features that were important to us in our considerations.

Academic success – while there is always room to improve, the district is recognized for functioning at a high academic level. It's also been great to see the athletic success of a number of New Glarus teams. Without question, I believe athletics add to the school experience for many kids. The challenge for the school district will be to find and maintain balance between athletics and academics, recognizing the primary importance of academics to the schools' mission without losing the value added by athletics.

Class size – also likely contributing to high academic achievement, the district should work to keep class sizes small and student to teacher ratios low whenever possible.

Connection to the community – given the prevalence of media reports showing confrontational school board meetings over the last 2 years, it's great to see a strong relationship with the New Glarus community. That connection is one of the most important things for the board to maintain.

3. As a school board member, how would you be an advocate for the district's school and students?

As a board member, the challenge will be to balance advocacy with the responsibility to objectively consider the many different viewpoints of teachers, administrators, parents and the public to develop school administration policies. For myself, advocacy would result from making myself available as often as possible to interact with all constituents of the school board. I would attend school functions, games and events and be available for questions and conversations regarding the school district at any time. I look forward to the opportunity to get to know the teachers and administrators.

As for my personal interest, I have a daughter with special needs. I have been a part of the team that developed and implemented her IEP in four schools. That has mainly been a positive experience with some room for improvement in one or two. The perspective of a parent interacting with special education services is one of the strengths I can contribute to the board and to families with kids having similar challenges.

4. What do you think should be the top priorities for the school board to focus on to improve student achievement during the next 1 to 5 years? Why?

The most immediate need is to assess the impact of pandemic response on students (and teachers), and develop and implement plans to recover losses. I pick up my daughter from middle school every day. Like many parents, I arrive in time to see the kids exit. Since last Fall, I've observed since what seems like a lack of connection between the kids. I see many of them, my own daughter included, exit the building alone and interact with no other kids as they walk to their bus or car. As a new parent in the school district, I recognize this could be the "culture" of the school, but from my experience it isn't typical of a small school. I can't help but think it's an unintended consequence of pandemic responses. I am not an expert on educational methods, so I would rely on the expertise of teachers and administrators to identify, develop and present best practices to the school board that would help recover, maintain and improve social skills and academic achievement. The role of the board will be to provide oversight, and review and enable appropriate district priorities by ensuring budgets are in place and reasonably adequate (an admittedly subjective term).

Also, I noticed the school district Mission, Vision, Beliefs and Strategic Goals document was written in 2018. My assumption is, like many similar documents, it is updated annually or every 3-5 years. After the changes that have occurred with pandemic response, it would be a good time for a review and update.

I think it's also logical that the district will continue to feel pressure of increased student enrollment numbers. Proactive measurement (estimation) and planning for this will be necessary to maintain the level of service to students.

5. What specific prior involvement have you had with the district's schools (or K-12 more generally)? In what capacities are you currently an active member of the community?

Being new to the community, functioning as the general contractor for our home remodel and starting a new business hasn't left a great deal of time to be involved yet. My daughters' previous school had more than 8,000 students, so it was difficult to feel a connection with it. The overall experience afforded in such a large school system was not what I wanted for my daughter and contributed to our decision to relocate to New Glarus. As a family, we want to be closely connected to the school.

So far, in New Glarus I have worked with my daughter's educational team to help develop her IEP, toured the middle school and met many but not all of my daughter's teachers. I have also enjoyed supporting New Glarus athletics and we're looking forward to seeing The Music Man this month. I want to be connected to the school and the community, and that's part of the reason I'm interested in this school board position.

Within the community, our family has enjoyed meeting the Friends of the Chalet of the Golden Fleece and joined the Friends of New Glarus Woods. I will also be joining the New Glarus Fire Department after we finish the renovations to our house.

6. What do you think that the school board should do to ensure that the district is able to attract and retain a high-quality teaching staff?

I would need to know more about the history of the districts' hiring and retention to give an informed, intelligent response. I don't think there is a single answer for all school districts or teachers, and that adds to the challenge. Recruitment and retention (R&R) have been nationwide issues in the volunteer fire service as well. Having been a volunteer for a number of years, I've followed the issue and picked up some things that may benefit the challenge of attracting and retaining teaching staff.

The experience of the fire service is that money is a short-term incentive. If other issues persist or leadership is lacking, at some point, salary will not be enough to hold people in place. I also think we're experiencing a generational shift. For example, my high school history teacher taught my niece 21 years after he taught me. He spent his career in the same position, but that seems increasingly rare. Data appears to agree with this notion. According to the Bureau of Labor Statistics (2020), workers aged 25-34 have a tenure 1/3 the length of workers aged 55-64 (2.8 years vs. 9.9 yrs.). There are always exceptions, but generally, the younger the person, the shorter the tenure.

I think a good step would be to encourage exit interviews of all staff voluntarily leaving a position. The issue will have many variables and this could help identify contributing factors. Are there issues with housing, daycare, spouse employment, recreational opportunities, etc.? I don't think trying to solve it with a lone variable will succeed when people seem more willing to move for what they believe to be a better quality of life.

School District of New Glarus
School Board Vacancy
P.O. Box 7
1701 2nd Street
New Glarus, WI 53574
kris.anderson@ngsd.k12.wi.us

March 2, 2022

Subject: New Glarus School Board Vacancy

To New Glarus School District Board Members, and all concerned,

My name is Jennifer (Jenny) Julseth. My husband, Kevin, and I have been residents of the New Glarus School District for over seven years. We have three children who attend school in the New Glarus School District (7th Grade, 5th Grade, Kindergarten). We chose to make New Glarus our home solely based on the positive reputation of the New Glarus Schools. We were immediately welcomed and have made positive connections with many children and families in our community.

I have been a Social Worker with Dane County Department of Human Services for over 16 years. I currently work with youth in foster care to achieve legal permanence through reunification with birth families, guardianship or adoption. Working in both urban and rural communities, I have had the opportunity to form relationships with, and learn from, youth and families from diverse socio-economic backgrounds, races and ethnicities, sexual orientations, religions and political connections, mental health challenges, drug and alcohol addictions, trauma histories and lived experiences, and parenting practices.

We all have a place in New Glarus. I want all students and families to feel safe, accepted, and for all students to thrive to their full potential. I believe we need school board members who are committed to ensuring that the individual needs of all children are met and that all students are provided opportunities to succeed. I believe parents know their children best. I also believe we have some of the most caring and dedicated administration, teachers, and staff in New Glarus. When parents, educational staff, and school board members work together, children directly benefit.

I believe having school board members with different lived experiences, and a willingness to collaborate for the best interest of all children, is what brings balance and an outcome that is reflective of all students and families in our community. If I am appointed to the New Glarus School Board, I will bring honesty and transparency, a willingness to listen and learn, a team approach, and a goal oriented mindset.

I look forward to talking with all of you further during the interview.

Best Regards,

Jenny Julseth

Jennifer M. Julseth

N9253 Crawford Lane, New Glarus, WI 53574
(608) 438-6178 / julsethj@hotmail.com

Certification/Education

Certified Social Worker (CSW) - State of Wisconsin, 2005-Current

Master of Science - Social Work (MSSW), May 2005
University of Wisconsin-Madison, WI

Bachelor of Arts - Social Work (BSW), August 2004
University of Wisconsin-Whitewater, WI

Stoughton High School, 2001

Social Work Experience

Dane County Department of Human Services-Madison, WI
Children, Youth and Families Division, April 2005-Current

Social Worker - Permanency Planning, February 2011-Current

- Member of Substitute Care Review Board - coordinate and participate in consultations focused on safety and permanence, through a racial equity lens, for children placed in out-of-home care with relative caregivers, foster parents, group homes, and residential care facilities
- Facilitate recruitment efforts of adoptive families through consultations with the Substitute Care Unit and the Department of Children and Families
- Coordinate and participate in consultations between Ongoing Child Protective Service Social Workers and Corporation Counsel regarding Reunification, Guardianship, and Termination of Parental Rights for children placed in out-of-home care
- Collaborate with Guardian ad Litem's to complete assessments of biological parents, living in both urban and rural communities, in an effort to determine whether or not substantial changes have been made and make recommendations in Juvenile Court based on best interest of children

Acting Supervisor - Child Protective Services, April 2014-August 2014 (covered maternity leave)

- Interfaced with mandated and non-mandated reporters within the community
- Screened Child Protective Services Reports and Child Welfare Reports - identified Protective Capacities, Present Danger Threats, and Impending Danger Threats when determining screening decisions and appropriate response times
- Consulted with Initial Assessment Social Workers regarding Present Danger Threats and Impending Danger Threats; assisted in creation of Protective Plans and Safety Plans in an effort to keep children in the care of their primary caregiver
- Supervised Emergency Protective Services Social Workers during evenings/weekends
- Evaluated staff performance - recommended hiring, probationary periods, and disciplinary actions
- Provided direct supervision of Social Workers
- Participated in Committees, including developed the Truancy Policy

Social Worker – Access (Part-time), February 2011-February 2013

- Consulted with Law Enforcement, Medical Providers, Educational Staff as well as other community partners regarding concerns of child abuse and neglect
- Provided community based education and consultation regarding child abuse and neglect
- Documented allegations of child abuse and neglect in Child Protective Services Reports and Child Welfare Reports

Social Worker - Child Protective Services - Initial Assessment, April 2005-February 2011

- Investigated allegations of child abuse and neglect in collaboration with law enforcement, District Attorney's Office, and medical professionals
- Assessed Caregiver Protective Capacities, Present Danger Threats, and Impending Danger Threats; implemented Protective Plans and In-Home Safety Plans to mitigate concerns in an effort to ensure child safety in the home of their primary caregiver
- Referred children and families to community based resources and services – including housing, mental health providers, and alcohol and drug treatment

Social Work Graduate Intern - Child Protective Services - September 2004-April 2005

- Investigated allegations of child abuse and neglect in collaboration with law enforcement, District Attorney's Office, and medical professionals
- Assessed Caregiver Protective Capacities, Present Danger Threats, and Impending Danger Threats; implemented Protective Plans and In-Home Safety Plans to mitigate concerns in an effort to ensure child safety in the home of their primary caregiver
- Referred children and families to community based resources and services – including housing, mental health providers, and alcohol and drug treatment

Social Work Undergraduate Intern - Substitute Care, June 2004-August 2004

- Completed Foster Family Assessments
- Licensed Foster Homes - General and Special
- Provided training and case management for foster parents

Committees

Including, but not limited to:

- Policy Committee - current
- Wisconsin Adoption & Permanency Support Regional Board Member – current
- Peer Support Facilitator – current
- Hiring, Recruitment, Retention - Climate Workgroup – current
- Out-Of-Home Care Workgroup
- Camp To Belong – WI – Regional Board Member
- Complex Trauma Work Group
- Case Review Committee
- New Employee Committee
- Trauma Informed Parenting Training for Foster Parents
- Judicial Engagement Steering Committee
- Safety Committee
- Children, Youth & Families Advisory Committee

School Board Vacancy Questions

Jenny Julseth

**Please answer the questions below and return the completed questionnaire to Kris Anderson in the District Office no later than 4:00pm on March 10, 2022. Questionnaires may be dropped off at the District Office at 1701 2nd St., or sent via email to kris.anderson@ngsd.k12.wi.us*

1. Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the district?

Over seven years ago, my husband and I chose to make New Glarus our home based solely on the positive reputation of the schools. We have three children that attend school in the New Glarus School District (seventh grade, fifth grade, kindergarten). We have developed positive relationships with many children and families in the District. I believe it is essential for school board members to have direct connections with children and families in the District. A school board that has members with different lived experiences and a willingness to collaborate for the best interest of all children will be balanced and reflective of all students and families in our community. I will bring honesty and transparency, a willingness to listen and learn, a team approach, and a goal oriented mindset that will remain focused on the children.

I have been a Social Worker for over 16 years. I've had opportunities to work with, and learn from, adults and children both in urban and rural communities. I've developed positive connections with people from diverse socio-economic backgrounds, races and ethnicities, sexual orientations, mental health challenges, drug and alcohol additions, religious and political connections, extensive trauma histories, and parenting practices. I am relatable as a parent. I believe all children and families have a place in New Glarus – regardless of their differences – and all children and families deserve to feel safe and welcome in our community. The past two years have been challenging for everyone, but particularly for parents who balanced work and raising their children. Many parents observed their children struggle – academically, emotionally, socially, and behaviorally as a result. Parents know their children's strengths and needs best and deserve to have their voices heard. I am not afraid to use my voice to advocate for the best interest of all children – even if others disagree. I believe we are all trying our best to raise children who are successful and simply good people.

In December 2021, I expressed interest and submitted paperwork for candidacy to be a member of the school board. In February 2022, I moved on past the Primary Election to the Spring Election based on the voices of community members through votes. When I became aware of the school board vacancy, I submitted a resume and cover letter to be considered. Of the six candidates who expressed interest in the school board vacancy, I am the only one who expressed interest in being a member of the board through the Spring Election as well as received enough community votes to move on past the Primary Election. I look forward to an opportunity to serve children and families in our community.

2. What do you see as the current strengths of the school district that the board should work to maintain going forward?

Strengths of the New Glarus School District include:

- a. Administration that is committed to ensuring all children succeed
 - b. Qualified, committed, caring educational staff
 - c. Low teacher to student ratios
 - d. Curriculum focused on preparing students for long-term success
 - e. 2020-2021 District Report Cards with Meets, Exceeds, or Significantly Exceeds Expectations in most categories
 - f. Fiscally responsible budgeting
 - g. Safe, welcoming, and accepting culture for all students and educational staff
3. As a school board member, how would you be an advocate for the district's school and students?

As a school board member, I would listen to parents/caregivers who have children in the district so that I can better understand their experiences – both strengths and challenges. Often times, parents simply want to be heard and validated. If parents/caregivers felt action is warranted, I would encourage open communication with educational staff and administration. If requested, I would provide support to them as they advocate for what they believe to be in the best interest of their child.

During school board meetings, I would listen to the perspectives of all school board members, administration, educational staff, and community members. I would ask open questions to generate meaningful discussion that considers all aspects of the situation. I would bring a team approach by respecting the perspectives of all; I would expect that my perspectives and lived experiences are respected, too. I have a goal oriented mindset that is focused on outcomes that are reflective of the best interest of all students in the district.

