

**AGENDA**

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

**MONDAY, DECEMBER 15, 2025**

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

**HTTPS://US02WEB.ZOOM.US/J/87213150196?PWD=DEADT2B7AQGTHU1C9GO  
44ZMR8XOYFO.1 BY PHONE USING 1-646-568-7788 MEETING ID 872 1315 0196**

**& PASSWORD 980828**

**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**
  - A. 8th Grade ELA Poetry Reading
- III. **PUBLIC COMMENT PERIOD**
- IV. **APPROVAL OF CONSENT AGENDA**
  - A. Item(s) To Be Removed From Consent Agenda
    - 1. Board Minutes

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

Monday, November 17, 2025

## **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, Lake Ridge Bank – New Glarus Branch, Woodford State Bank – New Glarus Branch, and the District Website.

## **ROLL CALL**

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

Absent: Cari Ann Muggenburg

## **APPROVAL OF AGENDA AND REVISIONS**

Motion by Travis Zimmerman to approve the agenda as presented. Second by Heather Thornton. Motion carried 6-0.

## **INTRODUCTIONS –PRESENTATION**

### **HS Cross Country Team**

Coach Dennis Haak, and HS Cross Country team members spoke to the Board about the highlights of their fall 2025 season.

## **PUBLIC COMMENT PERIOD**

Community member, Mindy Marty spoke in favor of keeping Jazz Band as a credited class.

## **APPROVAL CONSENT AGENDA**

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

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

Motion by Travis Zimmerman to approve the Consent Agenda as presented. Second by Casey McCoy. Motion carried 6-0.

## **COMMITTEE UPDATES**

POLICY, COMMUNICATION & ADVOCACY; Did not meet.

HANDBOOK AND PERSONNEL; Did not meet.

BUDGET: Did not meet.

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

FACILITIES, TRANSPORTATION, AND TECHNOLOGY: Met. The Committee reviewed van bids and discuss prioritization of facilities projects for 2025-26.

AD HOC STRATEGIC PLANNING COMMITTEE: Did not meet.

## **DISCUSSION AND POSSIBLE ACTION ITEMS**

### A. ANIMAL SCIENCE CROSSWALK

The Board reviewed the Animal Science Crosswalk proposal. This proposal allows Agriculture classes to receive Science credits.

Motion by Heather Thornton, Chair of the Curriculum, Sports, and Co-Curricular Committee moved to approve Animal Science Crosswalk proposal as presented. Motion carried 6-0.

### B. 2026-27 NEW COURSE PROPOSAL – EXPLORATIONS IN DATA SCIENCE

The Board reviewed the 2026-27 Course Proposal – Explorations in Data Science.

Motion by Heather Thornton, Chair of the Curriculum, Sports, and Co-Curricular Committee to approve the 2026-27 Course Proposal – Explorations in Data Science as presented. Motion carried 6-0.

### C. COSTA RICA 2027 TRIP

The Board reviewed a proposal by the Spanish Club, and Science Club to travel to Costa Rica in 2027.

Motion by Travis Zimmerman to approve the Costa Rica trip in 2027 as presented. Second by Heather Thornton. Motion carried 6-0.

### D. VAN BIDS

The Board reviewed the van bids for 2 new school vans.

Motion by Ron Roesslein, Chair of the Facilities, Transportation and Technology Committee to approve the purchase of 2 new school vans as presented. Motion carried 6-0.

### E. RESIGNATIONS

~None

### F. NEW HIRES

The Administration recommended the hiring of Jalynn Benson as MS Girls Assistant Girls Basketball Coach.

Motion by Travis Zimmerman to approve the hiring of Jalynn Benson as MS Girls Assistant Girls Basketball Coach as presented. Second by Ron Roesslein. Motion carried 6-0.

The Administration recommended the hiring of Tyler Ballweg as MS Girls Assistant Basketball Coach.

Motion by Ron Roesslein to approve the hiring of Tyler Ballweg as MS Girls Assistant Basketball Coach as presented. Second by Casey McCoy. Motion carried 5-0-1. Cassie Ballweg abstained.

## **DISCUSSION ITEMS**

### **A. BOARD ELECTION CALENDAR**

The Board reviewed the 2026 Spring Election Calendar.

### **B. BOARD SELF-EVALUATION**

The Board discussed the upcoming Board Self-Evaluation. Evaluations will be due by December 1<sup>st</sup>.

## **ANNOUNCEMENTS**

Dr. Thayer announced that New Glarus School District received a 4 star rating of “Significantly Exceeds Expectations” on the recent release of the State Report Cards for 2024-25.

## **SCHOOL BOARD AND COMMITTEE MEETINGS**

- December 15, 2025 – Discussion & Regular Board Meeting – 7:15 p.m.
- January 12, 2026 – Discussion & Regular Board Meeting – 7:15 p.m.

## **ADJOURN**

Motion by Travis Zimmerman to adjourn the meeting at 7:50 p.m. Second by Ron Roesslein. Motion carried 6-0.

Respectfully submitted by Cassie Ballweg, Board Director and Kris Anderson, District Executive Assistant



**SCHOOL DISTRICT OF NEW GLARUS  
PURCHASING CARD ACTIVITY  
NOVEMBER 30, 2025**

Vendor	Description	Amount
BARTELT ENTERPRISES INC	bus barn lot	32,843.00
NICHE.COM	NICHE services	9,990.00
FSP*RBS ACTIVEWEAR	EE APPAREL	9,326.00
E PRO STL	OCT PT SERV/EE SERV/SPORTS	4,678.99
E PRO STL	PT services/EE Services/athletic trainer services/spo	4,479.42
PFAC TYLER TECH PAYMENTS	Transportation software	4,164.92
SAN-A-CARE	custodial supplies	2,668.03
PAYPAL *BOSTIC MTRS	Bus Block Heater Controllers	1,949.87
"RENNING, LEWIS LACY,"	legal services	1,798.00
TIGER MEDICAL - high low stretch ta	high low stretching table	1,572.77
BADGER SPORTING GOODS CO.	athl tape/knee pads/baseball supplies/basketball st	1,322.00
MCGRAW-HILL K-12	Curriculum - Medical Terminology textbooks	1,278.00
VSP*KENDALL HUNT 800-338-	Textbooks for OI Comm	1,088.00
US NEWS AWARDS	Award Banner and Badge	1,065.00
"RENNING, LEWIS LACY,"	October Services	1,054.00
CLARITY TECHNOLOGY GROUP	Phone services	823.51
NYTIMES	NYT newspaper	816.40
THE HOME DEPOT #4909	Project Sheet Material	773.22
WM.COM	November Serv	747.55
BILLDORAN.COM	Floral Design Class	650.91
FOLLETT CONTENT SOLUTIONS	Books	637.66
SP VMACSINC	Aux heater bus 45 replacement	634.90
SYMDON FORD OF MONTICELLO	Van 10 Duplicate Keys	633.15
SYMDON FORD OF MONTICELLO	Extra Keys Van 12	633.15
OVERDRIVE DIST	OverDrive Marketplace	574.59
Dugout materials	Dugout materials	554.76
FOLLETT SCHOOL SOLUTIONS	Barcoding and Consultation Fees	526.01
FINGER PUBLISHING	AGENDA/MINUTES/FOOD DRIVE	516.90
US NEWS AWARDS	Virtual Badge	495.00
WI ASSOCIATION OF SCHO	WASB Convention	469.00
TMOBILE*POSTPAID TEL	backup/hot spots	456.00
AMAZON MKTPL*NK2AA5GT0	Little Knights Basketballs	454.93
SCRIPPS NATIONAL SPELL	Spelling Bee Registration	398.00
CHULA VISTA RESORT	Mission/Impact Hotel	397.00
US NEWS AWARDS	Web Banner Best High School	395.00
STATE BAR OF WISCONSIN	Mock Trial school team registration	390.00
AMAZON MKTPL*B017S8Y00	Air Dry Clay	375.40
AMAZON MKTPL*BT1FQ7CZ1	Pocket Talk translator/ communication device (for :	364.40
AMAZON MKTPL*B83622MM0	PBIS Drawing	340.21
AMAZON MKTPL*NK7ZQ40H2	Lamp Project Kits	339.80
ODP BUS SOL LLC# 106869	Staff Supplies	326.11
AMAZON.COM*B85EI2Y00	Drill Bit Organizers	321.98
US.STORE.BAMBULAB.COM	Filiment for 3D Printer	295.78