4. What do you think should be the top priorities for the school board to focus on to improve student achievement during the next 1 to 5 years? Why?

Three primary priorities – these are the foundation of a successful school district:

- a. Maintain a core curriculum that supports students of all abilities to meet their full potential, where the whole student feels supported – academically, emotionally, and socially, and a mindset that every child will succeed in New Glarus!
- b. Recruitment and retention of quality educational staff, including providing ongoing, relevant, professional development and support, with a goal to maintain low teacher to student ratios
- c. Provide opportunities for all students to explore options through post-secondary education, technical colleges, trade schools, military, entrepreneurship, and employment

5. What specific prior involvement have you had with the district's schools (or K-12 more generally)? In what capacities are you currently an active member of the community?

Over the past seven years, my husband and I have developed positive and respectful relationships with district administration and educational staff.

In addition, my husband and I have developed positive connections with numerous parents/caregivers and students in multiple grades, both in the middle school and elementary school. My husband coaches multiple sports teams, including baseball, softball, basketball, and soccer. My husband is also the President of the New Glarus Youth Baseball and Softball Association. We believe children need positive extra-curricular opportunities to connect with peers, develop leadership skills, and explore life-long interests. Several students and parents/caregivers have reached out to express their appreciation of our involvement and a couple of students have even focused on my husband's connection with them through coaching in their school work/literary writing.

My husband and I are involved as volunteers with the New Glarus Needs Network – a non-profit organization that provides food for families in our community as needed.

6. What do you think that the school board should do to ensure that the district is able to attract and retain a high-quality teaching staff?

Recruitment and retention of high-quality teaching staff comes down to the following:

- a. Competitive compensation, including salary, benefits, and retirement
- b. Ongoing, relevant, professional development that supports continuous growth
- c. Positive workplace culture that is accepting and supportive with a team approach

March 2, 2022

To: School District of New Glarus
School Board Vacancy
PO Box 7 1701 2nd Street
New Glarus, WI. 53574

From: Kevin P. Harrison
Applicant to the School Board Vacancy
W5373 Sandrock Road
New Glarus, WI. 53574
Kevinharrison8319@gmail.com
(262) 313-7176

Members of the board,

I am submitting my application to fill the vacated seat on the New Glarus School Board. I am applying for this position because I am the father of three young children who will be attending school in the district over the next 18 years. I care deeply about the quality of the education they will receive and the environment that they and the other children of New Glarus will be taught in. I believe that I can offer a unique skill set, perspective and wide-ranging experience that can benefit the board and the community as a whole.

For 21 years, I served our country in the United States Navy. Through hard work, dedication and leadership, my career was highlighted by the successes of my employees. I believe that clearing the path for others to walk, guiding them when necessary, and allowing them to find their own way using the knowledge and skills I was able to provide, has been the reason so many have succeeded under my mentorship. I have continued to use those principles successfully in my post military career as an Industrial Maintenance Manager.

Good stewardship of taxpayer funds is a priority to me and I feel this can be accomplished through proper budgeting and attention to detail. Those skills in particular have helped me in leading successful and profitable teams in the private industry. I believe that waste is the enemy of efficiency; it detracts from every positive step taken and should be curtailed whenever possible.

My many years of experience as a Maintenance Manager, in both military service and the private sector, have given me a keen understanding of government function, public relations, construction processes and budget management.

I believe that the qualifications in the attached resume will highlight my vast experience and cement me as the most qualified candidate to fill the vacated board seat. I look forward to meeting with you to answer any questions you may have.

Thank you for your consideration,

Kevin P. Harrison

KEVIN P. HARRISON

**W5373 Sandrock Road, New Glarus, WI 53574
(262) 313-7176 Kevinharrison8319@gmail.com**

FACILITY AND MAINTENANCE MANAGEMENT PROFESSIONAL

A results oriented professional with over 20 years of experience leading diverse teams of Maintenance Technicians and administrative support personnel. Coordinates, prioritizes and monitors all production maintenance efforts to accomplish assigned objectives. Thrives in high stress, fast paced environments with a proven track record of meeting project deadlines and objectives ahead of schedule.

CORE STRENGTHS

- *Managing Workload Requirements*
- *Detailed Program Auditor*
- *In-Depth Mechanical Comprehension*
- *Experienced Logistician*
- *Project Management*
- *Component Deficiency Tracking*
- *Safety Oriented Inspection Techniques*
- *Skilled in Budget Management*
- *Proficient with MS Office Programs*
- *Experienced Carpenter*
- *Lean Management Skills*
- *High Impact Presentations and Public Speaking*
- *Report Generation and Record Keeping*
- *Employee Training and Development*
- *Creative Problem Solver*
- *Familiar with Industrial Controls*
- *Plans drafting and interpretation*
- *Skilled in HAZMAT management/safety/disposal*

PROFESSIONAL EXPERIENCE

Maintenance, Facility and Safety Manager, Extreme Engineering Solutions, Oct 2019 – Present

- Developed a ground up maintenance program encompassing preventative and unscheduled repair actions on 268 product, laboratory test and facility operations equipment.
- Coordinates with Madison City officials for permitting and inspection requirements during building expansion or renovation projects. Uses in-depth knowledge of building and zoning codes to aid in seamless project management and allow on-time project completion.
- Organized and established budgetary limitations and expectations for annual maintenance expenditures. Reduced annual contractor dependence by 75%, lowering repair costs by \$83,000.
- Leads a cross functional team of employees in development, implementation and execution of the OSHA based industrial safety program and associated training.

Industrial Maintenance Manager, Future Foam Inc., May 2019 – September 2019

- Leads a team of engineering and maintenance personnel in equipment and facility upgrades from concept through design and implementation.
- Responsible for the overall planning, organizing and execution of all business aspects of the department including driving process improvement and budgetary oversight.
- Directs the Planned Maintenance System and coordinates the repair of manufacturing equipment and facilities improvement initiatives.

Maintenance Facility Manager, U.S. Navy, July 2015 – April 2017

- Managed the upkeep and repair of 32 buildings; including eight aircraft maintenance hangars, maintenance back-shop support facilities and administrative offices.
- Supervised compliance with OSHA and NAVOSH standards for contracted maintenance and military personnel during all phases of a 3.6 Million dollar aircraft hangar re-vitalization project.

Aircraft Sub-System Technical Director, U.S. Navy, January 2012- June 2015

- Managed preventative maintenance actions and technical directive incorporation of 115 aircraft and associated egress/environmental sub-systems to maintain operational readiness.
- Developed aggressive employee training in system operations, troubleshooting and safety inspection techniques of various sub-systems of the F/A-18.

KEVIN P. HARRISON

**W5373 Sandrock Road, New Glarus, WI 53574
(262) 313-7176 Kevinharrison8319@gmail.com**

Operations/Production Manager, U.S. Navy, June 2010 – December 2011

- Conducted daily briefings with maintenance personnel to assign priorities and maximize efficiency of the overall maintenance effort to complete assigned production goals ahead of schedule.
- Coordinated the completion of more than 350,000 man-hours of aircraft periodic maintenance actions, discrepancy troubleshooting/repair and corrosion prevention of equipment.

Quality Assurance Manager, U.S. Navy, January 2009 – May 2010

- Managed a team of safety professionals that conducted component installation inspections, ensured compliance with employee safety standards of NAVOSH and OSHA programs.
- Directed safety, installation and system operation inspections for all maintenance evolutions emphasizing safety process for high failure components as identified through trend analysis.

Operations/Production Manager, U.S. Navy, August 2005 – December 2008

- Organized and staffed around the clock maintenance teams responsible for the upkeep and repair of multiple E-6A/B Mercury aircraft and associated Ground Support Equipment.
- Developed training standards that enabled shift workers to attain all required maintenance qualifications 70% faster, increasing safety awareness and attaining production goals.

Maintenance Shop Supervisor / Quality Assurance Inspector, U.S. Navy, March 1997 – July 2005

EDUCATION

University of Maryland University College, Adelphi, Maryland, May 2012 – May 2015

- Completed 79 Credit Hours of coursework towards a Bachelor of Arts Degree in Human Resource Management, with a Minor in Business Administration.

Naval Education and Training Professional Development Courses, August 1996- April 2017

- Completed 6 leadership courses, 8 Maintenance Management and Quality Assurance courses, 7 technical system repair courses and attained more than 50 process qualifications.

COMMUNITY SERVICE

Small World Inc. Building Committee Member, New Glarus, WI, January 2022 – Present

- Coordinates building improvements with contractors.
- Performs in-house repairs as required.

City of Granite Falls, WA, City Planning Commissioner, August 2015 – December 2016

- Participated in the planning process for city infrastructure improvements, reviewed and modernized city statutes and made change recommendations of initiatives to the City Council for final approval.

School Board Vacancy Questions

**Please answer the questions below and return the completed questionnaire to Kris Anderson in the District Office no later than 4:00pm on March 10, 2022. Questionnaires may be dropped off at the District Office at 1701 2nd St., or sent via email to kris.anderson@ngsd.k12.wi.us*

1. Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the district?

I want to be appointed to the school board because as a father of 3 young children, who will be attending school in New Glarus for the next 18 years, I want to ensure the system that teaches them is providing the best possible education and learning environment available. After 21 years of Naval service, I learned that everyone brings something different to the table, and that every opinion or idea is usable in attaining a common goal. My life experiences provide a dynamic and experienced voice of leadership in many aspects of the subjects presented to the board on a normal basis. This includes having an in-depth knowledge of large-scale construction projects and budgetary oversight. I want to provide my experience and expertise to aid in the betterment of the district and enhance the educational excellence of our students.

2. What do you see as the current strengths of the school district that the board should work to maintain going forward?

The biggest strength I see in the district is its size. We are a small town, that embraces family values and educating our children to the best of our ability. The faculty I have had the experience of dealing with embodies that mindset, and works hand in hand with parents to create a tremendous learning environment for our children. I believe we need to keep that focus and not lose those principles through outside pressures. Though we are close to Madison, we are not Madison! There is no mass transit hub or traffic problems here, and there is certainly not a reason to bring big city problems into our little town. We do not want to expose our children to the politics of the big city, or overcrowd our classrooms to the point the teachers cannot get to know the children. The one-on-one interaction that they are able to receive in New Glarus is priceless. There is no educational theory or practice that can educate a child more than a teacher who pays attention and helps them find a way to learn.

3. As a school board member, how would you be an advocate for the district's school and students?

There is no simple answer on how I would be an advocate. It is entirely dependent on the circumstances or situations that arise within the district if I am selected for the board. I can tell you that my priorities are the safety and education of families and children that we are entrusted with, being a good steward of tax payer dollars and listening to the parents, students and community members who vocalize their concerns to the board. Many parents and students across the nation and even in our own community feel that they do not have a voice on curriculum or policy of the districts. There is growing mistrust, speculation and a lot of finger pointing. Both parents and students alike are feeling disenfranchised. The only way to heel that gap, is by being an advocate for those who feel they do not have a voice. Standing up for those who are afraid or unable to stand for themselves; that is how I will advocate, and that is what I stand for.

4. What do you think should be the top priorities for the school board to focus on to improve student achievement during the next 1 to 5 years? Why?

The short-term answer is work to address the mental health issues facing many students. This would have resounding effects on the long-term educational implications and allow teachers and staff to focus on improving the educational environment. Creating a more proactive discussion medium between parents and teachers, focusing on development of the children as a whole is a great place to start. Neither the parents or the district can help a child without mutual cooperation, and there is not a single one size fits all answer to the problem. One potential approach could include reinstating the old practice of a localized (not a national based political organization) Parent Teachers Association. This could be a collaborative effort of the most meaningful people in our children's lives working together to develop curriculum and behavioral boundaries for our students. It would also be a time where the parents and teachers could come together to solve problems facing the students in our community and remove the barriers that hinder our children's educational and emotional growth. After all, it takes a village to raise a child.

5. What specific prior involvement have you had with the district's schools (or K-12 more generally)? In what capacities are you currently an active member of the community?

I have not had any prior involvement with the district schools beyond the last few months where I have taken a keen interest in the dealings of the school board, attending board meetings and attempted to catch up on the issues that drive the policy and practices of the district. My oldest child is in 4K, and my time to begin interaction with the district is now. I am currently a Building Committee member for the Small World Daycare in town and contribute

skills and resources for infrastructure improvement at that facility. I also participate and attend the daycare board meetings whenever possible.

6. What do you think that the school board should do to ensure that the district is able to attract and retain a high-quality teaching staff?

Wages are not equal to higher revenue districts in our region, but the appeal of our community is a huge selling point. People are inherently apt to leave a job if they face long commutes, low wage or lack of appreciation. There is one simple way to retain teachers, make them enjoy coming to work! That alone helps to bridge gaps in compensation differences with other districts. Monthly faculty lunches, such as pizza or grilling brats would enhance esprit de corps, and something as simple as that will keep the atmosphere enjoyable. Follow that by instituting a compensation bonus for teachers who exceed educational expectations and help bring the district rankings higher, particularly in the areas of math and reading proficiency. Outreach networking in regional colleges and technical schools will aid in recruitment efforts, where pinnacle bonuses and teacher appreciation will aid in retention efforts. A comfortable and fun work environment, more than anything else will help retain staff.

March 3, 2022

School District of New Glarus
School Board Vacancy
PO Box 7
1701 2nd St
New Glarus, WI 53574

Dear Current School Board Members:

Thank you for taking the time to review my resume. I am applying for the school board vacancy because I believe this is a great school district and want to make sure it continues to improve. We moved to this area because of the schools. We have 2 children who attend the elementary school and 2 more will be joining them this fall. We have been blessed with great teachers for our children and I want to give back to the community.

I have been on the board of Small World Daycare for the past 3 years (and also from 2014-2017) and President/Co-President of the board for the past year and a half. I strive to ask hard questions when the board is making decisions while looking at the big picture. I try to look at all sides of the issue at hand and present my thoughts on the different options. Many times, there are several ok options and not just one great option. I try to tease out how these different options will affect the stakeholders in the long-term, not just the immediate future.

Two current issues I see the board working on are navigating the pandemic and building the new school and updating other spaces. Thankfully the pandemic seems to be lightening a bit but who knows what new variants may bring. Both require engaging key stakeholders and navigating the needs of multiple groups within the community.

If I can provide you with any further information on my background and qualifications, please let me know. I look forward to hearing from you. I can be reached at 715-271-0017 or via email at heather.thornton@unitypoint.org.

Again, I appreciate you taking the time to review my resume.

Sincerely,

Heather Thornton
Heather Thornton

Heather Thornton

N8273 County Highway J, New Glarus, WI 53574
715.271.0017 ● hthornton@edgewood.edu

PROFILE

Committed and motivated Master's prepared registered nurse with leadership and problem-solving experience. Strong, customer-driven work ethic with collaborative and motivational skills

PROFESSIONAL EXPERIENCE

HERZING UNIVERSITY **December 2015 – Present**
Assistant Professor (Madison, WI)

- Coached adult learners during clinical course on a medical-surgical floor
- Monitored and assessed students' progress throughout a clinical semester; effectively communicated progress to students and the school

CENTER FOR HEALTHCARE EDUCATION AND SIMULATION **June 2011 – January 2016**
Lab Coordinator (Madison, WI)

- Programmed patient scenarios for Pediatric Advanced Life Support and Intensive care units tailored to customer needs
- Assisted in the recruitment of outside revenue by facilitating on-boarding of 2 new accounts
- Collaborated with faculty and staff for simulation selection and building
- Provided constructive feedback to faculty and the director of the simulation lab
- Maintained status reports to provide management with updated information and recommendations for upcoming projects
- Oversaw implementation of programming for Advanced Cardiac Life Support, which resulted in a savings of over \$5000

UW HEALTH **January 2007 – Present**
Organ Procurement Coordinator (Madison, WI)

- Managed all aspects of critical care patients care: antibiotic regimen, electrolytes, ventilator settings, and vasoactive medications
- Coordinated with donation champions, physicians, trauma coordinators, emergency room staff, operating room staff, bedside nurses, social workers, pastoral care and other key personnel to ensure all families are supported throughout the donation process
- Led project that successfully established and maintained effective systems for documenting clinician care of donor patients
- Assisted with the on-boarding of new staff to roles as organ procurement coordinators
- Developed systems for effectively teaching regulatory donor reporting programs

**CARDINAL STRITCH UNIVERSITY
Adjunct Faculty (Milwaukee, WI)**

**August 2012 – December 2012
January 2010 – May 2011**

- Taught Health Restoration I Lecture for class of 41
- Taught clinical course for 7-8 Associate Degree Nursing students on a medical-surgical floor
- Monitored and assessed students' progress throughout a clinical semester; effectively communicated progress to students and the school

**UW HEALTH
Registered Nurse (Madison, WI)**

January 2004 – January 2007

- Managed patient care to cardiac/thoracic and heart/lung transplant patients in an intermediate care unit
- Educated and provided guidelines to patients about medication, home care and post-surgical care
- Educated ventricular assist device patients about home care, including dressing change and device management

EDUCATION

CARDINAL STRITCH UNIVERSITY, Milwaukee, WI
Master of Science, Nursing Education

December 2008

UNIVERSITY OF WISCONSIN – EAU CLAIRE, Eau Claire, WI
Bachelor of Science, Nursing
Minors: Biology, Chemistry

December 2003

CERTIFICATIONS

Certified Procurement Transplant Coordinator	2009 – Present
Advanced Cardiac Life Support Instructor Certification	2014 – Present
Advanced Cardiac Life Support Certification	2005 – Present
Pediatric Life Support Certification	2007 – Present
Basic Life Support Instructor Certification	2013 – Present
Basic Life Support Certification	1998 – Present
Progressive Care Certified Nurse	2005 – 2009

PROFESSIONAL AFFILIATIONS

NATCO—The Organization of Transplant Professionals	2007 – Present
Wisconsin Nurses Association	2007 – 2011
American Association of Critical Care Nurses	2006 – 2009

School Board Vacancy Questions

**Please answer the questions below and return the completed questionnaire to Kris Anderson in the District Office no later than 4:00pm on March 10, 2022. Questionnaires may be dropped off at the District Office at 1701 2nd St., or sent via email to kris.anderson@ngsd.k12.wi.us*

1. Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the district?

Education is really important to our family. We moved to New Glarus from Madison because we were looking for schools where our children would not be a number. Two of our friends lived in NG and recommended the schools. One stated they had a child who did really well in school and one who needed extra support and NG was able to support them both. The other commented about how staff within the school knew their child. This is why we moved to New Glarus and we have been very happy to be a part of this school district!

I have worked within the field of education since my college days. In college I worked with Hmong refugee families and their children who were learning the English language and how the U.S. worked. After working as a nurse for 3 years I went back to school to obtain my Masters of Nursing Education. My thesis paper was on critical thinking and how to encourage this within nursing. Since obtaining this degree I have been working with nursing students and nursing staff education needs.

I am excited to bring to the leadership team critical thinking skills and I am not afraid to ask the hard questions. I try to view things from various different angles so that we can provide answers to these different sides up front rather than be surprised by them later. Early in the pandemic I asked questions of our superintendent and she suggested I run for school board because of the questions I was asking and how I looked at these situations. At that point I had very young twin children and could not think about having any other commitments. Now our kids have grown a bit so that I feel ready to commit to the school board

2. What do you see as the current strengths of the school district that the board should work to maintain going forward?

From watching the meetings, I have seen that the attendees from both the district staff and the board members are very respectful. All sides discuss their view points, ask respectful and sometimes difficult questions and are focused on providing the best outcomes for our students. Overall, our district does well with providing great opportunities for the students both academically and extra-curricular arenas. I want to see that continue.

One area where the school district could become stronger is with communication. Through the pandemic it wasn't the decisions that were made but how the communication was relayed. I appreciate the considerations that goes into various policies and how the board has dealt with tricky situations. I would like to work the board to improve communication strategies so that parents to make informed decisions based on how this impacted their family.

3. As a school board member, how would you be an advocate for the district's school and students?

I would work hard to learn the role quickly and get up to speed on the topics at hand. I would keep an open mind and listen to all sides of the situation before making a decision [Voting] on which way we should turn. I would ask questions and challenge the "we have always done it this way" mentality. I have always managed up—I speak highly of this town and our school district--New Glarus and our education system and will continue to do this. As a nurse always advocate for my patients, I would do the same on the school board for our students.

4. What do you think should be the top priorities for the school board to focus on to improve student achievement during the next 1 to 5 years? Why?

Keeping our kids safe! Internet/cellphones has made it so that students have 24/7 access to each other and this can be a challenge. Where-as when I was younger if someone was bullying you at school there was a refuge at home. Now that refuge is almost non-existent so making a safe place where students can ask for help and feel safe should be a priority. This would include inclusionary bathrooms, etc. Providing outlets for students to say they are hurting like the "how are you feeling" app that was proposed at a recent board meeting. This allows students another avenue for someone to reach out.

Providing different ways for students to learn. For example, one of my children is not successful on spelling and previously on reading. I asked multiple times for help from different teachers and I was told that spelling is not a focus for schools anymore. This did not feel right, it can be very difficult for a child to read if they have little to no spelling ability. From a parent standpoint it would be more helpful to have options for our child both at school and to take home and work with our kids on.

The new school building and updating current buildings. Our staff/students have outgrown our current footprint and we need to keep this project moving ahead and within budget.

5. What specific prior involvement have you had with the district's schools (or K-12 more generally)? In what capacities are you currently an active member of the community?

I have been a member of the Small World Daycare board for the past 3 years and co-president/president for the past 1.5 years. I also served on this board for 3 years prior to the birth of my twins. I have met so many amazing people from this community through my time on the board and have found it very rewarding. This organization has moved from feeling like closing could be a real possibility the first time I was on the board, to an organization that is consistently moving in the right direction. It is amazing the turn around that has happened in the past 5 years, with much of that change happening since the newest leadership has come into place in the last 6 months.

As I alluded to before, we have younger kids. At one point we had 4 kids under the age of 5.

6. What do you think that the school board should do to ensure that the district is able to attract and retain a high-quality teaching staff?

I feel like nursing is going through a similar situation. I have found that there is no 100% easy answer to this question. Many people say money will fix this problem. I'm not so sure. I mean money helps but at some point, if you aren't feeling valued, money doesn't matter. I think this is a discussion between the board, the teachers/staff and the admin team. We need to find ways to help our teachers realize how much they mean to us and that might look very different depending from teacher to teacher and staff member to staff member. Wherever we can, we need to build in flexibility. We have used a lot of new tools due to COVID and we need to use them more to our advantage. For example, maybe a teacher has an older child that is home sick. This teacher may not be able to leave the child at home but maybe able to reach out to students/families virtually and aid them in school work while being there for their child. Or maybe a teacher cannot work a full day but could work a half day, every day of the week, why not use that to our advantage? By using this creatively we may be able to give other teachers prep time they are sorely missing.

Also, this means parents reaching out to staff and teachers and letting them know how valuable they are and how appreciated they are! I still have cards from some of my first patients who told me how much they appreciated my care. Parents connecting with staff members in a positive way can go a LONG way and also helps teachers to feel like they are a valued part of this community. We have lost some amazing teachers, some of which was due to not feeling like they were part of this community.



Kris Anderson <kris.anderson@ngsd.k12.wi.us>

Application for School Board Seat

2 messages

skip dreyfus <skipdreyfus@gmail.com>
To: kris.anderson@ngsd.k12.wi.us

Thu, Mar 3, 2022 at 3:33 PM

My name is Skip Dreyfus ,
I started Choice Elevator Llc 8 years ago and have learned to deal with every problem you could imagine ,I've become a problem solver as well as an elevator repair man and I think that my service and experiances can help on the School Board .
Thanks

Skip Dreyfus

If you like the service that we have provided for you please leave us a review at bbb.org. Choice Elevator LLC. Leave a review .

Choice Elevator LLC

www.choiceelevator.com

skipdreyfus@gmail.com

skip@choiceelevator.com

After hours- 888-767-5992

Mobile- 608-512-7246 Prompt #2

Confidentiality Notice: This email message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message



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7K

Kris Anderson <kris.anderson@ngsd.k12.wi.us>
To: skip dreyfus <skipdreyfus@gmail.com>

Thu, Mar 3, 2022 at 4:12 PM

Thank you Skip. We will be in touch with you about the interview process after the March 3rd deadline for applications.

Best regards,
Kris

[Quoted text hidden]

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Kris Anderson
Executive Assistant
New Glarus School District



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7K

- SKIP Dreyfus
608-640-6120

School Board Vacancy Questions

*Please answer the questions below and return the completed questionnaire to Kris Anderson in the District Office no later than 4:00pm on March 10, 2022. Questionnaires may be dropped off at the District Office at 1701 2nd St., or sent via email to kris.anderson@ngsd.k12.wi.us

1. Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the district?

I Am A concerned father of 4 children of which 2 have graduated and two are still enrolled in New Glarus public schools.

I have an open mind towards every subject and will listen to all sides before making a decision.

2. What do you see as the current strengths of the school district that the board should work to maintain going forward?

The Quality of our teachers with commitment to teaching our children at the highest level.

3. As a school board member, how would you be an advocate for the district's school and students?

I deal with frequent changes and developments every day at my job. and will make decisions based on the current situations.

4. What do you think should be the top priorities for the school board to focus on to improve student achievement during the next 1 to 5 years? Why?

A Better understanding as to what they will be a part of in their future, not just watching their parents deal with all the issues at hand.

5. What specific prior involvement have you had with the district's schools (or K-12 more generally)? In what capacities are you currently an active member of the community?

I've helped kids at all levels with sports. I'm not in anything currently.

6. What do you think that the school board should do to ensure that the district is able to attract and retain a high-quality teaching staff?

Focus on fair and living wages, give the teachers the ability to teach our kids in the best possible practice. If they don't enjoy what they do, we will lose them.

- B. Open School Board Seat - Select Questions for Interviews
- C. Special School Board Meeting on March 21 to Conduct Interviews and Appoint a Board Member for the Open Board Seat
- D. RESOLUTION AUTHORIZING THE TRANSFER OF FUNDS, THE ESTABLISHMENT OF AN ESCROW ACCOUNT WITH RESPECT TO AND THE DEFEASANCE OF CERTAIN OF THE GENERAL OBLIGATION REFUNDING BONDS, DATED JULY 13, 2021 51

RESOLUTION AUTHORIZING THE TRANSFER OF FUNDS,
THE ESTABLISHMENT OF AN ESCROW ACCOUNT WITH RESPECT
TO AND THE DEFEASANCE OF CERTAIN OF THE
GENERAL OBLIGATION REFUNDING BONDS, DATED JULY 13, 2021

WHEREAS, the School District of New Glarus, Dane and Green Counties, Wisconsin (the "District") has outstanding its General Obligation Refunding Bonds, dated July 13, 2021 (the "2021 Bonds") which were issued for the purpose of paying the cost of refunding certain outstanding obligations of the District;

WHEREAS, the District has certain debt service funds and other funds on hand (the "Funds") sufficient to defease a portion of the debt service on the 2021 Bonds;

WHEREAS, the School Board of the District deems it desirable and in the best interest of the District to transfer and apply such Funds to the defeasance and early redemption of a portion of the 2021 Bonds; and

WHEREAS, since the 2021 Bonds are not currently callable, it is necessary for the available Funds to be irrevocably deposited into an escrow account, invested in direct obligations of the United States of America, treated as a portion of the debt service fund for the 2021 Bonds and applied to pay the principal of and interest on \$695,000 of the 2041 maturity of the 2021 Bonds (the "Defeased Obligations") on the April 1, 2028 early redemption date.

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

1. Establishment of Escrow Account. The School Board hereby authorizes and directs the officers of the District to enter into an Escrow Agreement with Associated Trust Company, National Association, Green Bay, Wisconsin, as Escrow Agent (the "Escrow Agent"), for the purpose of effecting the provisions of the Resolution.
2. Transfer and Deposit to Escrow Account. The School Board hereby authorizes and approves the transfer and deposit of the Funds into the Escrow Account to be established with the Escrow Agent in an amount sufficient, together with earnings thereon, to provide for the payment of the Defeased Obligations concurrently with the execution of the Escrow Agreement, and the subsequent use, investment and disbursement thereof by the Escrow Agent in the manner provided by the Escrow Agreement.
3. Professional Services. The School Board hereby ratifies and approves the retention of Robert W. Baird & Co. Incorporated ("Baird") to provide general consulting services in connection with this transaction; Quarles & Brady LLP ("Bond Counsel") to provide limited, special counsel legal services in connection with this transaction; and Causey Demgen & Moore P.C. to provide mathematical verification and related services in connection with this transaction.
4. Redemption of the Defeased Obligations, Notice of Defeasance and Redemption. The Defeased Obligations are hereby called for redemption on April 1, 2028. The School Board hereby directs the Escrow Agent pursuant to the Escrow Agreement to provide a notice of the defeasance of said Defeased Obligations and a notice with respect to the redemption of the Defeased Obligations at the times and in the manner set forth in the final Escrow Agreement.