**SCHOOL DISTRICT OF NEW GLARUS  
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NOVEMBER 30, 2025**

AMAZON MKTPL*NK12N72M2	Mortar Mixer	289.99
COLLEGEBOARD*PRODUCTS	PSAT tests	286.56
NEW GLARUS HARDWARE	lawn equipment , trimmer	279.00
HTTPS://SCRIBE.HOW/B	SCRIBE ANNUAL SUBSCRIPTION	276.00
AMAZON MKTPL*BT4CL2KA0	Camera accessories	267.29
AMAZON MKTPL*B80TT2I80	Shop Consumables	261.76
SPECTRUM	Nov serv	258.47
ASHA 3- ASHA CCC's	ASHA CCC's maintence	250.00
AMAZON MKTPL*B83DV81F1	WINTER CLOTHING	249.99
SQ *SINGIN DOG DOUBLE REE	Bassoon Reeds	246.00
AMAZON MKTPL*NK80W3QU0	Competition Apparel	244.73
WARD-BRODT MUSIC CO.	Repair	243.50
INDIANAPOLIS MOTOR SPE	Speedway tour	226.75
AMAZON MKTPL*B80VD40H1	Table covers for Holiday Luncheon / coffee for teac	215.42
BYU CONTINUING ED2	Online Course	215.00
UWSP CONTINUING ED ONLINE	WAFCS Conference Registration (Perkins)	210.00
AMAZON MKTPL*B246W4LH2	Hospitality Supplies/Thermometers	209.93
WALMART.COM 8009256278	Veterans' Day Luncheon Food	203.22
AMAZON RETA* B05BJ5NK0	UPS Battery backup	199.95
AMAZON MKTPL*BT6WI3322	Musical Costume	199.81
WPS PUBLISH	Assessment protocols for CASL-2	193.60
AMAZON.COM*BT26A1JF2	Woods Clamps	191.04
ALPHAGRAPHICS MIDDLETON	notecards	190.49
AMAZON MKTPL*NK0H82QY2	art materials	189.91
AMAZON MKTPL*B08VG0JX1	shed windows	182.85
SOUTHPAW ENTERPRISES INC	attachment for swing	177.84
SAN-A-CARE	custodial supplies	172.33
AMAZON MKTPL*NK6TX6HL1	Prizes for PBIS Knight Store	169.52
AMAZON RETA* B01CJ81O1	books	168.93
AMAZON MARK* NK0IK59G0	SCIENCE DEPARTMENT LAB SUPPLIES	166.84
AMAZON MKTPL*B89DD3H70	Class Rewards/Incentives	165.87
ROBOTICS EDUCATION & COMP	HS Robotics	164.80
COSTCO WHSE#1491	PBIS prizes for Trimester 1 celebration	163.25
HI STEVENS POINT CONVEN	SkillsUSA Hotel Stay - FLC	161.17
HI STEVENS POINT CONVEN	SkillsUSA Hotel Stay - FLC	161.17
HI STEVENS POINT CONVEN	SkillsUSA Hotel Stay - FLC	161.17
FBLA Membership dues	FBLA Membership dues	153.00
ODP BUS SOL LLC# 106869	paper & supplies	151.57
SYMDON FORD OF MONTICELLO	Parts for Vans	151.36
AMAZON MKTPL*B024F4R00	Gingerbread stickers, glitter glue, holiday ducks, ice	149.59
FLINN SCIENTIFIC INC	Biology lab frogs for dissection	149.50
AMAZON.COM*B80835RA1	Office Supplies & Athletic Dept Supplies	148.52
AMAZON MKTPL*BT23V8ZR0	Supplies for HS Band	147.56
SUGAR RIVER PIZZA CO	parent teacher conf staff meal	147.17
PROFESSIONAL PEST CONTROL	November Seřvices	147.00

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AMAZON MKTPL*NK7TR9610	Brake Cartridge and Blades - SawStop	139.79
COSTCO WHSE#1491	Food/Supplies for season	139.71
AMAZON MKTPL*NK0PA6UJ2	Musical Costume	139.23
AMAZON MKTPL*BT4Z55B82	HS Art Supplies	136.36
AMAZON MKTPL*B04WQ1AN1	Die grinders	132.72
WI SCHOOL BUS ASSN	WSBA Continuing ED	130.00
AMAZON MKTPL*NK3FZ0W91	Replacement Brad Nailers	128.94
AMAZON MKTPL*B06IE1MC1	Trumpet Tester Mouthpieces	127.90
AMAZON MKTPL*BT4CC0BR0	vb awards	124.92
AMAZON MKTPL*BT7U63261	vets day décor	123.47
AMAZON MKTPL*BT43Z16Z1	Classroom Supplies	121.27
SPECTRUM	November serv	120.00
FOLLETT CONTENT SOLUTIONS	Books	116.81
AMAZON MKTPL*BT7M603F1	Classroom Supplies	114.29
AMAZON MKTPL*B80DH1QH0	Timpani Mallets and Wireless guitar plug in	113.43
AMAZON MKTPL*N45T55KD2	C02 Dragster Kits	113.40
WARD-BRODT MUSIC CO.	Bass CL Repair	113.00
AMAZON.COM*B82FR11B1	WINTER CLOTHING	111.44
HI STEVENS POINT CONVEN	Hotel Stay - FLC	111.23
AMAZON MKTPL*BT10Z1DS2	Musical Costume	110.75
PARTICIPOLL.COM	Live Polling for MS Concert	109.00
AMAZON RETA* B88O218I0	books	108.38
AMAZON MKTPL*B23JZ9181	scooter and swing for OT/PT	105.48
AMAZON MKTPL*NK2Y19DF2	Hangers and Supplies for MADRIGALS	104.80
AMAZON MKTPL*N49WD1SE2	Spare HDMI cable of varying lengths	103.93
AMAZON MKTPL*B85AX7YP0	chemistry final project materials	102.72
AMAZON MKTPL*NK45D2V11	Rainbow stackers, erasers, puzzle	102.37
KNUCKLEHEADS (KSK)	Post FLC Trip	100.00
MACGILL SCHOOL NURSE SUP	AED batteries	100.00
AMAZON RETA* B07EG81P1	Spare headphones for 1st grade	99.99
BRISK TEACHING	writing assistance software	99.99
NEW GLARUS HARDWARE	Art Dept. paint and brushes for benches	99.95
AMAZON MKTPL*NK4QM6UT1	Brake Cartridge and Blades - SawStop	99.00
ART OF COACHING	annual membership for volleyball coaching staff co	97.49
AMAZON MKTPL*NK7F01552	4 balance boards	95.06
OVERDRIVE DIST	Marketplace	89.70
WALMART.COM 8009256278	MS Lab Supplies	89.41
CASEYS #3572	Khandi Club supplies	88.56
"HOSA, INC."	HOSA Member Dues	88.40
AMAZON MKTPL*B07YG9971	spare laptop screen	86.38
AMAZON MKTPL*B09YG4GK1	Replacement laptop screen	86.38
AMAZON MKTPL*B030D41D0	snacks	84.73
AMAZON MKTPL*BT38S22J0	Bass Clarinet Stand II	83.98
AMAZON MKTPL*BT08L2AF2	Bass Clarinet Stand	83.98
AMAZON MKTPL*BT44655U0	Pop Up Changing Tents for Music Program	83.97