5. Authorization of Officers and Agents. The School Board hereby authorizes the appropriate officers and agents of the District to work with Baird and the Escrow Agent to review and approve the finalized Escrow Agreement including the escrow deposit and other details, to provide the notices of defeasance and redemption and to execute and deliver all documents required by Bond Counsel with respect to this transaction.

Adopted and recorded March 14, 2022.

William Oemichen
District President

ATTEST:

Larry Stuessy
Acting District Clerk

(SEAL)



School District of New Glarus Summary of Cash Defeasance Transaction Date: March 24, 2022

Calendar Year	BEFORE DEFEASANCE				AFTER DEFEASANCE				REDUCTION IN FUND 39 DEBT SERVICE	FUND 39 D/S PRIOR TO DEFEASANCE <small>(Net of QSCB Subsidy)</small> <small>(A)</small>	FUND 39 D/S AFTER DEFEASANCE <small>(Net of QSCB Subsidy)</small> <small>(A)</small>
	Amount:	Type:	Date:	Callable:	Amount:	Type:	Date:	Callable:			
	PRINCIPAL	RATE	INTEREST	TOTAL	PRINCIPAL	RATE	INTEREST	TOTAL			
	(4/1)		(4/1 & 10/1)		(4/1)		(4/1 & 10/1)				
	\$27,410,000				\$27,410,000						
	General Obligation Refunding Bonds (CR)				General Obligation Refunding Bonds (CR)						
	July 13, 2021				July 13, 2021						
	'29-'41 Callable 4/1/28 @ Par				'29-'41 Callable 4/1/28 @ Par						
2022	\$845,000	5.000%	\$974,108	\$1,819,108	\$845,000	5.000%	\$974,108	\$1,819,108	\$0	\$2,501,159	\$2,501,159
2023	\$1,070,000	5.000%	\$749,000	\$1,819,000	\$1,070,000	5.000%	\$735,100	\$1,805,100	\$13,900	\$2,504,188	\$2,490,288
2024	\$1,125,000	5.000%	\$694,125	\$1,819,125	\$1,125,000	5.000%	\$680,225	\$1,805,225	\$13,900	\$2,502,738	\$2,488,838
2025	\$1,180,000	5.000%	\$636,500	\$1,816,500	\$1,180,000	5.000%	\$622,600	\$1,802,600	\$13,900	\$2,502,369	\$2,488,469
2026	\$1,245,000	5.000%	\$575,875	\$1,820,875	\$1,245,000	5.000%	\$561,975	\$1,806,975	\$13,900	\$2,503,113	\$2,489,213
2027	\$1,305,000	5.000%	\$512,125	\$1,817,125	\$1,305,000	5.000%	\$498,225	\$1,803,225	\$13,900	\$2,500,488	\$2,486,588
2028	\$1,375,000	5.000%	\$445,125	\$1,820,125	\$1,375,000	5.000%	\$431,225	\$1,806,225	\$13,900	\$2,503,575	\$2,489,675
2029	\$1,430,000	3.000%	\$389,300	\$1,819,300	\$1,430,000	3.000%	\$375,400	\$1,805,400	\$13,900	\$2,501,600	\$2,487,700
2030	\$1,475,000	3.000%	\$345,725	\$1,820,725	\$1,475,000	3.000%	\$331,825	\$1,806,825	\$13,900	\$2,504,875	\$2,490,975
2031	\$1,725,000	3.000%	\$297,725	\$2,022,725	\$1,725,000	3.000%	\$283,825	\$2,008,825	\$13,900	\$2,504,850	\$2,490,950
2032	\$1,350,000	1.625%	\$260,881	\$1,610,881	\$1,350,000	1.625%	\$246,981	\$1,596,981	\$13,900	\$1,610,881	\$1,596,981
2033	\$1,370,000	1.625%	\$238,781	\$1,608,781	\$1,370,000	1.625%	\$224,881	\$1,594,881	\$13,900	\$1,608,781	\$1,594,881
2034	\$1,395,000	1.750%	\$215,444	\$1,610,444	\$1,395,000	1.750%	\$201,544	\$1,596,544	\$13,900	\$1,610,444	\$1,596,544
2035	\$1,420,000	1.750%	\$190,813	\$1,610,813	\$1,420,000	1.750%	\$176,913	\$1,596,913	\$13,900	\$1,610,813	\$1,596,913
2036	\$1,445,000	1.750%	\$165,744	\$1,610,744	\$1,445,000	1.750%	\$151,844	\$1,596,844	\$13,900	\$1,610,744	\$1,596,844
2037	\$1,470,000	2.000%	\$138,400	\$1,608,400	\$1,470,000	2.000%	\$124,500	\$1,594,500	\$13,900	\$1,608,400	\$1,594,500
2038	\$1,500,000	2.000%	\$108,700	\$1,608,700	\$1,500,000	2.000%	\$94,800	\$1,594,800	\$13,900	\$1,608,700	\$1,594,800
2039	\$1,530,000	2.000%	\$78,400	\$1,608,400	\$1,530,000	2.000%	\$64,500	\$1,594,500	\$13,900	\$1,608,400	\$1,594,500
2040	\$1,560,000	2.000%	\$47,500	\$1,607,500	\$1,560,000	2.000%	\$33,600	\$1,593,600	\$13,900	\$1,607,500	\$1,593,600
2041	\$1,595,000	2.000%	\$15,950	\$1,610,950	\$900,000	2.000%	\$9,000	\$909,000	\$701,950	\$1,610,950	\$909,000
	<u>\$27,410,000</u>		<u>\$7,080,221</u>	<u>\$34,490,221</u>	<u>\$26,715,000</u>		<u>\$6,823,071</u>	<u>\$33,538,071</u>	<u>\$952,150</u>	<u>\$41,124,565</u>	<u>\$40,172,415</u>

Maturity to be Partially Defeased

(A) QSCB Subsidy is reduced by 5.7% in 2022 (Sequestration).

Sources Of Funds	
Cash Requirement.....	\$717,598
Total Sources.....	\$717,598
Uses Of Funds	
Deposit to Net Cash Escrow Fund.....	\$702,573
Baird General Consulting Fee.....	\$5,000
Quarles & Brady Bond Counsel Fee.....	\$4,375
Associated Trust Escrow Agent Fee.....	\$3,150
Causey CPA Verification Fee.....	\$2,500
Total Uses.....	\$717,598

Less: Amount Needed for Escrow	(\$702,573)
Less: Costs of Issuance	(\$15,025)
SAVINGS FROM DEFEASANCE	<u>\$234,552</u>

2021-22 Fund 39 Levy	\$3,222,961
Less: 2022 Fund 39 Debt Service Payments	(\$2,501,159)
AMOUNT AVAILABLE FOR DEFEASANCE	<u>\$721,802</u>

CLOSING CERTIFICATE

The undersigned hereby certify that we are the duly qualified and acting District President and Acting District Clerk of the School District of New Glarus, Dane and Green Counties, Wisconsin (the "District"), and further certify the following:

1. Organization; Source of Funds for Defeasance.

1.1 Now and at all times mentioned in this Certificate, the District was duly organized, validly existing and operating under and by virtue of the laws of the State of Wisconsin.

1.2 The District is governed by a School Board composed of seven members.

1.3 The duly qualified and acting officers and administrators of the District pertinent to this transaction are as follows:

Officers and Administrators

William Oemichen, District President
Larry Stuessy, Acting District Clerk
Dr. Jennifer Thayer, District Administrator
Tammy Marty, Business Manager

Said officers and administrators were each duly qualified and acting at all times material to the defeasance of certain of the General Obligation Refunding Bonds, dated July 13, 2021 (the "2021 Bonds") (the "Defeasance Transaction").

1.4 There are no resolutions in effect which require any officers of the District, other than the District President and District Clerk, to execute the documents relating to the Defeasance Transaction. The seal as shown hereon is a printed facsimile or an actual impression of the official or corporate seal of the District.

1.5 The funds of \$717,598.02 being contributed by the District to fund the Defeasance Transaction are funds on deposit in the Debt Service Fund Account for the 2021 Bonds and the general fund of the District (the "Funds"). The Funds are not derived from any tax-exempt borrowing by the District.

2. Record Book; Certification of Transcript; Legal Opinion.

2.1 The Acting District Clerk has provided and kept a separate record book (the "Transcript") in which the Acting District Clerk has recorded a full and correct statement of every step or proceeding had or taken by the District in the course of the Defeasance Transaction referred to in this Certificate. The Transcript attached hereto and made a part hereof is the true and complete transcript of proceedings.

2.2 Pursuant to Section 893.77, Wisconsin Statutes, the Acting District Clerk has submitted a certified copy of the proceedings preliminary to this Defeasance Transaction (i.e., the Transcript of which this Certificate is a part) to Quarles & Brady LLP for its examination and

certification. By execution of its Legal Opinion it has certified that the proceedings are regular and valid. The Acting District Clerk has also caused the Legal Opinion to be recorded at length in the Transcript.

3. Authorization; Open Meeting Law Compliance.

3.1 The resolution listed below and included in the Transcript was duly adopted by the School Board of the District at an open, lawful public meeting of the School Board called, noticed, held and conducted in the manner established by the School Board and required by pertinent Wisconsin Statutes.

3.2 The resolution listed below and included in the Transcript was on the agenda for said meeting and public notice thereof was given not less than twenty-four (24) hours prior to the commencement of said meeting by (i) posting notice of the meeting; (ii) providing notice to those news media which have filed a written request for notice of meetings, and (iii) providing notice to the official newspaper of the District or, if none exists, a news medium likely to give notice in the area. In compliance with guidance provided by the Attorney General of the State of Wisconsin, the notice of the March 14, 2022 meeting included information detailing how to access and monitor the meeting virtually.

3.3 At an open, lawful public meeting of the School Board held on March 14, 2022, at which a quorum of the members of the School Board was present in person, a resolution entitled: "Resolution Authorizing the Transfer of Funds, the Establishment of an Escrow Account With Respect to and the Defeasance of Certain of the General Obligation Refunding Bonds, dated July 13, 2021" (the "Resolution") was duly adopted by the School Board.

3.4 The Resolution has been duly recorded in the minutes of the proceedings of said meeting, has not been amended or revoked, and in all other respects is in full force and effect on the date of this Certificate. A true copy of the Resolution is attached hereto as a part of the Transcript.

4. No Litigation.

4.1 No litigation is now pending or threatened with respect to the corporate existence, organization, or boundaries of the District, the right or title of any officer of the District to his or her respective office, or the Defeasance Transaction. No proceedings are now pending with respect to a change in the form of government of the District or the detachment of territories therefrom.

5. Verification; Escrow Agreement.

5.1 We have reviewed the Verification Report dated March 24, 2022 prepared by Causey Demgen & Moore P.C., Denver, Colorado (the "Report") and a true copy of the same is attached hereto as a part of the Transcript.

5.2 The Escrow Agreement attached hereto as a part of the Transcript is the original or a true copy thereof as executed by authorized officers of Associated Trust Company, National Association, Green Bay, Wisconsin, the District President and Acting District Clerk.

5.3 The Escrow Agreement was duly authorized by the Resolution.

IN WITNESS WHEREOF, we have executed this Certificate in our official capacities effective March 24, 2022.

William Oemichen
District President

(SEAL)

Larry Stuessy
Acting District Clerk

SCHOOL DISTRICT OF NEW GLARUS, WISCONSIN

TO

ASSOCIATED TRUST COMPANY, NATIONAL ASSOCIATION
GREEN BAY, WISCONSIN

AS ESCROW AGENT

ESCROW AGREEMENT

DATED AS OF MARCH 24, 2022

SECURING A PORTION OF THE
GENERAL OBLIGATION REFUNDING BONDS,
DATED JULY 13, 2021
OF THE SCHOOL DISTRICT OF NEW GLARUS,
DANE AND GREEN COUNTIES, WISCONSIN

THIS ESCROW AGREEMENT is made and entered into March 24, 2022 by and between the School District of New Glarus, Wisconsin (the "District") and Associated Trust Company, National Association, Green Bay, Wisconsin, a national banking association with trust powers (the "Escrow Agent").

RECITALS

The District has duly issued its General Obligation Refunding Bonds, dated July 13, 2021 (the "2021 Bonds" or the "Prior Issue"), for the purpose of paying the cost of refunding certain outstanding obligations of the District.

There are presently available certain debt service funds and other funds on hand of the District (the "Funds") in an amount that is equal to the amount which, when invested as provided herein, will be required to pay the principal of and interest on a portion of the 2021 Bonds.

It has been determined by the District that it is necessary, desirable and in the best interest of the District to deposit said Funds in an escrow account to pay the principal of and related interest on a portion of the outstanding 2021 Bonds, being \$695,000 of the 2041 maturity (the "Defeased Obligations"), on their April 1, 2028 early redemption date (the totality of said transaction is referred to herein as the "Defeasance"). The Defeased Obligations are more fully described on Exhibit A-1 hereto.

To accomplish the Defeasance, the Escrow Agent has been appointed custodian of the District's Funds for the Defeased Obligations until the Defeased Obligations are paid in full.

The execution of this Agreement has been duly authorized by a resolution of the School Board entitled: "Resolution Authorizing the Transfer of Funds, the Establishment of an Escrow Account With Respect to and the Defeasance of Certain of the General Obligation Refunding Bonds, dated July 13, 2021" (the "Resolution") adopted by the School Board of the District on March 14, 2022.

In consideration of the mutual covenants contained herein, the parties hereto covenant and agree as follows for the equal and proportionate benefit and security of the holders of the Defeased Obligations:

1. Escrow Deposit. Concurrently with the execution of this Agreement, the District has irrevocably deposited with the Escrow Agent, receipt of which is hereby acknowledged by the Escrow Agent, \$717,598.02 from the Funds.

The foregoing, along with earnings and interest thereon, shall be held and disposed of by the Escrow Agent only in accordance with this Agreement. The District represents and warrants that the foregoing, if held, invested and disposed of by the Escrow Agent in accordance with this Agreement, will be sufficient, without the need for any further investment or reinvestment, to make all payments required under this Agreement. The Escrow Agent has not determined and is under no obligation to determine whether the amounts deposited hereunder are or will be sufficient to make all of the payments directed to be made hereunder.

2. Acceptance of Escrow. The Escrow Agent acknowledges receipt of the escrow deposit hereunder and accepts the responsibilities imposed on it by this Agreement.

3. Application of Escrow Deposit. There is hereby created by the District and ordered established with the Escrow Agent an account hereby designated, "School District of New Glarus Escrow Account" (the "Escrow Account").

The Escrow Agent shall deposit the amount described above in the Escrow Account to be used as follows:

a) \$702,460.00 to be used to purchase the United States Treasury Certificates of Indebtedness, Notes and/or Bonds - State and Local Government Series ("SLGs"), described on the attached Exhibit B-1, pay for the SLGs from monies in the Escrow Account and hold the SLGs in the Escrow Account;

b) \$113.02 to be used to establish a beginning cash balance in the Escrow Account; and

c) \$15,025.00 to be used to pay the Issuance Expenses set forth on the attached Exhibit C-1, which the Escrow Agent is hereby authorized to pay.

Except as set forth in Section 8 hereof, the Escrow Account (other than the cash held pursuant to subsection (b) above) shall remain invested in the SLGs, and the Escrow Agent shall not sell or otherwise dispose of the SLGs.

In addition to the foregoing, the Escrow Agent is hereby directed to reinvest excess investment proceeds accruing in the year 2022 in SLGs as follows:

<u>Amount</u>	<u>Interest Rate</u>	<u>Reinvestment Date</u>	<u>Maturity Date</u>
\$1,219	0.00%	10/03/2022	04/01/2023
1,219	0.00	10/03/2022	10/01/2023
1,219	0.00	10/03/2022	04/01/2024
1,219	0.00	10/03/2022	10/01/2024
1,219	0.00	10/03/2022	04/01/2025

The Escrow Agent is hereby directed to submit the subscription for these SLGs on behalf of the District, at least seven (7) days in advance of the date of reinvestment (or such other period of time in advance of the date of reinvestment as is then required by law or regulation) and such subscription shall be in accordance with then applicable law and regulations. The District will cooperate with the Escrow Agent as necessary to allow any subscriptions to be made as described herein.

If SLGs with an interest rate of 0.00% are not available at the time such Escrow Account monies are to be reinvested, the Escrow Agent is hereby directed to reinvest such Escrow Account monies on behalf of the District in direct obligations of the United States of America ("U.S. Government Obligations"), or hold such monies uninvested, as directed by the District, upon the Escrow Agent's receipt, at the expense of the District, of (i) an opinion of the bond counsel for the Defeased Obligations or other nationally recognized firm of attorneys experienced in the area of municipal finance to the effect that such transaction would not cause any of the Defeased Obligations to be an "arbitrage bond" within the meaning of Section 148 of

the Internal Revenue Code of 1986, as amended (the "Code"), and the income tax regulations thereunder (the "Regulations") and (ii) a certification from an independent certified public accountant that, after such transaction, the principal of and interest on the U.S. Government Obligations in the Escrow Account will, together with other monies in the Escrow Account available for such purposes, be sufficient at all times to pay, when due, the principal of and interest on the Defeased Obligations.

The Escrow Account cash flow (taking into account any reinvestments) prepared by the Accountant defined below is set forth on Exhibit D-1.

Except for the foregoing or as set forth in Section 8 hereof, no reinvestment of amounts on deposit in the Escrow Account shall be permitted.

The Escrow Agent shall apply the monies in the Escrow Account to the payment of the Defeased Obligations in the amounts set forth on the attached Exhibit A-1 by depositing such amounts with the fiscal agent for the Defeased Obligations on or before the dates such amounts are due.

Causey Demgen & Moore P.C., a firm of independent accountants (the "Accountant"), has delivered to the District, the Escrow Agent, Robert W. Baird & Co. Incorporated, any bond insurer for the 2021 Bonds, if any, and Quarles & Brady LLP, for their purposes, a report stating that the firm has reviewed the arithmetical accuracy of certain computations based on assumptions relating to the sufficiency of forecasted net cash flow from the United States government securities (paragraph (a) above) and any initial cash deposit (paragraph (b) above) to pay the principal of and interest (if any) on the Defeased Obligations when due as described on Exhibit A-1. Based upon the summarized data presented in its report and the assumption that the principal and interest payments on the United States government securities are deposited in the Escrow Account when due, in its opinion, the proceeds from the United States government securities, plus any initial cash deposit will be sufficient for the timely payment of principal and interest, when due, on the Defeased Obligations.

If at any time it shall appear to the Escrow Agent that the money in the Escrow Account will not be sufficient to make any required payments due to the holders of the Defeased Obligations, the Escrow Agent shall immediately notify the District. Upon receipt of such notice, the District shall forthwith transmit to the Escrow Agent for deposit in the Escrow Account from legally available funds such additional monies as may be required to make any such payment.

4. Redemption of the Defeased Obligations. Pursuant to the Resolution, the District has heretofore called the Defeased Obligations for redemption and authorized and directed the Escrow Agent to give notice of said intended redemption of the Defeased Obligations by providing notice (in substantially the form attached hereto as Exhibit E-1) in the manner and at the times set forth on Exhibit E-1, and the Escrow Agent hereby agrees to give such notice.

5. Notice of Defeasance of the Defeased Obligations. The Escrow Agent is hereby directed and agrees within ten business days after the closing for the Defeasance to provide a Notice of Partial Defeasance and Redemption, in substantially the form attached hereto as Exhibit F-1, to the registered owners of the Defeased Obligations, to any fiscal agent for the Defeased Obligations, and to any others as described in Exhibit F-1. In addition, if the Defeased

Obligations are subject to the continuing disclosure requirements of SEC Rule 15c2-12, the Notice of Partial Defeasance and Redemption should be filed electronically with the MSRB through the Electronic Municipal Market Access (EMMA) System website at www.emma.msrb.org.

6. The Escrow Agent.

a) Annual Report. The Escrow Agent shall, in the month of February of each year while this Agreement is in effect, and as soon as practicable after termination of this Agreement, forward by first class mail to the District a report of the receipts, income, investments, reinvestments, redemptions and payments of and from the Escrow Account during the preceding calendar year, including in such report a statement, as of the end of the preceding calendar year, regarding the manner in which it has carried out the requirements of this Agreement. The District shall have the right, at any time during business hours, to examine all of the Escrow Agent's records regarding the status and details of the Escrow Account.

b) Separate Funds; Accountability. Except as otherwise permitted under Section 3 hereof, the Escrow Agent shall keep all monies, securities and other properties deposited hereunder, all investments and all interest thereon and profits therefrom, at all times in a special fund and separate trust account, wholly segregated from all other funds and securities on deposit with it; shall never commingle such deposits, investments and proceeds with other funds or securities of the Escrow Agent; and shall never at any time use, pledge, loan or borrow the same in any way. The fund established hereunder shall be held separately and distinctly and not commingled with any other such fund. Nothing herein contained shall be construed as requiring the Escrow Agent to keep the identical monies, or any part thereof, received from or for the Escrow Account, on hand, but monies of an equal amount shall always be maintained on hand as funds held by the Escrow Agent, belonging to the District, and a special account thereof, evidencing such fact, shall at all times be maintained on the books of the Escrow Agent. All uninvested money held at any time in the Escrow Account shall be continuously secured by the deposit in a Federal Reserve Bank or direct obligations of the United States of America in a principal amount always not less than the total amount of uninvested money in the Escrow Account. It is understood and agreed that the responsibility of the Escrow Agent under this Agreement is limited to the safekeeping and segregation of the monies and securities deposited with it for the Escrow Account, and the collection of and accounting for the principal and interest payable with respect thereto.

In the event the Escrow Agent due to any action or inaction required hereunder is unable or fails to account for any property held hereunder, such property shall be and remain the property of the District. Property held by the Escrow Agent hereunder shall not be deemed to be a banking deposit of the District to the extent that the Escrow Agent shall have no right or title with respect thereto (including any right of set-off) and the District shall have no right of withdrawal thereof.

c) Liability. The Escrow Agent shall be under no obligation to inquire into or be in any way responsible for the performance or nonperformance by the District or any paying agent of any of its obligations, or to protect any of the District's rights under any bond proceeding or any of the District's other contracts with or franchises or privileges from any state, county, municipality or other governmental agency or with any person. The Escrow Agent shall not be liable for any act done or step taken or omitted by it, as escrow agent, or for any mistake of fact

or law, or for anything which it may do or refrain from doing in good faith and in the exercise of reasonable care and believed by it to be within the discretion or power conferred upon it by this Agreement, except for its negligence or its willful misconduct. The Escrow Agent shall not be responsible in any manner whatsoever for the recitals or statements contained herein, including without limitation those as to the sufficiency of the trust deposit to accomplish the purposes hereof or of the 2021 Bonds or in any proceedings taken in connection therewith, but they are made solely by the District.

d) Resignations; Successor Escrow Agent. The Escrow Agent may at any time resign by giving not less than 60 days written notice to the District. Upon giving such notice of resignation, the resigning Escrow Agent may petition any court of competent jurisdiction for the appointment of a successor escrow agent. Such court may thereupon, after such notice, if any, as it may deem proper and prescribes, appoint a successor escrow agent of comparable qualifications to those of the resigning Escrow Agent. The resignation of the Escrow Agent shall take effect only upon the appointment of a successor escrow agent and such successor escrow agent's acceptance of such appointment.

Any successor escrow agent shall be a state or national bank, have full banking and trust powers, and have a combined capital and surplus of at least \$5,000,000.

Any successor escrow agent shall execute, acknowledge and deliver to the District and to its predecessor escrow agent an instrument accepting such appointment hereunder, and thereupon the resignation of the predecessor escrow agent shall become effective and such successor escrow agent, without any further act, deed or conveyance, shall become vested with all the rights, powers, duties and obligations of its predecessor hereunder, with like effect as if originally named as escrow agent herein; but nevertheless, on written request of the District or on the request of the successor escrow agent, the escrow agent ceasing to act shall execute and deliver an instrument transferring to such successor escrow agent, upon the terms herein expressed, all the rights, power, and duties of the escrow agent so ceasing to act. Upon the request of any such successor escrow agent, the District shall execute any and all instruments in writing for more fully and certainly vesting in and confirming to such successor escrow agent all such rights, powers and duties. Any predecessor escrow agent shall pay over to its successor escrow agent a proportional part of the Escrow Agent's fee hereunder.

e) Fees. The Escrow Agent acknowledges receipt from the District of the sum of THREE THOUSAND ONE HUNDRED FIFTY DOLLARS (\$3,150) as and for full compensation for all services to be performed by it as the Escrow Agent under this Agreement. Any out-of-pocket expenses including legal fees and publication costs will be paid by the District as incurred. The Escrow Agent expressly waives any lien upon or claim against the monies and investments in the Escrow Account.

7. Arbitrage. The District has covenanted and agreed and the Escrow Agent hereby covenants and agrees, to the extent any action is within its control and to its knowledge, to and for the benefit of the holders of the Prior Issue, that no investment of the monies on deposit in the Escrow Account will be made in a manner that would cause the 2021 Bonds to be "arbitrage bonds" within the meaning of the Code or any Regulations promulgated or proposed thereunder.

In order to ensure continuing compliance with Section 148 of the Code and the Regulations, the Escrow Agent agrees that it will not invest the cash balance nor reinvest any cash received in payment of the principal of and interest on the federal securities held in the Escrow Account nor redeem such federal securities except as specifically provided in Section 1 hereof. Said prohibition on reinvestment shall continue unless and until the District requests that such reinvestment be made and shall be restricted to noncallable direct obligations of the United States Treasury. Prior to any such request for reinvestment of the proceeds from the federal securities held in the Escrow Account, the District shall provide to the Escrow Agent: (i) an opinion by an independent certified public accounting firm that after such reinvestment the principal amount of the substituted securities, together with the earnings thereon and other available monies, will be sufficient to pay, as the same become due, any required interest payments on the Defeased Obligations and all principal of, redemption premium where required, and interest on the Defeased Obligations which have not then previously been paid, and (ii) an unqualified opinion of nationally recognized bond counsel to the effect that (a) such reinvestment will not cause the Defeased Obligations to be "arbitrage bonds" within the meaning of Section 148 of the Code and the Regulations in effect thereunder on the date of such reinvestment, and (b) such reinvestment complies with the Constitution and laws of the State of Wisconsin and the provisions of all relevant documents relating to the issuance of the Prior Issue.

8. Substitute Investments. At the written request of the District and upon compliance with the conditions hereinafter stated, the Escrow Agent shall have the power to request the redemption of the SLGs and to substitute direct obligations of, or obligations which are unconditionally guaranteed by, the United States of America, which are not subject to redemption prior to maturity and which are available for purchase with the proceeds derived from the disposition of the SLGs on the date of such transaction. The Escrow Agent shall purchase such substitute obligations with the proceeds derived from the sale, transfer, disposition or redemption of the SLGs. The transactions may be effected only by simultaneous sale and purchase transactions, and only if (i) the amounts and dates on which the anticipated transfers from the Escrow Account to the fiscal agent or depository for the payment of the principal of and interest on the Defeased Obligations will not be diminished or postponed thereby, (ii) the Escrow Agent shall receive, at the expense of the District, an opinion of a nationally recognized firm of attorneys experienced in the area of municipal finance to the effect that such disposition and substitution would not cause any 2021 Bonds to be "arbitrage bonds" within the meaning of Section 148 of the Code and the Regulations thereunder; and (iii) the Escrow Agent shall receive, at the expense of the District, a certification from an independent certified public accountant that, after such transaction, the principal of and interest on the U.S. government obligations in the Escrow Account will, together with other monies in the Escrow Account available for such purpose, be sufficient at all times to pay, when due, the principal of, redemption premium, where required, and interest on the Defeased Obligations.