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AUDIBLE*BT44L2SJ0	Audiobooks CSF	80.17
OTC BRANDS *OTC BRANDS	Christams Crafts	79.85
SP MHS: MULTI HEALTH	Rating Scale score reports	79.13
AMAZON MKTPL*B83711EP1	Trombone Stands	77.76
ROY'S MARKET	Cooking workshop- Spanish 2/3, 4/5	77.15
TOP NOTCH FEED & PET SUP	(2bags) of chicken food	76.20
WALMART.COM	MS Food Lab Supplies	75.91
PAYPAL *BADGERBOTS	MS Robotics	75.00
PAYPAL *BADGERBOTS	MS Robotics	75.00
ODP BUS SOL LLC# 106869	supplies	71.22
AMAZON MKTPL*B81WK5L61	HS art Supplies	69.92
AMAZON MKTPL*BT48E6OJ2	Office Supplies	68.79
FLINN SCIENTIFIC INC	Biology frogs for dissection	65.00
AMAZON MKTPL*BT8WB7BM2	Project Table Felt	64.99
AMAZON MKTPL*NK3S199W2	Musical Costume	64.33
NEW GLARUS HARDWARE	paint custodial	64.33
AMAZON MKTPL*B88PM43A1	WINTER CLOTHING	63.78
AMAZON MKTPL*B21CG3XF0	HS art supplies	62.88
TST*JOSES AUTHENTIC MEXI	Food @ FFA Conference	62.80
AMOCO#2904600YASPAL INC.	Gas	62.69
AMAZON MKTPL*NK06B4DC2	HS Robotics	61.99
AMAZON MKTPL*B08PO4OB1	Floral Supplies	61.54
AMAZON MKTPL*BT85K5RJ2	books and headphones	61.32
AMAZON MKTPL*B01SU7PE2	Metallic Colored Pencils	60.30
KWIK TRIP #661	PBIS prizes for Trimester 1 celebration	60.00
AMAZON MKTPL*B07SX1140	feeding supplies- job skills item	58.96
TIPSY COW MADISON	Lunch Receipt for State Convention	58.64
SUBWAY 29346	Construction Student Meals	58.62
AMAZON RETA* BT3XY8YF2	Stools for HS Band	58.50
AMAZON MKTPL*B07QM6T92	Replacement laptop screen	57.95
AMAZON MKTPL*BT6RL1QN1	Expo markers and center supplies	57.01
AMAZON MKTPL*BT3M575R1	Privacy screen	56.99
AMAZON MKTPL*B049E6HP1	Drill bit gauge	56.98
709 AUTO VALUE - NEW G	DEF cleaner and DEF tester	56.97
AMAZON MKTPL*BT0UA1JC0	laminating sheets and math center supplies	56.94
CASEYS #3572	gas for student fan bus	55.55
AMAZON MKTPL*BT36F6Z30	Classroom materials	55.46
AMAZON MKTPL*B85UU5170	hanging supplies and magnets	55.34
AMAZON RETA* B003T9531	HS Classroom Supplies	52.85
TEACHERSPAYTEACHERS.COM	Modified CKLA 5th grade workbooks	52.76
AMAZON MKTPL*B83614E40	protective/accessible case for student ipad; class o	51.91
ROY'S MARKET	MS Lab	51.70
AMAZON MKTPL*NK7RZ92D0	Table Saw Blades	51.49
J.W. PEPPER	Music purchased for Middle School	50.40
AMAZON MKTPL*BT1XV0KX1	First grade supplies	50.38

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WISCONSIN EDUCATIONAL	Battle of the Books Competition	50.00
WISCONSIN EDUCATIONAL	Supplies WEMTA Battle of the Books REgistration	50.00
AMAZON MKTPL*BT62G2FM2	Musical Costume	49.57
AMAZON MKTPL*B05H862T1	snowpants	49.38
AMAZON MKTPL*B23YR6NM2	snowpants	49.38
NEW GLARUS HOMETOWN PH	card error	47.97
AMAZON MKTPL*B89NL8352	snacks	47.49
AMAZON.COM*BT45D7V41	Classroom Supplies	47.13
AMAZON MKTPL*BT7X37DT2	WINTER CLOTHING	45.99
FTP*FINANCIAL TIMES	news	45.00
AMAZON MKTPL*B82M11ML1	PBIS Drawing	43.72
AMAZON RETA* BT7ZX2362	Alto Flute Stand	42.49
AMAZON MKTPL*BT6GR4LA0	Classroom supplies	42.26
BRENDAS BLUMENLADEN	Office Supplies	42.20
CULVERS OF NEW GLARUS	Construction Student Meal - Dugouts	42.11
AMAZON MKTPL*B858C2XN0	Unit 2 Celebration Treat	41.95
AMAZON MKTPL*NK4RL4BO1	Crayons center storage cups	41.81
MAILCHIMP	professional newsletter for weekly updates	41.67
WARD-BRODT MUSIC CO.	Tpt. Repair	41.00
AWL*PEARSON EDUCATION	Q-interactive subtests for assessment	40.85
KNUCKLEHEADS (KSK)	Post FLC Trip	40.00
AMAZON MKTPL*B29XI21Q2	MS Robotics	39.99
AMAZON MKTPL*B85X28ND2	WINTER CLOTHING	39.99
PAYPAL *SNAPDOWNLD SNAP	annual cost for software to download YouTube vids	39.99
AMAZON.COM*BT54N4RO2	PBIS Drawing	39.99
J.W. PEPPER	HS Trumpet Trio S&E Music	39.99
English LA boxed set - Amazon	Boxed set of English for Everyone	39.94
BACKBLAZE INC	monthly cloud backup charge	39.38
AMAZON MKTPL*B88K85CJ2	Musical Costumes	38.79
AMAZON MKTPL*B80OK1LO2	book stands for display	38.30
AMAZON RETA* B831W54F2	Jam Block for Band Room	38.24
AMAZON MKTPL*BT4X25EP2	Skewers & paint pens	37.37
AMAZON MKTPL*B08E45XF0	Clear Bins	36.99
AMAZON MKTPL*NK6WC5R42	office supplies	36.98
AMERICAN HEART SHOPCPR	HOSA CPR Event Study Materials	36.60
ODP BUS SOL LLC# 106869	Supplies	35.82
ROY'S MARKET	Fruit for the PAES lab Thanksgiving meal	35.59
TARGET 00021063	Boot Rack	34.82
AMAZON MKTPL*BT37L5DI2	recess whistles, file folders, game	34.61
TARGET 00021063	Food/Supplies for season	34.43
AMAZON MKTPL*B839899N0	weather Station for kindergarten playground	33.99
AMAZON MKTPL*BT9S74HY2	Protein Bars	32.99
AMAZON MKTPL*B806O6O52	Tagboards for Nutcracker Door Displays	32.81
"TABWRITE, LLC"	Plagiarism and AI Reviewer	32.00
KWIK TRIP #1118	Food at FFA Conference	31.99

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NEW GLARUS HARDWARE	GPS install and Bus Key	31.96
AMAZON MKTPL*NK55L32F2	Hangers for Band Program	30.39
709 AUTO VALUE - NEW G	maintenance spare belts	30.28
ALPENSONG	Music for ALPHORNS	30.00
TACO BELL 3004021	PBIS prizes for Trimester 1 celebration	30.00
Reading flash card device	Amazon purchase reading device	29.99
AMAZON RETA* BT3RJ77C2	tools for hanging	29.98
AMAZON MKTPL*B802501D2	Musical Costume	29.53
AMAZON MKTPL*B29NE3DA2	Concert props	29.44
AMAZON MKTPL*B813Y6AX1	Protein Bars for students	29.39
AMAZON MKTPL*BT63M1BA2	HS Art Supplies	28.43
AMAZON MKTPL*B24513ZE2	Clean up Supplies and Magnetic blocks (Centers)	28.06
SP LAST RESORT MUSIC P	Solo and Ensemble Music	28.00
SP LAST RESORT MUSIC P	Solo and Ensemble Music	28.00
AMAZON MKTPL*BT7IW6D62	12 Pack of Jump Ropes	27.99
709 AUTO VALUE - NEW G	Tools for wiring GPS	27.99
COSTCO WHSE#1491	Food/Supplies for season	27.48
J.W. PEPPER	Solo and Ensemble Music	26.94
PLANK ROAD PUBLISHING IN	Music Download	26.90
GRAINGER	coat hooks elementary	26.81
SQ *POKE GURU	Dinner National Convention	26.75
AMAZON MKTPL*NK5RV3HH2	Art supplies	26.64
AMAZON MKTPL*B82DQ9ET2	Pencils for the band room	24.29
AMERICAN HEART SHOPCPR	CPR/First Aid Online Class	24.27
AMERICAN HEART SHOPCPR	CPR/First Aid Online Class	24.27
GOOGLE YOUTUBE PREMIUM	Youtube Premium	24.25
NYTIMES*	news	24.14
NEW GLARUS HARDWARE	Tools pliers	23.99
AMAZON MKTPL*NK8A716E2	Supplies for HS Band	23.97
WM SUPERCENTER #802	Concert Props	23.52
AMAZON MKTPL*BT5AE4S21	bat beads for math center game	23.04
AMAZON MKTPL*NK94H9XI2	Prizes for PBIS Knight Store	22.98
FLINN SCIENTIFIC INC	Ap chem spectrophotometer cuvettes	22.35
AMAZON MKTPL*NK7J774H2	Prizes for PBIS Knight Store	21.98
WALMART.COM 8009256278	Classroom Supplies	21.05
USPS PO 5659000694	Postage for expulsion notices	20.96
OPENAI *CHATGPT SUBSCR	Subscription for coding, scripts, and tutorials	20.00
MCDONALD'S F4231	STUDENT REWARDS	19.99
AMAZON MKTPL*NK47U0Q60	Adhesive Magnets for Knowledge Posters	18.98
NEW GLARUS HARDWARE	misc. hardware	18.98
J.W. PEPPER	MS CHOIR Music	18.80
NEW GLARUS HARDWARE	Heater Install	18.07
"HOSA, INC."	HOSA Member Dues	17.68
USPS PO 5659000694	mailings for SPED documents	16.99
AMAZON MKTPL*BT19D9K01	Camera Add On Technology	16.76