The District hereby covenants that no part of the monies or funds at any time in the Escrow Account shall be used directly or indirectly to acquire any securities or obligations, the acquisition of which would cause any 2021 Bonds to be "arbitrage bonds" within the meaning of Section 148 of the Code and the Regulations thereunder.

9. Miscellaneous.

a) Third Party Beneficiaries. This Agreement has been entered into by the District and the Escrow Agent for the benefit of the holders of the Defeased Obligations, and is not revocable by the District or the Escrow Agent, and the investments and other funds deposited in the Escrow Account and all income therefrom have been irrevocably appropriated for the payment and any redemption of the Defeased Obligations and interest thereon when due, in accordance with this Agreement. This Agreement shall be binding upon and shall inure to the benefit of the District and the Escrow Agent and their respective successors and assigns. In addition, this Agreement shall constitute a third party beneficiary contract for the benefit of the owners of the Defeased Obligations. Said third party beneficiaries shall be entitled to enforce performance and observance by the District and the Escrow Agent of the respective agreements and covenants herein contained as fully and completely as if said third party beneficiaries were parties hereto.

b) Severability. If any section, paragraph, clause or provision of this Agreement shall be invalid or ineffective for any reason, the remainder of this Agreement shall remain in full force and effect, it being expressly hereby agreed that the remainder of this Agreement would have been entered into by the parties hereto notwithstanding any such invalidity.

c) Termination. This Agreement shall terminate upon the payment of all of the principal of and interest on the Defeased Obligations. The parties realize that some of the amounts hereunder may remain upon termination. Any amounts remaining upon termination shall be returned to the District. Termination of this Agreement shall not, of itself, have any effect on the District's obligation to pay the Defeased Obligations.

d) Indemnification. The District agrees to hold the Escrow Agent harmless and, to indemnify the Escrow Agent against any loss, liability, expenses (including attorney's fees and expenses), claims, or demand arising out of or in connection with the performance of its obligations in accordance with the provisions of this Agreement, except for gross negligence or willful misconduct of the Escrow Agent. The foregoing indemnities in this paragraph shall survive the resignation or removal of the Escrow Agent or the termination of the Agreement.

e) Governing Law. This Escrow Agreement shall be construed, interpreted and governed by and under the laws of the State of Wisconsin.

f) Execution in Counterparts. This Agreement may be simultaneously executed in several counterparts, each of which shall be an original and all of which shall constitute but one and the same instrument.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed by their duly authorized officers on the date first above written.

SCHOOL DISTRICT OF NEW GLARUS,
DANE AND GREEN COUNTIES, WISCONSIN

By: _____
District President

(SEAL)

By: _____
Acting District Clerk

ASSOCIATED TRUST COMPANY, NATIONAL
ASSOCIATION, GREEN BAY, WISCONSIN
as Escrow Agent

By: _____

(SEAL)

And: _____

(Defeased Obligations)

EXHIBIT A-1

School District of New Glarus, Wisconsin
General Obligation Refunding Bonds
Dated July 13, 2021

[to be inserted from final verification report]

(See Attached)

Bond Registrar
or Fiscal Agent:

Associated Trust Company, National Association
Green Bay, Wisconsin

Depository:

The Depository Trust Company
New York, New York

EXHIBIT B-1

U.S. TREASURY SECURITIES

(State and Local Government Series)

For Delivery March 24, 2022

(See Attached Subscription Forms)



**U.S. Treasury Securities
SLGS Time Deposit
Subscription View**

OMB: No: 1535-0092
Date/Time: 03/09/2022 01:53 PM EST

Page: 1 of 2

Issue Information

Treasury Case Number 202200536
Status Complete
Issue Date 03/24/2022
Issue Amount \$702,460.00
Rate Table Date 03/09/2022

Owner

Taxpayer Identification Number 39-6003657
Underlying Bond Issue Cash Defeasance
Owner Name School District of New Glarus
Address Line 1 1701 Second Street
Line 2
Line 3
City New Glarus
State WI
Zip Code 53574
Contact Name Business Manager
Telephone
Fax
E-mail

Trustee

ABA Routing Number 075900575
Bank Reference Number
Bank Name Associated Trust Company, N.A.
Address Line 1 200 N. Adams Street
Line 2 P.O. Box 19006
Line 3
City Green Bay
State WI
Zip Code 54307
Contact Name Eric Wied
Telephone 920-433-3275
Fax 920-433-3191
E-mail eric.wied@associatedbank.com

Funds for Purchase

ABA Routing Number 075900575
Bank Name Associated Trust Company, N.A.
Contact Name Eric Wied
Telephone 920-433-3275
Fax 920-433-3191
E-mail eric.wied@associatedbank.com



**U.S. Treasury Securities
SLGS Time Deposit
Subscription View**

OMB: No: 1535-0092
Date/Time: 03/09/2022 01:53 PM EST

Page: 2 of 2

ACH Institutions & Instructions

ABA Routing Number 075900575

Bank Name Associated Trust Company, N.A.

Address Line 1 200 N. Adams Street

Line 2 P.O. Box 19006

Line 3

City Green Bay

State WI

Zip Code 54307-9006

Contact Name Eric Wied

Telephone 920-433-3275

Fax 920-433-3191

E-mail eric.wied@associatedbank.com

ABA Routing Number 075900575

Account Name Associated Trust Co

Account Number 0014291449

Account Type Checking

Subscriber

ABA/TIN 075900575

Organization Name Associated Trust Company, N.A.

Address Line 1 200 N. Adams Street

Line 2

Line 3

City Green Bay

State WI

Zip Code 51301

Contact Name Eric Wied

Telephone 920-433-3275

Fax 920-433-3191

E-mail eric.wied@associatedbank.com

Viewers

ABA/TIN	Organization Name
No Viewers Assigned	

Securities

Security Number	Security Type	Principal Amount	Interest Rate	Maturity Date	First Interest Payment Date	Security Description
1	Note	\$1,218.00	1.580000000	10/01/2025	10/01/2022	
2	Note	\$1,229.00	1.589000000	04/01/2026	10/01/2022	
3	Note	\$1,238.00	1.597000000	10/01/2026	10/01/2022	
4	Note	\$1,249.00	1.606000000	04/01/2027	10/01/2022	
5	Note	\$1,258.00	1.615000000	10/01/2027	10/01/2022	
6	Note	\$696,268.00	1.632000000	04/01/2028	10/01/2022	

EXHIBIT C-1

AUTHORIZED ISSUANCE EXPENSES

General Consulting Services, Robert W. Baird & Co. Incorporated	\$5,000
Escrow Agent, Associated Trust Company, National Association	3,150
Escrow Verification, Causey Demgen & Moore P.C.	2,500
Legal Services, Quarles & Brady LLP	<u>4,375</u>
Total:	\$15,025

EXHIBIT D-1

ESCROW ACCOUNT CASH FLOW

(SEE ATTACHED)

EXHIBIT E-1

NOTICE OF PARTIAL CALL*

SCHOOL DISTRICT OF NEW GLARUS
DANE AND GREEN COUNTIES, WISCONSIN
GENERAL OBLIGATION REFUNDING BONDS
DATED JULY 13, 2021

NOTICE IS HEREBY GIVEN that the Bonds of the above-referenced issue which mature on the date and in the amount; bear interest at the rate; and have a CUSIP No. as set forth below have been called for prior payment on April 1, 2028 at a redemption price equal to 100% of the principal amount thereof plus accrued interest to the date of prepayment:

<u>Maturity Date</u>	<u>Principal Amount</u>	<u>Interest Rate</u>	<u>CUSIP No.</u>
04/01/2041	\$695,000	2.00%	644503___

Upon presentation and surrender of said Bonds to Associated Trust Company, National Association, Green Bay, Wisconsin, the registrar and fiscal agent for said Bonds, the registered owners thereof will be paid the principal amount of the Bonds plus accrued interest to the date of prepayment.

Said Bonds will cease to bear interest on April 1, 2028.

By Order of the
School Board
School District of New Glarus
District Clerk

Dated _____

* To be provided to Associated Trust Company, National Association, Green Bay, Wisconsin at least thirty-five (35) days prior to April 1, 2028. The registrar and fiscal agent shall be directed to give notice of such prepayment by registered or certified mail, overnight express delivery, facsimile transmission, electronic transmission or in any other manner required by The Depository Trust Company, to The Depository Trust Company, Attn: Supervisor, Call Notification Department, 570 Washington Blvd., Jersey City, NJ 07310, not less than thirty (30) days nor more than sixty (60) days prior to April 1, 2028 and to the MSRB electronically through the Electronic Municipal Market Access (EMMA) System website at www.emma.msrb.org.

EXHIBIT F-1*

NOTICE OF PARTIAL DEFEASANCE AND REDEMPTION
OF THE GENERAL OBLIGATION REFUNDING BONDS, DATED JULY 13, 2021
OF THE SCHOOL DISTRICT OF NEW GLARUS, WISCONSIN (THE "2021 BONDS")

Notice is given that the 2021 Bonds described below under the heading "Defeased CUSIP" (the "Defeased Obligations"), of the School District of New Glarus, Wisconsin (the "District") have been defeased by the District pursuant to an Escrow Agreement dated March 24, 2022 between the District and Associated Trust Company, National Association, Green Bay, Wisconsin (the "Escrow Agent").

<u>Maturity Date</u>	<u>Original CUSIP</u>	<u>Original Amount</u>	<u>Interest Rate</u>	<u>Defeased CUSIP</u>	<u>Defeased Amount</u>	<u>Non-Defeased CUSIP</u>	<u>Non-Defeased Amount</u>
04/01/2041	644503FN9	\$1,595,000	2.00%	644503__**	\$695,000	644503__	\$900,000

The District has instructed the Escrow Agent to call the Defeased Obligations for redemption on April 1, 2028. The District has irrevocably deposited United States government securities and cash in escrow with the Escrow Agent in an amount which, together with investment income on it, is sufficient to pay the interest on the Defeased Obligations beginning with the April 1, 2023 interest payment up to and including April 1, 2028 and to redeem the Defeased Obligations on April 1, 2028 at a price of par plus accrued interest to April 1, 2028. Interest on the Defeased Obligations will cease to accrue on April 1, 2028.

Dated: March 24, 2022.

Associated Trust Company, National Association
as Escrow Agent

* Within ten business days after the date of this Escrow Agreement, notice shall be provided to the registered owners of the Defeased Obligations, to any fiscal agent for the Defeased Obligations and to the MSRB electronically through the Electronic Municipal Market Access (EMMA) System website at www.emma.msrb.org.

** Indicates defeasance of full CUSIP.

REGISTERED	UNITED STATES OF AMERICA	DOLLARS
	STATE OF WISCONSIN	
NO. R-21	GREEN AND DANE COUNTIES	\$695,000
	SCHOOL DISTRICT OF NEW GLARUS	
	GENERAL OBLIGATION REFUNDING BOND	

MATURITY DATE:	ORIGINAL DATE OF ISSUE:	INTEREST RATE:	CUSIP:
April 1, 2041	July 13, 2021	2.00%	644503__

DEPOSITORY OR ITS NOMINEE NAME: CEDE & CO.

PRINCIPAL AMOUNT: SIX HUNDRED NINETY-FIVE THOUSAND DOLLARS
(\$695,000)

FOR VALUE RECEIVED, the School District of New Glarus, Green and Dane Counties, Wisconsin (the "District"), hereby acknowledges itself to owe and promises to pay to the Depository or its Nominee Name (the "Depository") identified above (or to registered assigns), on the maturity date identified above, the principal amount identified above, and to pay interest thereon at the rate of interest per annum identified above, all subject to the provisions set forth herein regarding redemption prior to maturity. Interest shall be payable semi-annually on April 1 and October 1 of each year commencing on April 1, 2022 until the aforesaid principal amount is paid in full. Both the principal of and interest on this Bond are payable to the registered owner in lawful money of the United States. Interest payable on any interest payment date shall be paid by wire transfer to the Depository in whose name this Bond is registered on the Bond Register maintained by Associated Trust Company, National Association, Green Bay, Wisconsin (the "Fiscal Agent") or any successor thereto at the close of business on the 15th day of the calendar month next preceding each interest payment date (the "Record Date"). This Bond is payable as to principal upon presentation and surrender hereof at the office of the Fiscal Agent.

For the prompt payment of this Bond together with interest hereon as aforesaid and for the levy of taxes sufficient for that purpose, the full faith, credit and resources of the District are hereby irrevocably pledged.

REGISTERED	UNITED STATES OF AMERICA	DOLLARS
	STATE OF WISCONSIN	
NO. R-22	GREEN AND DANE COUNTIES	\$900,000
	SCHOOL DISTRICT OF NEW GLARUS	
	GENERAL OBLIGATION REFUNDING BOND	

MATURITY DATE:	ORIGINAL DATE OF ISSUE:	INTEREST RATE:	CUSIP:
April 1, 2041	July 13, 2021	2.00%	644503__

DEPOSITORY OR ITS NOMINEE NAME: CEDE & CO.

PRINCIPAL AMOUNT: NINE HUNDRED THOUSAND DOLLARS (\$900,000)

FOR VALUE RECEIVED, the School District of New Glarus, Green and Dane Counties, Wisconsin (the "District"), hereby acknowledges itself to owe and promises to pay to the Depository or its Nominee Name (the "Depository") identified above (or to registered assigns), on the maturity date identified above, the principal amount identified above, and to pay interest thereon at the rate of interest per annum identified above, all subject to the provisions set forth herein regarding redemption prior to maturity. Interest shall be payable semi-annually on April 1 and October 1 of each year commencing on April 1, 2022 until the aforesaid principal amount is paid in full. Both the principal of and interest on this Bond are payable to the registered owner in lawful money of the United States. Interest payable on any interest payment date shall be paid by wire transfer to the Depository in whose name this Bond is registered on the Bond Register maintained by Associated Trust Company, National Association, Green Bay, Wisconsin (the "Fiscal Agent") or any successor thereto at the close of business on the 15th day of the calendar month next preceding each interest payment date (the "Record Date"). This Bond is payable as to principal upon presentation and surrender hereof at the office of the Fiscal Agent.