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AMAZON MKTPL*BT09F53P2	Classroom Supplies	16.69
ROYS MARKET	supplies for pie	16.58
KALAHARI RESORT - WI	Room Rate from WSCA conference	16.53
PAYPAL *GOOGLE LLC GOOGLE	Google Education licensing - (4 licenses)	16.00
MONONA TERRACE	Parking Monona Terrace State Convention	16.00
MONONA TERRACE	Parking for Monona Terrace	16.00
ODP BUS SOL LLC # 105910	Staff Supplies	15.92
PRIME VIDEO *B816S1X00	Wildlife Fire Movie	15.81
AUDIBLE*BT8E81AA0	November 2025 Audible.com monthly charge	15.77
MATONIZZ PRODUCTION	HS Brass Solo and Ensemble	15.74
GEMPELER'S SUPERMAR	HS Lab Supplies	15.68
AMAZON MKTPL*B86KE94X0	Sandpaper for HS BAND II	15.34
AMAZON MKTPL*B08VY2LR1	Plastic slip-on disposable booties	15.16
AMAZON MKTPL*B89WG51T1	Caster Cups for HS CHOIR	15.15
PAYPAL *CANVA	Monthly subscription - Digital signage graphics	15.00
J.W. PEPPER	MS Tuba Solo and Ensemble Music	14.99
AMAZON MKTPL*BT26M5L91	Cord Cover for Band Room	14.98
NOODLES AND COMPANY	Food at WSCA conference	14.89
ROYS MARKET	Snacks for IEP Open Lab	14.87
ROYS MARKET	(Food/Supplies for season	14.64
AMAZON MKTPL*B86B59G80	classroom supplies	13.74
STARBUCKS STORE 18900	Food - WSCA Conference	13.49
AMAZON MKTPL*B840X20P1	phone accessory for office phone	13.04
J.W. PEPPER	Solo and Ensemble Music	12.98
SPOTIFY USA	Music for warm ups, timeouts, national anthem, et	12.65
AMAZON.COM*B05I39SQ2	classroom supplies	12.32
AMAZON MKTPL*B079Y70Z2	card error	11.99
AMAZON MKTPL*B82959RP2	Skewers for 7th and 8th science	11.97
BLAIN'S FARM & FLEET	custodial supplies	11.92
AMAZON MKTPL*B85B03HJ1	Pop up laundry baskets	11.89
"ETSY, INC."	Firepit dxf	11.55
PAYPAL *ITRESEARCHL	VPN - for German class	10.99
AUDIBLE*B04M687S0	audiobook subscription	10.54
ODP BUS SOL LLC# 106869	Staff Supplies	10.54
NEW GLARUS WASCHE CENTER	Van 10 carwash and VAC	10.50
AMAZON MKTPL*B09DN93A0	book	10.47
AMAZON MKTPL*B858C20Y2	candy corn beads for math center game	9.69
AMAZON MKTPL*BT5UI32P2	candy corn beads for math center game	9.69
AMAZON MKTPL*BT7YT5792	candy corn beads for math center game	9.69
AMAZON MKTPL*BT7OT9JD2	candy corn beads for math center game	9.69
SQ *MONONA CATERING LLC	State convention Lunch II	9.00
AMAZON MKTPL*NK57G8UV0	Kitchen Scissors	8.99
AMAZON RETA* B03C08VR1	HS Classroom Supplies	8.71
J.W. PEPPER	Music purchased from JW Pepper	8.40
SUBWAY 29346	Construction Student Meal - Dugouts	8.22

**SCHOOL DISTRICT OF NEW GLARUS  
PURCHASING CARD ACTIVITY  
NOVEMBER 30, 2025**

GUMROAD* MYOUTDOORPLAN	shed plans	7.39
MEETENHANC* MEET ENHAN	Google Meet	7.39
STARBUCKS STORE 18900	Food Per Diem WSCA conference	7.14
TWP*SUB28538583	news	7.00
CENEX-BLANCHARDVILLE COO	Water for Students at Dugouts	5.99
PP*GOOGLE LETTERSCHOOL	Smartboard app for 4k classroom	5.26
SQ *MONONA CATERING LLC	Monona Terrace Food	5.00
TEACHERSPAYTEACHERS.COM	classroom supplies	4.50
APPLE.COM/BILL	interactive app	4.21
GEMPELER'S SUPERMAR	MS Food Lab Supplies	4.20
J.W. PEPPER	Music for MADRIGALS	3.95
USPS PO 5659000694	Mailing for SPED Dept	2.72
MCDONALD'S F2976	Food - WSCA Conference	2.55
BOTTLEWORKS	parking	2.00
AMAZON WEB SERVICES	Monthly AWS for computer science	1.00
SP MHS: MULTI HEALTH	Tax Refund	-4.13
AMERICAN HEART SHOPCPR	credit	-24.27
WISCONSIN EDUCATIONAL	WEMTA Battle of the Books Refund	-25.00
WISCONSIN EDUCATIONAL	WEMTA Battle of the Books Refund	-25.00
TIGER MEDICAL	refund on tax for hi-low stretching table	-81.99
NELSONS BUS SERVICE INC	credit - bus supplies	-121.18
<b>Total Purchasing Activity</b>		<b>113,587.45</b>

CHECK NUMBER	VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
150	EMPLOYEE BENEFITS CO	12/15/2025	20251215AD	HSA EMPLOYEE CONTR	10,155.25
		12/15/2025	20251215AF	EMPLOYER CONTR	28,125.00
Totals for 150					38,280.25
338	WISCONSIN RETIREMENT	12/15/2025	20251215AD	Payroll accrual	45,822.30
		12/15/2025	20251215AF	Payroll accrual	45,822.30
Totals for 338					91,644.60
570	ELECTRONIC TAX FILIN	12/15/2025	20251215AD	Payroll accrual	7,547.92
		12/15/2025	20251215AD	Payroll accrual	9,732.42
		12/15/2025	20251215AD	Payroll accrual	44,811.31
		12/15/2025	20251215AD	Payroll accrual	41,446.01
		12/15/2025	20251215AF	Payroll accrual	9,732.42
		12/15/2025	20251215AF	Payroll accrual	41,446.01
Totals for 570					154,716.09
899	WI DEPARTMENT OF REV	12/15/2025	20251215AD	Payroll accrual	500.00
		12/15/2025	20251215AD	Payroll accrual	26,511.31
Totals for 899					27,011.31
1072	WEA TAX SHELTERED AN	12/15/2025	20251215AD	Payroll accrual	12,187.50
		12/15/2025	20251215AD	Payroll accrual	1,040.00
		12/15/2025	20251215AD	WEA ROTH \$	2,696.50
		12/15/2025	20251215AD	WEA ROTH %	1,734.69
		12/15/2025	20251215AF	Payroll accrual	1,833.38
Totals for 1072					19,492.07
1225	EMPLOYEE BENEFITS CO	12/15/2025	20251215AD	Payroll accrual	400.00
		12/15/2025	20251215AD	Payroll accrual	618.33
Totals for 1225					1,018.33
1527	DEAN HEALTH PLAN, IN	12/15/2025	20251215AD	Payroll accrual	2,086.88
		12/15/2025	20251215AD	Payroll accrual	1,361.04
		12/15/2025	20251215AD	Payroll accrual	12,521.28
		12/15/2025	20251215AD	Payroll accrual	453.68
		12/15/2025	20251215AD	Payroll accrual	782.58
		12/15/2025	20251215AD	Payroll accrual	2,086.88
		12/15/2025	20251215AF	Payroll accrual	11,825.76
		12/15/2025	20251215AF	Payroll accrual	4,434.66
		12/15/2025	20251215AF	Payroll accrual	2,570.80
		12/15/2025	20251215AF	Payroll accrual	11,825.76
		12/15/2025	20251215AF	Payroll accrual	7,712.40
		12/15/2025	20251215AF	Payroll accrual	70,954.56
Totals for 1527					128,616.28
1727	DELTA DENTAL OF WISC	12/15/2025	20251215AD	Payroll accrual	104.52
		12/15/2025	20251215AD	Payroll accrual	1,236.75
		12/15/2025	20251215AD	Payroll accrual	24.12
		12/15/2025	20251215AD	Payroll accrual	145.50
		12/15/2025	20251215AD	Payroll accrual	169.75
		12/15/2025	20251215AD	Payroll accrual	291.00
		12/15/2025	20251215AF	Payroll accrual	1,648.92
		12/15/2025	20251215AF	Payroll accrual	136.83
		12/15/2025	20251215AF	Payroll accrual	824.46
		12/15/2025	20251215AF	Payroll accrual	961.87
		12/15/2025	20251215AF	Payroll accrual	7,007.91

<u>CHECK</u>		<u>CHECK</u>	<u>INVOICE</u>	<u>INVOICE</u>	
<u>NUMBER</u>	<u>VENDOR</u>	<u>DATE</u>	<u>NUMBER</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1727	DELTA DENTAL OF WISC	12/15/2025	20251215AF	Payroll accrual	592.93
				Totals for 1727	13,144.56
				Totals for checks	473,923.49

CHECK NUMBER	CHECK VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
67431	BILL DORAN COMPANY	11/12/2025	2321633	FLOWERS FOR AG CLASSES	393.30
		11/12/2025	2352202	FLOWERS FOR AG CLASSES	371.65
		11/12/2025	2321701	FLOWERS FOR AG CLASSES	151.95
		11/12/2025	2329362	FLOWERS FOR AG CLASSES	457.25
				Totals for 67431	1,374.15
67432	BUDGET BLINDS	11/12/2025	2384	GS LIBRARY BLINDS	3,632.82
				Totals for 67432	3,632.82
67433	DUERST, SANDRA	11/12/2025	FS REFUND	REFUND	98.65
				Totals for 67433	98.65
67434	EMC INSURANCE COMPAN	11/12/2025	7002924358	BUILDERS RISK INS	126.00
				Totals for 67434	126.00
67435	FINGER PUBLISHING, I	11/12/2025	163147	BLOOD DRIVE AD	77.16
				Totals for 67435	77.16
67436	LIFELINE AUDIO VIDEO	11/12/2025	67567	SOUND SYSTEM REPAIR	330.00
		11/12/2025	67382	SOUND SYSTEM REPAIR	1,050.00
				Totals for 67436	1,380.00
67437	MOTZKUS, T.C.	11/12/2025	3-2025-26	LEADERSHIP COACHING	300.00
				Totals for 67437	300.00
67438	ORION FAMILY SERVICE	11/12/2025	28770	OCT SERVICES	1,362.40
				Totals for 67438	1,362.40
67439	VIKING HARDWARE - TR	11/12/2025	67987	TECH ED SUPPLIES	93.11
		11/12/2025	67782	BUS SUPPLIES	38.83
				Totals for 67439	131.94
67440	ALLEN, JASON	11/20/2025	11/21 BB J	ATHL OFFL	70.00
				Totals for 67440	70.00
67441	EASTERDAY, KURT	11/20/2025	11/21 BB V	ATHL OFFL	65.00
				Totals for 67441	65.00
67442	FIGI, NATHAN	11/20/2025	11/21 BB V	ATHL OFFL	75.00
				Totals for 67442	75.00
67443	HAAS, ADAM	11/20/2025	11/21 GB J	ATHL OFFL	65.00
				Totals for 67443	65.00
67444	HAGEN, CHRISTOPHER	11/20/2025	11/21 BB V	ATHL OFFL	75.00
				Totals for 67444	75.00
67445	HINKLE, DANIEL	11/20/2025	11/21 BB J	ATHL OFFL	70.00
				Totals for 67445	70.00
67446	HOTTMANN, NATHAN	11/20/2025	11/21 GB V	ATHL OFFL	85.00
				Totals for 67446	85.00
67447	LAWINGER, THEODORE	11/20/2025	11/21 GB J	ATHL OFFL	65.00
				Totals for 67447	65.00

CHECK NUMBER	CHECK VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
67448	LEUZINGER, RICHARD	11/20/2025	11/20 MSBB	ATHL OFFL	80.00
				Totals for 67448	80.00
67449	LEUZINGER, RICHARD	11/20/2025	11/21 BB V	ATHL OFFL	70.00
				Totals for 67449	70.00
67450	RUFER, JACKSON	11/20/2025	11/20 MSBB	ATHL OFFL	80.00
				Totals for 67450	80.00
67451	RYAN, MARK	11/20/2025	11/20 MSBB	ATHL OFFL	80.00
				Totals for 67451	80.00
67452	WIELAND, KIRK	11/20/2025	11/21 GB V	ATHL OFFL	85.00
				Totals for 67452	85.00
67453	ZWART, MARK	11/20/2025	11/21 GB V	ATHL OFFL	85.00
				Totals for 67453	85.00
67454	BOEGLI, WADE	11/24/2025	11/24 BB 8	ATHL OFFL	82.50
				Totals for 67454	82.50
67455	LETZRING, CALEB	11/24/2025	11/24 BB 8	ATHL OFFL	85.00
				Totals for 67455	85.00
67456	McCORMICK, ERICK	11/24/2025	11/25 GBB	ATHL OFFL	85.00
				Totals for 67456	85.00
67458	PETERSON, KEVIN	11/24/2025	11/25 GBB	ATHL OFFL	57.50
				Totals for 67458	57.50
67459	ROBERTS, JAMES	11/24/2025	11/25 GBB	ATHL OFFL	85.00
				Totals for 67459	85.00
67460	RUFER, JACKSON	11/24/2025	11/24 BB 7	ATHL OFFL	80.00
				Totals for 67460	80.00
67461	ST. JOHN, MITCH	11/24/2025	11/25 GBB	ATHL OFFL	85.00
				Totals for 67461	85.00
67462	WEBER, STEPHEN	11/24/2025	11/24 BBB	ATHL OFFL	75.00
				Totals for 67462	75.00
67463	ADA SPORTS AND RACKE	11/24/2025	13147	PICKELBALL BALL	63.00
				Totals for 67463	63.00
67464	CAMBRIDGE HIGH SCHOO	11/24/2025	11/20/2025	CAPITOL HONORS CHOIR EVENT	280.00
				Totals for 67464	280.00
67465	CAPITOL CONFERENCE	11/24/2025	1537	SPORTSMANSHIP SUMMIT	277.50
				Totals for 67465	277.50
67466	CESA 2	11/24/2025	2600739	VISION SERV	2,800.00
		11/24/2025	2600636	AUDIOLOGY SERVICES	7,938.00
		11/24/2025	2600674	DHH SERVICES	18,160.00
				Totals for 67466	28,898.00

CHECK NUMBER	CHECK VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
67467	Madison College	11/24/2025	58474	TUITION	2,678.87
				Totals for 67467	2,678.87
67468	MARC, INC	11/24/2025	21427840	OCT SERVICES	3,922.71
				Totals for 67468	3,922.71
67469	MONSON SEPTIC & PORT	11/24/2025	17558	RENTALS	500.00
				Totals for 67469	500.00
67470	NEOLA, INC	11/24/2025	117894	CONSULTATION HRS	250.00
				Totals for 67470	250.00
67471	SPECIALTY CLOSURES I	11/24/2025	4309	BASKETBALL BACKSTOPS	1,800.00
				Totals for 67471	1,800.00
67472	SUGAR RIVER POWER CE	11/24/2025	34671	LAWN MOWER MAINT	670.38
				Totals for 67472	670.38
67473	TRIANGE TRUCK CENTER	11/24/2025	111999	BUS REPAIR	3,452.10
		11/24/2025	112247	BUS REPAIR	3,137.10
				Totals for 67473	6,589.20
67474	UNITED LABORATORIES	11/24/2025	448696	CUSTODIAL SUPPLIES	754.22
				Totals for 67474	754.22
67475	WISCONSIN ASSOC OF S	11/24/2025	3206	Chapter dues	250.00
				Totals for 67475	250.00
67476	WISCONSIN HOSA	11/24/2025	99697076	LEADERSHIP CONFERENCE	90.00
				Totals for 67476	90.00
67477	LEMANSKI, FRANK	11/24/2025	11/25 GBB	ATHL OFFL	65.00
				Totals for 67477	65.00
67478	HOTTMANN, NATHAN	12/02/2025	12/02 V BB	ATHL OFFL	85.00
				Totals for 67478	85.00
67479	JOHNSON, JESSE	12/02/2025	12/02 V BB	ATHL OFFL	85.00
				Totals for 67479	85.00
67480	MICHLIG, KEVIN	12/02/2025	12/02 JV B	ATHL OFFL	62.50
				Totals for 67480	62.50
67481	REAR, VAN	12/02/2025	12/02 JV2	ATHL OFFL	60.00
				Totals for 67481	60.00
67482	SCHULTING, JASON	12/02/2025	12/02 JV B	ATHL OFFL	65.00
				Totals for 67482	65.00
67483	WEBER, STEPHEN	12/02/2025	12/02 JV2	ATHL OFFL	60.00
				Totals for 67483	60.00
67484	WIELAND, KIRK	12/02/2025	12/02 V BB	ATHL OFFL	85.00
				Totals for 67484	85.00
67485	EASTERDAY, KURT	12/04/2025	12/04 7th	ATHL OFFL	75.00