For the prompt payment of this Bond together with interest hereon as aforesaid and for the levy of taxes sufficient for that purpose, the full faith, credit and resources of the District are hereby irrevocably pledged.

This Bond is one of an issue of Bonds aggregating the principal amount of \$27,410,000, all of which are of like tenor, except as to denomination, interest rate, maturity date and redemption provision, issued by the District pursuant to the provisions of Section 67.04, Wisconsin Statutes, for the public purpose of paying the cost of refunding certain outstanding obligations of the District, as authorized by a resolution of the School Board duly adopted by said governing body at a meeting held on May 17, 2021, as supplemented by a Certificate Approving the Preliminary Official Statement and Details of General Obligation Refunding Bonds, dated June 15, 2021 (collectively, the "Resolution"). Said Resolution is recorded in the official minutes of the School Board for said date.

The Bonds maturing on April 1, 2029 and thereafter are subject to redemption prior to maturity, at the option of the District, on April 1, 2028 or on any date thereafter. Said Bonds are redeemable as a whole or in part, and if in part, from maturities selected by the District and within each maturity, by lot (as selected by the Depository), at the principal amount thereof, plus accrued interest to the date of redemption.

In the event the Bonds are redeemed prior to maturity, as long as the Bonds are in book-entry-only form, official notice of the redemption will be given by mailing a notice by registered or certified mail, overnight express delivery, facsimile transmission, electronic transmission or in any other manner required by the Depository, to the Depository not less than thirty (30) days nor more than sixty (60) days prior to the redemption date. If less than all of the Bonds of a maturity are to be called for redemption, the Bonds of such maturity to be redeemed will be selected by lot. Such notice will include but not be limited to the following: the designation, date and maturities of the Bonds called for redemption, CUSIP numbers, and the date of redemption. Any notice provided as described herein shall be conclusively presumed to have been duly given, whether or not the registered owner receives the notice. The Bonds shall cease to bear interest on the specified redemption date provided that federal or other immediately available funds sufficient for such redemption are on deposit at the office of the Depository at that time. Upon such deposit of funds for redemption the Bonds shall no longer be deemed to be outstanding.

It is hereby certified and recited that all conditions, things and acts required by law to exist or to be done prior to and in connection with the issuance of this Bond have been done, have existed and have been performed in due form and time; that the aggregate indebtedness of the District, including this Bond and others issued simultaneously herewith, does not exceed any limitation imposed by law or the Constitution of the State of Wisconsin; and that a direct annual irrepealable tax has been levied sufficient to pay this Bond, together with the interest thereon, when and as payable.

This Bond is transferable only upon the books of the District kept for that purpose at the office of the Fiscal Agent, only in the event that the Depository does not continue to act as depository for the Bonds, and the District appoints another depository, upon surrender of the Bond to the Fiscal Agent, by the registered owner in person or his duly authorized attorney, together with a written instrument of transfer (which may be endorsed hereon) satisfactory to the Fiscal Agent duly executed by the registered owner or his duly authorized attorney. Thereupon a new fully registered Bond in the same aggregate principal amount shall be issued to the new depository in exchange therefor and upon the payment of a charge sufficient to reimburse the District for any tax, fee or other governmental charge required to be paid with respect to such registration. The Fiscal Agent shall not be obliged to make any transfer of the Bonds (i) after the Record Date, (ii) during the fifteen (15) calendar days preceding the date of any publication of notice of any proposed redemption of the Bonds, or (iii) with respect to any particular Bond, after such Bond has been called for redemption. The Fiscal Agent and District may treat and consider the Depository in whose name this Bond is registered as the absolute owner hereof for the purpose of receiving payment of, or on account of, the principal or redemption price hereof and interest due hereon and for all other purposes whatsoever. The Bonds are issuable solely as negotiable, fully-registered Bonds without coupons in the denomination of \$5,000 or any integral multiple thereof.

This Bond shall not be valid or obligatory for any purpose until the Certificate of Authentication hereon shall have been signed by the Fiscal Agent.

No delay or omission on the part of the owner hereof to exercise any right hereunder shall impair such right or be considered as a waiver thereof or as a waiver of or acquiescence in any default hereunder.

IN WITNESS WHEREOF, the School District of New Glarus, Green and Dane Counties, Wisconsin, by its governing body, has caused this Bond to be executed for it and in its name by the manual or facsimile signatures of its duly qualified District President and District Clerk; and to be sealed with its official or corporate seal, if any, all as of the original date of issue specified above.

SCHOOL DISTRICT OF NEW GLARUS
GREEN AND DANE COUNTIES, WISCONSIN

By: _____
District President

(SEAL)

By: _____
District Clerk

Date of Authentication: July 13, 2021.

CERTIFICATE OF AUTHENTICATION

This Bond is one of the Bonds of the issue authorized by the within-mentioned Resolution of the School District of New Glarus, Green and Dane Counties, Wisconsin.

ASSOCIATED TRUST COMPANY,
NATIONAL ASSOCIATION,
GREEN BAY, WISCONSIN

By _____
Authorized Signatory

ASSIGNMENT

FOR VALUE RECEIVED, the undersigned sells, assigns and transfers unto

(Name and Address of Assignee)

(Social Security or other Identifying Number of Assignee)

the within Bond and all rights thereunder and hereby irrevocably constitutes and appoints _____, Legal Representative, to transfer said Bond on the books kept for registration thereof, with full power of substitution in the premises.

Dated: _____

Signature Guaranteed:

(e.g. Bank, Trust Company
or Securities Firm)

(Depository or Nominee Name)

NOTICE: This signature must correspond with the name of the Depository or Nominee Name as it appears upon the face of the within Bond in every particular, without alteration or enlargement or any change whatever.

(Authorized Officer)

RESOLUTION AUTHORIZING THE TRANSFER OF FUNDS,
THE ESTABLISHMENT OF AN ESCROW ACCOUNT WITH RESPECT
TO AND THE DEFEASANCE OF CERTAIN OF THE
GENERAL OBLIGATION REFUNDING BONDS, DATED JULY 13, 2021

WHEREAS, the School District of New Glarus, Dane and Green Counties, Wisconsin (the "District") has outstanding its General Obligation Refunding Bonds, dated July 13, 2021 (the "2021 Bonds") which were issued for the purpose of paying the cost of refunding certain outstanding obligations of the District;

WHEREAS, the District has certain debt service funds and other funds on hand (the "Funds") sufficient to defease a portion of the debt service on the 2021 Bonds;

WHEREAS, the School Board of the District deems it desirable and in the best interest of the District to transfer and apply such Funds to the defeasance and early redemption of a portion of the 2021 Bonds; and

WHEREAS, since the 2021 Bonds are not currently callable, it is necessary for the available Funds to be irrevocably deposited into an escrow account, invested in direct obligations of the United States of America, treated as a portion of the debt service fund for the 2021 Bonds and applied to pay the principal of and interest on \$695,000 of the 2041 maturity of the 2021 Bonds (the "Defeased Obligations") on the April 1, 2028 early redemption date.

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

1. Establishment of Escrow Account. The School Board hereby authorizes and directs the officers of the District to enter into an Escrow Agreement with Associated Trust Company, National Association, Green Bay, Wisconsin, as Escrow Agent (the "Escrow Agent"), for the purpose of effecting the provisions of the Resolution.
2. Transfer and Deposit to Escrow Account. The School Board hereby authorizes and approves the transfer and deposit of the Funds into the Escrow Account to be established with the Escrow Agent in an amount sufficient, together with earnings thereon, to provide for the payment of the Defeased Obligations concurrently with the execution of the Escrow Agreement, and the subsequent use, investment and disbursement thereof by the Escrow Agent in the manner provided by the Escrow Agreement.
3. Professional Services. The School Board hereby ratifies and approves the retention of Robert W. Baird & Co. Incorporated ("Baird") to provide general consulting services in connection with this transaction; Quarles & Brady LLP ("Bond Counsel") to provide limited, special counsel legal services in connection with this transaction; and Causey Demgen & Moore P.C. to provide mathematical verification and related services in connection with this transaction.
4. Redemption of the Defeased Obligations, Notice of Defeasance and Redemption. The Defeased Obligations are hereby called for redemption on April 1, 2028. The School Board hereby directs the Escrow Agent pursuant to the Escrow Agreement to provide a notice of the defeasance of said Defeased Obligations and a notice with respect to the redemption of the Defeased Obligations at the times and in the manner set forth in the final Escrow Agreement.

5. Authorization of Officers and Agents. The School Board hereby authorizes the appropriate officers and agents of the District to work with Baird and the Escrow Agent to review and approve the finalized Escrow Agreement including the escrow deposit and other details, to provide the notices of defeasance and redemption and to execute and deliver all documents required by Bond Counsel with respect to this transaction.

Adopted and recorded March 14, 2022.

William Oemichen
District President

ATTEST:

Larry Stuessy
Acting District Clerk

(SEAL)

3. **Notification of Media.** On the _____ day of _____, 20__ at approximately _____ o'clock __.m., I communicated or caused to be communicated, the time, date, place and subject matter (including specific reference to the borrowing) of said School Board meeting to those news media who have filed a written request for such notice, and to the official newspaper of the School District, or, if none exists, to a news medium likely to give notice in the area.

4. **Open Meeting Law Compliance.** Said meeting was a _____ meeting of the School Board which was called, noticed, (regular or special) held and conducted in open session in compliance with Subchapter V of Chapter 19 of the Wisconsin Statutes and any other applicable local rules and State statutes.

SPECIAL NOTICE TO SCHOOL BOARD MEMBERS
REGARDING SPECIAL SCHOOL BOARD MEETINGS

5. **Special Meeting.** If said meeting was a special meeting, see Section 120.11(2) of the Wisconsin Statutes and complete this section:

On the _____ day of _____, 20__ at approximately _____ o'clock __.m., notice of the time and place of said special School Board meeting was:



given in a manner likely to give each school board member notice of the meeting.

OR * OR * OR

Prior notification was not provided to each School Board member in the manner prescribed in Section 120.11(2) of the Wisconsin Statutes but (check the appropriate box):

all School Board members were present and consented to the holding of the meeting; or

all School Board members were not present but absent members have since consented in writing to the meeting having been held in their absence.

Name:
Title:

Attest:

Name:
Title:

(SEAL)

(Note: Questions regarding this form or open meeting law compliance generally should be directed to local counsel or Quarles & Brady LLP.)

Excerpts of Minutes of a Meeting
of the
School Board of the
School District of New Glarus

A meeting of the School Board of School District of New Glarus, Dane and Green Counties, Wisconsin, was duly called, noticed, held and conducted in the manner required by the School Board and the pertinent Wisconsin Statutes on March 14, 2022. The District President called the meeting to order at _____m.

The following members were present:

The following members were absent:

(Here occurred business not pertinent to the defeasance.)

The following resolution was then moved by _____ and seconded by _____:

RESOLUTION NO. _____

RESOLUTION AUTHORIZING THE TRANSFER OF FUNDS, THE ESTABLISHMENT OF AN ESCROW ACCOUNT WITH RESPECT TO AND THE DEFEASANCE OF CERTAIN OF THE GENERAL OBLIGATION REFUNDING BONDS, DATED JULY 13, 2021

(A true copy of the resolution as adopted is attached hereto and incorporated herein by reference.)

Upon the vote being taken, the following voted

Aye:

Nay:

Abstaining:

and the resolution was declared adopted.

(Here occurred business not pertinent to the defeasance.)

Upon motion made and seconded, the School Board adjourned.

Certification of Minutes Excerpt

I am the duly qualified and acting Acting District Clerk of the School District of New Glarus, Dane and Green Counties, Wisconsin. I hereby certify that the foregoing is a true and correct excerpt of the official minutes of the School Board meeting of March 14, 2022.

I further certify that the attached is a true and correct copy of the resolution adopted by the School Board at such meeting.

IN WITNESS WHEREOF, I have executed this Certificate in my official capacity on March 14, 2022.

Acting District Clerk

(SEAL)

New Glarus Teacher Salary Grid 2021-22 - Final

	Level	Lane BA 1,250	MA 4,000
Start 2021-22	5	46,450	50,450
	6	47,700	51,700
	7	48,950	52,950
	8	50,200	54,200
	9	51,450	55,450
	10	52,700	56,700
	11	53,950	57,950
	12	55,200	59,200
	13	56,450	60,450
	14	57,700	61,700
	15	58,950	62,950
	16	60,200	64,200
	17	61,450	65,450
	18	62,700	66,700
	19	63,950	67,950
	20	65,200	69,200

Salary Grid Permanent Add On's:

- \$ 1,000 Per completion of 24-40 hours of approved Project Lead the Way Course
- \$ 1,000 Wisconsin DPI Reading Certification (316 / 317)
- \$ 5,000 National Board Certification
- \$ 4,000 PhD

Other Teacher Compensation:

State or National Award One Time Bonus

\$ 1,000

Professional Development / Summer Curriculum Work

\$ 15.00 Hour

Teacher Class Coverage

\$ 15.00 Hour

Summer School Teacher

\$ 27.50 Hour

\$ 27.50 Hour Credit Class / Credit Recovery Classes

After School Adventures Teacher

\$ 27.50 Hour

Homebound Tutoring

\$ 25.00 Hour

Substitute Teacher Rates:

Short Term Teacher Substitute Rate

\$ 125.00 Day

Long Term Teacher Substitute Rate (> 20 day assignment)

\$ 244.47 Day

New Glarus Teacher Salary Grid 2022-23 Preliminary

	Level	Lane	
		BA 1,250	MA 4,000
Start 2022-23	6	50,000	54,000
	7	51,250	55,250
	8	52,500	56,500
	9	53,750	57,750
	10	55,000	59,000
	11	56,250	60,250
	12	57,500	61,500
	13	58,750	62,750
	14	60,000	64,000
	15	61,250	65,250
	16	62,500	66,500
	17	63,750	67,750
	18	65,000	69,000
	19	66,250	70,250
	20	67,500	71,500

Salary Grid Permanent Add On's:

\$ 1,000	Per completion of 24-40 hours of approved Project Lead the Way Course
\$ 1,000	Wisconsin DPI Reading Certification (316 / 317)
\$ 5,000	National Board Certification
\$ 4,000	PhD

Other Teacher Compensation:

State or National Award One Time Bonus

\$ 1,000

Professional Development / Summer Curriculum Work

\$ 20.00 Hour

Teacher Class Coverage

\$ 20.00 Hour

Summer School Teacher

\$ 30.00 Hour

\$ 40.00 Hour Credit Class / Credit Recovery Classes

After School Adventures Teacher

\$ 30.00 Hour

Homebound Tutoring

\$ 30.00 Hour

Substitute Teacher Rates:

Short Term Teacher Substitute Rate

\$ 135.00 Day

Long Term Teacher Substitute Rate (> 20 day same assignment)

\$ 263.16 Day

HOURLY POSITIONS WAGE CHART FOR 2021-22 - FINAL

	Starting Pay					
	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Secretary	\$ 18.35	\$ 18.65	\$ 18.95	\$ 19.25	\$ 19.55	\$ 19.85
Data Info Specialist	\$ 18.35	\$ 18.65	\$ 18.95	\$ 19.25	\$ 19.55	\$ 19.85
Administrative Asst Superintendent	\$ 18.57	\$ 18.87	\$ 19.17	\$ 19.47	\$ 19.77	\$ 20.07
Teaching Asst / 4K Asst	\$ 15.54	\$ 15.84	\$ 16.14	\$ 16.44	\$ 16.74	\$ 17.04
Spec Ed Asst/Title 1 Asst	\$ 15.89	\$ 16.19	\$ 16.49	\$ 16.79	\$ 17.09	\$ 17.39
Cook	\$ 15.72	\$ 16.02	\$ 16.32	\$ 16.62	\$ 16.92	\$ 17.22
Custodial	\$ 16.88	\$ 17.18	\$ 17.48	\$ 17.78	\$ 18.08	\$ 18.38
Maintenance	\$ 19.48	\$ 19.78	\$ 20.08	\$ 20.38	\$ 20.68	\$ 20.98
Van Driver Hourly	\$ 18.40					
Bus Hourly	\$ 20.15					
Bus Route Driver (AM/PM) 1.5 hr	\$ 33.19	Route				
	\$ 22.12	Hourly				
Student Worker	\$ 9.20					
Substitute Spec Ed / Reg Ed Aides	\$ 15.00					

HOURLY POSITIONS WAGE CHART FOR 2022-23 - PRELIM

	Step 4	Step 5	Step 6	Step 7	Step 8
Secretary	\$ 19.35	\$ 19.65	\$ 19.95	\$ 20.25	\$ 20.55
Data Info Specialist	\$ 19.35	\$ 19.65	\$ 19.95	\$ 20.25	\$ 20.55
Administrative Asst Superintendent	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.47	\$ 20.77
Teaching Asst / 4K Asst	\$ 16.54	\$ 16.84	\$ 17.14	\$ 17.44	\$ 17.74
Spec Ed Asst/Title 1 Asst	\$ 16.89	\$ 17.19	\$ 17.49	\$ 17.79	\$ 18.09
Cook	\$ 16.72	\$ 17.02	\$ 17.32	\$ 17.62	\$ 17.92
Custodial	\$ 17.88	\$ 18.18	\$ 18.48	\$ 18.78	\$ 19.08
Maintenance	\$ 20.48	\$ 20.78	\$ 21.08	\$ 21.38	\$ 21.68
Van Driver Hourly	\$ 19.40				
Bus Hourly	\$ 21.15				
Bus Route Driver (AM/PM/Noon)	\$ 23.12				
Student Worker	\$ 10.20				
Substitute Spec Ed / Reg Ed Aides	\$ 16.00				

2021-22 Covid-19 Protocols for 3rd Trimester

Masks:

- Mask wearing is recommended; but not required

Quarantine and Isolation Protocols:

- Isolation required for those who test positive. When someone returns from isolation, a well-fitted mask must be worn for 5 days.
- Quarantined students and staff can participate in “test to stay”, where they are tested daily with a rapid test and can stay in school with a negative test, as long as testing supplies are available.
- Students exhibiting symptoms of illness with a negative Covid test should stay home until 24 hours symptom and fever free (<99.5), without the use of fever reducing medication. Students who do not have a negative Covid test should stay home until 72 hours symptom and fever free, without the use of fever reducing medication.
- Students who are absent for extended periods of time due to illness or quarantine will have access to instructional materials via Google Classroom or Canvas to remain on pace with their peers during their absence.

Communication:

- When there are two or more positive Covid cases in the same classroom, which is considered an “outbreak” by public health, families will be notified.

Covid Testing: Covid Testing may be available on-site for symptomatic students and staff.

Other: The District will follow any Green County Health requirements and directives.

Class of 2022 Trip Proposal

April 24-25, 2022

Location & Transportation

- The senior class has voted and would like to spend their class trip at the Wilderness Hotel and Resort in Wisconsin Dells.
- The class will travel to the Dells via school bus and/or van.

Students/Staff Attending

- There are currently 80 seniors eligible for the trip.
- The chaperones will be 4-5 of the senior advisors (depending on final condo count): Jeff Eichelkraut, Cara Fitzgerald, Mel Holland, Julie Anderson, Patrick Porwoll, Lexa Speth, Jerry Tordoff and Emily Zuleger.

Dates / Times / School Absence

- We will depart New Glarus High School on Sunday, April 24, 2020 at 3:00 p.m. Travel accommodations (by school van) will be made for Capitol Conf Art Show participants, if an offsite show is scheduled.
- We will return to New Glarus High School on Monday, April 25, 2002 by 3:15 p.m. Travel accommodations (by school van) will be made for spring athletes.
- The students would miss class on Monday.

Cost to Students & District

- Costs of the trip include lodging, meals and transportation.
- Anticipated lodging cost (based on 2019 rates) is \$1,650.00.
 - Each condo sleeps up to 14 people. We will reserve six condos, and will have until early April to adjust the reservation, depending on the number of seniors attending.
 - There will be NO sharing of condos with members of the opposite gender.
- Anticipated transportation cost is \$760.00.
- The senior class understands that there could be an out-of-pocket expense associated with this trip option.
 - The class will provide two meals from their class account funds. Further details on this are needed, but it is an expense.
 - The seniors will vote on the out-of-pocket expense for each student at their next class meeting in March.

Wisconsin Interscholastic Athletic Association

Email Completed Application to: Dorothy Sankey dsankey@wiaawi.org

APPLICATION FOR COOPERATIVE TEAM RENEWAL

NOT FOR FOOTBALL – SEE SEPARATE APPLICATION

Fall Sports – February 1, 2022

Winter Sports – April 1, 2022

Spring Sports – June 1, 2022

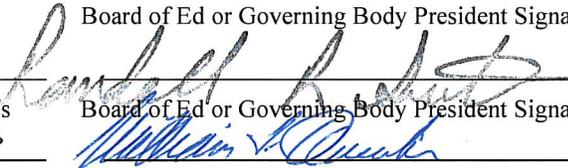
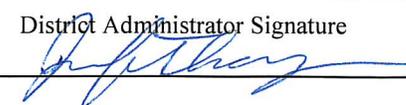
1. We are applying to renew our cooperative agreement in Softball for the school years of 2022-2023 & 2023-2024.
(one sport per application) _____ boys girls

NOTE: GYMNASTICS 2022-2023 -- CO-OP APPLICATION IS DUE ANNUALLY

2. Contact School (WIAA contact, where materials are sent, etc.) _____
LIST ALL SCHOOLS INVOLVED IN CO-OP
Monticello _____
New glarus _____

3. With the signatures below, we agree to continue this co-op agreement for the school years indicated based on the stipulations of the initial co-op agreement drafted between all involved schools. All schools involved in this agreement agree to continue the agreement. We guarantee a no-cut policy, where any interested students will have an opportunity to participate in the requested co-op.

We further confirm that all school districts will provide the same level of institutional oversight to this program as to other sports sponsored by their 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.

List Contact School <u>Monticello</u>	Board of Ed or Governing Body President Signature 	District Administrator Signature 
List Non-Contact School/s <u>New glarus</u>	Board of Ed or Governing Body President Signature 	District Administrator Signature 

Name of Conference <u>Six Rivers-East</u>	Conference Approval Signature _____	Conference Position _____
--	--	------------------------------

NOTE: If at any time your co-op is discontinued or not renewed, BOTH (ALL) SCHOOLS MUST RE-APPLY FOR TOURNAMENT ELIGIBILITY for the following season by the appropriate deadline.

<https://www.wiaawi.org/Portals/0/PDF/Forms/Tournament%20Series%20Application%20%28Non-Football%29.pdf>

Date submitted to WIAA _____

You may check the Board of Control action status March 10, 2022, April 29, 2022, July 1, 2022
Login to wiaawi.org – schools/manage your school/school name/teams/season (2022-2023)/click co-op app

OFFICIAL ACTION OF WIAA BOARD OF CONTROL

The above request for cooperative team sponsorship is hereby granted, and must continue, for the school years indicated above. Application must be made again in the event any or all schools are interested in continuing agreement beyond the school year(s) indicated.

Wisconsin Interscholastic Athletic Association

Email Completed Application to: Dorothy Sankey dsankey@wiaawi.org

APPLICATION FOR COOPERATIVE TEAM RENEWAL

NOT FOR FOOTBALL – SEE SEPARATE APPLICATION

Fall Sports – February 1, 2022

Winter Sports – April 1, 2022

Spring Sports – June 1, 2022

1. We are applying to renew our cooperative agreement in Soccer for the school years of 2022-2023 & 2023-2024.
(one sport per application) _____ boys girls

NOTE: GYMNASTICS 2022-2023 -- CO-OP APPLICATION IS DUE ANNUALLY

2. Contact School (WIAA contact, where materials are sent, etc.)
LIST ALL SCHOOLS INVOLVED IN CO-OP

Belleville HS
New Glarus HS.

3. With the signatures below, we agree to continue this co-op agreement for the school years indicated based on the stipulations of the initial co-op agreement drafted between all involved schools. All schools involved in this agreement agree to continue the agreement. We guarantee a no-cut policy, where any interested students will have an opportunity to participate in the requested co-op.

We further confirm that all school districts will provide the same level of institutional oversight to this program as to other sports sponsored by their 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.

List Contact School <u>Belleville</u>	Board of Ed or Governing Body President Signature _____	District Administrator Signature _____
List Non-Contact School/s <u>New Glarus</u>	Board of Ed or Governing Body President Signature _____	District Administrator Signature _____
Name of Conference <u>Capitol Conf.</u>	Conference Approval Signature _____	Conference Position _____

NOTE: If at any time your co-op is discontinued or not renewed, BOTH (ALL) SCHOOLS MUST RE-APPLY FOR TOURNAMENT ELIGIBILITY for the following season by the appropriate deadline.

<https://www.wiaawi.org/Portals/0/PDF/Forms/Tournament%20Series%20Application%20%28Non-Football%29.pdf>

Date submitted to WIAA _____

You may check the Board of Control action status **March 10, 2022, April 29, 2022, July 1, 2022**
Login to wiaawi.org – schools/manage your school/school name/teams/season (2022-2023)/click co-op app

OFFICIAL ACTION OF WIAA BOARD OF CONTROL

The above request for cooperative team sponsorship is hereby granted, and must continue, for the school years indicated above. Application must be made again in the event any or all schools are interested in continuing agreement beyond the school year(s) indicated.

New Glarus School Board
Dr. Thayer
Dr. Eicher

28, Feb 2022

Hello,

For 36 years (32 in New Glarus) I have had the pleasure of teaching and coaching. The 32 years in New Glarus had me teaching many different grades and topics. I coached year-round for many years. Including being the cheerleader coach for one season. Coaching High School, Middle school, and youth athletes. I also was the advisor for school plays, one-act play, forensics, and the math team. It is with a heavy heart that I will be retiring at the end of the school year. As a coach I have been able to have many great experiences including coaching football at Camp Randall, basketball at the Bucks Stadium, umpiring at the Metrodome for baseball, and coaching the softball team at Miller Park.

As a teacher, I have traveled to New Orleans to help rebuild after Katrina, many trips to Washington DC, and traveled to Austin Texas to speak about PLTW. I do not believe any other school would have had so many opportunities for someone. I remember one day I was coaching the football team preparing for the playoffs in the morning, got on a bus that afternoon with the one-act play team to compete to see if we would advance to state, and later that night I announced and lined judged the finals for volleyball.. I am grateful to have had an opportunity to be a small part of so many students' lives while I have been here. When I was hired Mr. Etter told me I was hired because he thought I would be someone who did things. I will miss contributing to all the great things that happen here. I am grateful for the time I have spent here. I hope I did not let you or Mr. Etter down.

Robert Wahl
Teacher and Coach
New Glarus Schools

**New Position Board Approval
03/14/2022**

Name: Rychia Bosman
Position: High School Science / Biology Teacher
Percentage of employment: 100%
Term of employment: 2022-23 school year
Placement on Salary Grid: MA, Level 9

**New Position Board Approval
03/14/2022**

Name: Sadie Driscoll
Position: High School Math Teacher
Percentage of employment: 100%
Term of employment: 2022-23 school year
Placement on Salary Grid: BA, Level 7

**New Position Board Approval
03/14/2022**

Name: Baily Hubbard
Position: Middle School Math Teacher
Percentage of employment: 100%
Term of employment: 2022-23 school year
Placement on Salary Grid: MA, Level 9

**New Position Board Approval
03/14/2022**

Name: Kylie Inabnit
Position: Middle School Math Teacher
Percentage of employment: 100%
Term of employment: 2022-23 school year
Placement on Salary Grid: BA, Level 6

VII. **DISCUSSION ITEMS**

- A. Covid Updates
- B. Referendum Project Updates

VIII. **FUTURE AGENDA ITEMS**

IX. **ANNOUNCEMENTS**

- A. Education Legislation Before the Legislature

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WASB State Bill Tracking Chart:

<https://wasb.org/advocacy-government-relations/wasb-bill-tracking-chart>

- X. **FUTURE SCHOOL BOARD AND COMMITTEE MEETINGS**
- XI. **CLOSED SESSION:** The Board of Education will entertain a motion to convene in closed session pursuant to s. 19.85 (1) (c), Wis.Stats, as appropriate, to discuss 2022-23 Exempt and Admin Salary Increases. The Board may take action that is necessary and appropriate 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 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.