CHECK NUMBER	VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
Totals for 67485					75.00
67486	McKeon, TYLER	12/04/2025	12/04 8th	ATHL OFFL	80.00
Totals for 67486					80.00
67487	THOMPSON, SETH	12/04/2025	12/04 8th	ATHL OFFL	85.00
Totals for 67487					85.00
67488	MCKY, BRYAN	12/04/2025	12/04 7th	ATHL OFFL	80.00
Totals for 67488					80.00
67489	BAUHS, MICHAEL	12/05/2025	12/06 GBB	ATHL OFFL	85.00
Totals for 67489					85.00
67490	JOHNSON, JESSE	12/05/2025	12/06 GBB	ATHL OFFL	85.00
Totals for 67490					85.00
67491	NICHOLSON, CHRISTOPH	12/05/2025	12/06 GBB	ATHL OFFL	85.00
Totals for 67491					85.00
67492	FENRICK, JEFFREY	12/09/2025	12/09 GBB	ATHL OFFL	85.00
Totals for 67492					85.00
67493	GREER, QUINTON	12/09/2025	12/09 GBB	ATHL OFFL	60.00
Totals for 67493					60.00
67494	GREER, QUINTON	12/09/2025	12/09 GBB	ATHL OFFL	85.00
Totals for 67494					85.00
67495	HOUSE, JONATHAN	12/09/2025	12/09 GBB	ATHL OFFL	62.50
Totals for 67495					62.50
67496	MANKE, DAVID	12/09/2025	12/09 GBB	ATHL OFFL	85.00
Totals for 67496					85.00
67497	AFLAC WORLDWIDE HEAD	12/15/2025	20251215AD	Payroll accrual	36.38
Totals for 67497					36.38
67498	MADISON NATIONAL LIF	12/15/2025	20251215AF	Payroll accrual	2,030.95
		12/15/2025	20251215AD	Payroll accrual	717.62
		12/15/2025	12/15/25 A	accl adj	42.56
Totals for 67498					2,791.13
67499	MINNESOTA MUTUAL LIF	12/15/2025	20251215AD	Payroll accrual	1,316.38
		12/15/2025	20251215AD	Payroll accrual	99.20
		12/15/2025	20251215AF	Payroll accrual	163.27
		12/15/2025	20251215AD	Payroll accrual	816.37
		12/15/2025	12/15/25 A	accl adj	-3.39
Totals for 67499					2,391.83
67500	NEW GLARUS COMMUNITY	12/15/2025	20251215AD	Payroll accrual	185.00
Totals for 67500					185.00
67501	UNITED WAY GREEN COU	12/15/2025	20251215AD	Payroll accrual	100.00
Totals for 67501					100.00

CHECK NUMBER	VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
67502	ASC1	12/11/2025	45306	HOT SIDE SERV	61.00
				Totals for 67502	61.00
67503	ASSOCIATED TRUST COM	12/11/2025	27077	ANNUAL FEE	475.00
				Totals for 67503	475.00
67504	Bobcat of Janesville	12/11/2025	02-314061	harness	237.33
				Totals for 67504	237.33
67505	BRENDAS BLUMENLADEN	12/11/2025	60344	SERVICE ARRANGEMENT	55.00
				Totals for 67505	55.00
67506	BUILDERS FIRST SOURC	12/11/2025	91396857	lumber	484.95
				Totals for 67506	484.95
67507	COUNTRY VIEW TRANSP	12/11/2025	100031492	Oct serv	1,492.08
				Totals for 67507	1,492.08
67508	EBSCO INFORMATION SE	12/11/2025	9101103625	ACT PREP CLASS	823.00
				Totals for 67508	823.00
67509	EDUCATIONAL WORKFORC	12/11/2025	112510	Carl Perkins Grant Support	263.45
				Totals for 67509	263.45
67510	ENGEN PLUMBING SERVI	12/11/2025	2077	WINTERIZE PRESS BOX	590.00
				Totals for 67510	590.00
67511	HOLL, MIKE	12/11/2025	11/25 GBB	ATHL OFFL	85.00
				Totals for 67511	85.00
67512	KEYBOX	12/11/2025	NG1125	INTERPRETER SERVICES	330.50
				Totals for 67512	330.50
67513	LAMERS BUS LINES, IN	12/11/2025	94128	FB bus	1,295.00
				Totals for 67513	1,295.00
67514	MARC, INC	12/11/2025	21427865	NOVEMBER SERVICES	2,210.10
				Totals for 67514	2,210.10
67515	MONSON SEPTIC & PORT	12/11/2025	17675	RENTAL	214.35
				Totals for 67515	214.35
67516	MT HOREB AREA SCHOOL	12/11/2025	sbg25-14	CONFERENCE	30.00
				Totals for 67516	30.00
67517	ORION FAMILY SERVICE	12/11/2025	28858	November Services	983.71
				Totals for 67517	983.71
67518	POINT OF BEGINNING,	12/11/2025	43608	Master planning/fundraising support	2,195.37
				Totals for 67518	2,195.37
67519	RHYME BUSINESS PRODU	12/11/2025	40583040	MONTHLY SERV	889.00
				Totals for 67519	889.00
67520	RUSH MEDIA	12/11/2025	2026-093	media for 10/24 fb	187.50

CHECK NUMBER	VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
				Totals for 67520	187.50
67521	SKYWARD, INC.	12/11/2025	241416	See proposal 20134 - Network Assurance	16,220.00
				Totals for 67521	16,220.00
67522	TDS TELECOM	12/11/2025	NOV 2025	MONTHLY SERV	147.67
				Totals for 67522	147.67
67523	UW MADISON	12/11/2025	TP 0000000	TUITION	291.82
				Totals for 67523	291.82
67524	WE ENERGIES	12/11/2025	HS/MS NOV	MONTHLY SERV	2,898.48
		12/11/2025	GS NOV 202	MONTHLY SERV	4,010.83
				Totals for 67524	6,909.31
67525	WI ASSOACOATION OF FF	12/11/2025	3949	REGISTRATION	720.00
				Totals for 67525	720.00
				Totals for checks	101,407.48

<u>CHECK NUMBER</u>	<u>VENDOR</u>	<u>CHECK DATE</u>	<u>INVOICE NUMBER</u>	<u>INVOICE DESCRIPTION</u>	<u>AMOUNT</u>
252600016	QUALITY CNA TRAINING	11/12/2025	QCNA1848	CNA TRAINING	725.00
				Totals for 252600016	725.00
252600017	DUERST, NITA	11/24/2025	NOV 2025	CONFERENCE MILEAGE/HOTEL	357.00
				Totals for 252600017	357.00
252600018	MARTY, TAMMY	11/24/2025	NOV 2025	MILEAGE/BUS DRIVER SUPPLIES	125.73
				Totals for 252600018	125.73
252600019	MCGOWAN, LARRY	11/24/2025	NOV 2025	CONFERENCE MILEAGE	89.60
				Totals for 252600019	89.60
252600020	MONTGOMERY, KALI	11/24/2025	NOV 2025	MILEAGE	88.20
				Totals for 252600020	88.20
252600021	MARTY; TAMMY	12/11/2025	12/04/25	mileage	128.80
				Totals for 252600021	128.80
252600022	TAHER, INC.	12/11/2025	74257	November exp	61,302.98
				Totals for 252600022	61,302.98
				Totals for checks	62,817.31

3. Treasurer's Report
4. Staffing Report

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**STAFFING REPORT  
DECEMBER 15, 2025**

<b>HIRES / CHANGES</b>	<b>Position</b>	<b>Term of Employment</b>	<b>hours per day / % of empl</b>	<b>New Employee in Position</b>	<b>Reason for opening</b>

<b>OPEN POSITIONS</b>	<b>Position</b>	<b>Term of Employment</b>	<b>hours per day / % of empl</b>	<b>Reason for opening</b>
Coach	HS Baseball Asst Coach	2026 Spring Season	varies	Bobby Schmitz coaching resignation
Coach	MS Track Coach	2026 Spring Season	varies	Sadie Einbeck coaching resignation
Coach	MS Track Coach	2026 Spring Season	varies	Rychia Bosman to HS Head Coach Track



**DONATIONS**

11/18/2025	Lisa Behnke	Check	Facility Use by EMS	\$150.00
11/10/2025	Vanessa & Marek Michalicka	check	Caring for Kids	\$250.00
11/6/2025	Anonymous	Check	Caring for Kids	\$200.00
11/6/2025	Anonymous	Check	Caring for Kids	\$300.00
11/6/2025	Anonymous	Check	Caring for Kids	\$1,000.00
12/1/2025	Colony Brands Foundation, Inc	Check	Caring for Kids	\$3,100.00
12/8/2025	Keith Steffen	Check	Caring for Kids	\$200.00

- B. Discuss Item(s) Removed From Consent Agenda
- V. **COMMITTEE UPDATES**
  - A. Policy, Communication & Advocacy
  - B. Handbook and Personnel
  - C. Budget
  - D. Curriculum, Sports & Co-Curricular
  - E. Facilities, Transportation & Technology
- VI. **DISCUSSION AND POSSIBLE ACTION ITEMS**
  - A. Finalize Strategic Plan

28

# Strategic Plan

## New Glarus School District

### Vision

To be a leader in K-12 education and prepare our students for future success.

**Mission** – *Educating each student to contribute and succeed in our global community by fostering a passion for learning and the pursuit of excellence.*

### Core Values

- *We will recruit and retain high quality staff*
- *We will provide a safe learning environment*
- *We will create a culture that is respectful and values diversity*
- *We will develop students of good character who are strong and engaged citizens*
- *We will develop practical, life skills of students, which includes the ability to be flexible and adapt to change*
- *We will develop students who have strong academic skills, can think critically and creatively, and can communicate effectively*
- *We will provide instruction that is rigorous, engaging and effectively uses data*
- *We will partner with families and the community in the education of our students*
- *We will provide leadership that is collaborative, responsible for student learning, and fiscally responsible*
- *We will take responsibility to prevent student failure and ensure student growth*

### Strategic Goals –

- 1) **Increase the percent of students college, career, and life-ready by developing the whole learner.**
- 2) **Recruit and retain high quality staff and assist all staff as they continually improve and grow**
- 3) **Provide high quality facilities that foster academic and emotional growth**



# New Glarus School District Strategic Plan 2026-2029

## Vision

To be a leader in 4K-12 education and prepare our students for future success.

**Mission** – *Educating each student to contribute and succeed in our global community by fostering a passion for learning and the pursuit of excellence.*

## Core Values

- *We will recruit and retain high quality staff*
- *We will provide a safe learning environment*
- *We will create a culture that is respectful and values diversity*
- *We will develop students of good character who are strong and engaged citizens*
- *We will develop practical, life skills of students, which includes the ability to be flexible and adapt to change*
- *We will develop students who have strong academic skills, can think critically and creatively, and can communicate effectively*
- *We will provide instruction that is rigorous, engaging and effectively uses data*
- *We will partner with families and the community in the education of our students*
- *We will provide leadership that is collaborative, responsible for student learning, and fiscally responsible*
- *We will take responsibility to prevent student failure and ensure student growth*

## Strategic Goals –

- 1) **Increase the percent of students college, career, and life-ready by developing the whole learner.**
- 2) **Recruit and retain high quality staff and assist all staff as they continually improve and grow**
- 3) **Provide high quality facilities that foster academic and emotional growth**
- 4) **Ensure equity so all students have equal access to high quality educational experiences.**







# School District of New Glarus

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December, 9 2025

To the School Board of the School District of New Glarus.

The Transportation Department of the School District of New Glarus would recommend the purchase of (2) 2026 Chrysler Pacificas with the AWD option.

We understand that adding AWD will increase long term maintenance costs of the vehicle however, we feel the added safety margin it brings would outway the additional capital investment as well as any long term costs.

Thank you,

The Transportation Department of the School District of New Glarus

<b>Vendor</b>	<b>Vendor Location</b>	<b>Price</b>	<b>Make</b>	<b>Model</b>	<b>Features</b>	<b>Warranty</b>
Kayser Chevrolet	Janesville, WI	\$45,050	Chrysler	Pacifica	FWD	B2B 3yr/36k Drivetrain 5yr/60k
Kayser Chevrolet	Janesville, WI	\$48,000	Chrysler	Pacifica	AWD	B2B 3yr/36k Drivetrain 5yr/60k
Smart Motors	Madison, WI	\$44,772	Toyota	Sienna	Hybrid AWD	2yr/25k maintenance B2B 3yr/36k Drivetrain 5yr/60k Hybrid Battery 10yr/100k Hybrid system 8yr/100k
Symdon New Glarus	New Glarus, WI	\$44,390	Chrysler	Voyager	FWD	B2B 3yr/36k Drivetrain 5yr/60k
Symdon New Glarus	New Glarus, WI	\$44,390	Chrysler	Pacifica	AWD	B2B 3yr/36k Drivetrain 5yr/60k
Rock County Honda	Janesville, WI	\$42,512	Honda	Odyssey	FWD	B2B 3yr/36k Drivetrain 5yr/60k
Ewald Automotive Group	Oconomowoc, WI	\$39,711 *	Chrysler	Voyager	FWD	B2B 3yr/36k Drivetrain 5yr/60k
Ewald Automotive Group	Oconomowoc, WI	\$43,012 *	Chrysler	Pacifica	AWD	B2B 3yr/36k Drivetrain 5yr/60k
Melloy Fleet	Los Lunas, NM	\$42,810 **	Chrysler	Voyager	FWD	B2B 3yr/36k Drivetrain 5yr/60k

\* State Pricing

\*\* Quote from CESA

Verified pricing with vendors on Dec 8, 2025



## **Dorian Music Festival – January 11-12, 2026**

The Dorian Festival is taking place on January 11 and 12 at Luther College in Decorah, Iowa. This is an event that our students have gone to in the past and have experienced a wonderful time making music with 950 other musicians. As an example of the impact of this event, a graduate of the choir program changed their college major to Music Education after this experience and also attends Luther College.

The 10 students who have been accepted to the festival are Nala Williams, Azik Weisheit, Jackson Umhoefer, AJ Fleener, Fin Hoeper, Dylan Gardner, June Endicott, Lizzy Smith, Jenna Heil, and Chloe White. Their acceptance was based on their past experiences in different choir, musical, and small group ensembles. While at this festival, they will be working with College level musicians and teachers, will be given large, small, and individual vocal lessons, be auditioning for a solo competition, and then singing in a choir with all those in attendance. This is a well-attended festival from other schools in our area, including Monroe High School and Monticello.

As housing accommodations are limited, we are asking that hotel rooms be procured for the student's comfort. Luther College is unable to accommodate for the added amount of people on their campus. There are several hotels in and around the area of Luther College that appear to have excellent review and a reasonable rate per night.

Thank you for your consideration on allowing our students to attend this festival. For some of our students, this will be their first time singing with so many other similarly aged and skill leveled musicians.



# NEW GLARUS SCHOOL DISTRICT CALENDAR 2026-2027

**24** New Staff Orientation  
**25-27** All Staff In-Service

AUGUST 2026						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	ns	IW	IW	IW	28	29
30	IW					

FEBRUARY 2027						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	I	13
14	V	16	17	18	19	20
21	22	23	24	25	26	27
28						

**12** In-Service – No School  
**15** Vacation

**7** Labor Day/Vacation  
**1** First Day of School

SEPTEMBER 2026						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	V	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MARCH 2027						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	IW	9	10	11	12	13
14	15	16	17	18	19	20
21	C	V	V	V	V	27
28	29	30	31			

**5** End of Trimester 2  
**8** In-Service Work Day  
**22** Conf Comp- No School  
**23-26** Spring Break

**2** In-Service  
**30** No School Vacation

OCTOBER 2026						
S	M	T	W	Th	F	S
				1	I	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	V	31

APRIL 2027						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	I	24
25	26	27	28	29	30	

**23** In-Service – No School

**11** Veterans Day  
 Public Holiday  
**23** End of Trimester 1  
**24** In-Service Work Day  
**25** Conf Comp–No School  
**26-27** Thanksgiving Vacation

NOVEMBER 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	IW	C	V	V	28
29	30					

MAY 2027						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	V					

**31** Vacation/Memorial Day

**23** Early Release  
**24-31** Winter Vacation  
**25** Christmas Day

DECEMBER 2026						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	ER	V	V	26
27	V	V	V	V		

JUNE 2027						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	IW	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

**6** Graduation Day  
**8** Last Day of School  
**9** In- Service Work Day

**1** New Years Day  
**18** In-Service – No School

JANUARY 2027						
S	M	T	W	Th	F	S
					V	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	I	19	20	21	22	23
24	25	26	27	28	29	30
31						

**V=Vacation/No School**  
**I=In Service – No School**  
**C=Conf Comp – No School**  
**ER= Early Release @12:00**  
**1st Day/Last Day of School**  
**Graduation**

**School Hours**  
 ES 8am – 3:25pm  
 MS/HS – 8am – 3:30pm

**PT Conferences**  
 TBD



# NEW GLARUS SCHOOL BOARD CALENDAR 2026-2027

- July
- 13 Board meeting
- August
- 10 Board Meeting
- 24 Annual Meeting
- 24 New Staff Orientatin
- 25-27 All Staff In-Service

AUGUST 2026						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	Ns	IW	IW	IW	28	29
30	IW					

FEBRUARY 2027						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	I	13
14	V	16	17	18	19	20
21	22	23	24	25	26	27
28						

- 8 Board Meeting
- 12 In-Service – No School
- 15 Vacation
- 22 Board Meeting

- 7 Labor Day/Vacation
- 1 First Day of School
- 14 Board Meeting
- 28 Board Meeting

SEPTEMBER 2026						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	V	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MARCH 2027						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	IW	9	10	11	12	13
14	15	16	17	18	19	20
21	C	V	V	V	V	27
28	29	30	31			

- 5 End of Trimester 2
- 8 In-Service Work Day
- 15 Board Meeting
- 22 Conf Comp- No School
- 23-26 Spring Break

- 2 In-Service
- 12 Board Meeting
- 26 Board Meeting
- 30 No School Vacation

OCTOBER 2026						
S	M	T	W	Th	F	S
				1	I	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	V	31

APRIL 2027						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	I	24
25	26	27	28	29	30	

- 12 Board Meeting
- 23 In-Service – No School
- 26 Board Meeting

- 11 Veterans Day  
Public Holiday
- 16 Board Meeting
- 23 End of Trimester 1
- 24 In-Service Work Day
- 25 Conf Comp–No School
- 26-27 Thanksgiving Vacation

NOVEMBER 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	IW	C	V	V	28
29	30					

MAY 2027						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	V					

- 17 Board Meeting
- 31 Vacation/Memorial Day

- 14 Board Meeting
- 23 Early Release
- 24-31 Winter Vacation
- 25 Christmas Day

DECEMBER 2026						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	ER	V	V	26
27	V	V	V	V		

JUNE 2027						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	IW	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- 6 Graduation Day
- 8 Last Day of School
- 9 In-Service Work Day
- 14 Board Meeting
- 28 Board Meeting

- 1 New Years Day
- 11 Board Meeting
- 18 In-Service – No School
- 25 Board Meeting

JANUARY 2027						
S	M	T	W	Th	F	S
					V	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	I	19	20	21	22	23
24	25	26	27	28	29	30
31						

V=Vacation/No School  
I=In Service – No School  
C=Conf Comp – No School  
ER= Early Release @12:00  
1st Day/Last Day of School  
Graduation

**School Hours**  
 ES 8am – 3:25pm  
 MS/HS – 8am – 330pm

**PT Conferences**  
 TBD



From: **Bobby Schmitz** <bobby.schmitz@ngsd.k12.wi.us>

Date: Mon, Nov 24, 2025 at 1:37 PM

Subject: Baseball

To: Mitchell Cernek <mitchell.cernek@ngsd.k12.wi.us>

Hey Mitch,

Hope all is well on your end. I reached out to Eric at the end of last week - I told him I needed to be removed from the payroll as a paid coach. My wife's job is with a global medication research company - and she is starting to book up work travel. As much as we tried to come up with alternatives, I know I wouldn't be able to be all in for the season. I did say I would help when I can, but I don't know exactly what that looks like either. Sorry for the inconvenience, I know Eric starting talking to people that he hopes have interest in applying. Thank you

--

**Mitchell Cernek**

Athletic Director & Dean of Students

New Glarus School District

G. New Hires	
VII. <b>DISCUSSION ITEMS</b>	
A. Long-Term Facility Plan - Priorities for 2025-26	42

Long Term Facilities Plan	Project Description	Cost	Cost Estimate	Notes
<b>Remodel/Replacement Considerations</b>				
	Maintenance Garage - Reskin and add a leanto bay		\$60,000	Added Summer 2025 to Long Term Facilities Plan
	Add a solar array to Primary School Roof		\$121,000	Added Summer 2025 to Long Term Facilities Plan
	HS South and West Parking Lots			Done
	ES Parking South and West Parking Lots			Done
	ES Roofing Replacement		\$1-\$1.5 million	Roofing Study Done in 2025; Cost varies based on type of roofing
	MS Roof Replacement			Est. 2030
	MS Rooftop HVAC Units			Est. 2030
	Pave Bus Parking Lot			In Process
	HS Bathrooms - New Flooring, Toilets, Dividers			
	Boiler replacement plan			
	Painting Rotation			
	Remodel HS Classrooms			
	Motion Sensors for Lights in Gyms and Commons			
	Cages for Lights Switches in Gym			
	Clean up MS playground area, possibly expand MS parking lot and continue driving land around NW corner			
	Repair/replace concrete sidewalks etc. as needed			
	Tennis Courts			42
<b>Addition/New Building Considerations</b>				
	Storage Building at Athletic Complex			Done
	Bathrooms			
	Larger Updated Auditorium			
	Choir Room			
	Larger Lunch Room			
	IT Work Area			
	MS Teacher Workroom			Done
	Add Ticket Area and Concessions			
	Bus Barn and/or Paved Lot for Busses			In Process
	Larger Fitness Area With Outside Entrance			
	Indoor Pool			



# School District of New Glarus Superintendent Evaluation Form

## “FOIL” ability

There are three basic parts to a superintendent’s evaluation:

1. A description of the job duties, or goals to be achieved by the superintendent.
2. A subjective analysis or opinion as to how well the superintendent met the standards and goals.
3. A final rating of **highly effective, effective, developing, and ineffective**.

Each section of the evaluation is subject to different levels of disclosure under the Freedom of Information Law (FOIL).

Section	FOIL-able?	Rationale
1. A description of the job duties, or goals to be achieved by the superintendent	YES	Disclosure of goals has been deemed to be a permissible rather than an unwanted invasion of a superintendent’s personal privacy, because goals are relevant to the performance of the official duties which relate to the position of the superintendent, and not to the individual.
2. A subjective analysis or opinion as to how well the superintendent has met the standards and goals.	NO	The second component, which involves a reviewer’s subjective opinion, can be withheld, as an unwarranted invasion of personal privacy, and on the grounds that a subjective comment constitutes an opinion concerning performance.
3. A final rating of highly effective, effective, developing, ineffective	YES	The final summative rating of the superintendent can also be disclosed because it constitutes a final agency determination which makes the final rating available pursuant to a FOIL request. Remember, if a superintendent’s salary increase or merit pay is based on performance, the evaluation is subject to FOIL.

Therefore, individual scores from individual board members are not “final agency determinations” and are therefore not subject to FOIL. By contrast, any summative number or summative comments approved by the entire board would constitute a final agency determination, they are subject to FOIL.

## A. Relationship with the Board

	Ineffective	Developing	Effective	Highly Effective	Rating
Information	Does not provide the information the board needs to perform its responsibilities.	Keeps only some members informed, making it difficult for the board to perform its responsibilities.	Keeps the board informed with appropriate information as needed so it may perform its responsibilities.	Keeps all board members informed with appropriate, regular communication so it may perform its responsibilities.	
Materials and background	Meeting materials aren't available. Members arrive at meetings without any prior information regarding agenda.	Meeting materials are incomplete, and don't include supporting information.	Materials are provided. Some supporting information is included.	Meeting materials are provided with supporting information in order to make informed decisions.	
Board questions	Board questions are rarely answered.	Board questions are answered, but not all members are apprised of relevant question/answers.	Board questions are addressed with occasional follow-up to members.	Board questions are answered thoroughly with communication to all members to ensure understanding.	
Policy involvement	Makes decisions without regard to policy.	Is minimally involved in the development, recommendation and administration of the district policies.	Is actively involved in the development, recommendation and administration of district policies.	Is proactive in the determination of district needs and policy priorities.	
Board development	Doesn't promote board development.	When asked, provides members with information about board development.	Provides members with information regarding board development opportunities when they arise.	Actively and continuously encourages board development by seeking and communicating opportunities.	
<b>Category Rating</b>					

## B. Community Relations

	Ineffective	Developing	Effective	Highly Effective	Rating
District Image	Is negative about the district.	Doesn't actively promote the district.	Projects a positive image of the district as expected.	Projects and promotes a positive image of the district.	
Communication with community	Isn't readily available.	Provides appropriate information only when asked.	Actively seeks two-way communication with the community as appropriate.	Actively seeks communication, as appropriate, and works to provide alternative means of contact with the community.	
Media relations	Communicates with the media only when requested.	Isn't proactive, but cooperative with the media.	Promotes the district in the media.	Initiates and actively engages the media.	
Approachability	Is neither visible nor approachable by members of the community.	Is visible, at a distance.	Is visible and approachable by members of the community.	Is visible and approachable by members of the community. Attends a variety of events.	
<b>Category Rating</b>					

### C. Staff Relationships

	Ineffective	Developing	Effective	Highly Effective	Rating
Internal Communications	Doesn't have a specific system to inform staff of important matters.	Is consistent in keeping staff informed of important matters.	Keeps staff informed of most important matters.	Establishes a system of keeping staff continually informed of important matters.	
Personnel matters	There is no system to handle personnel matters in a consistent manner. Some situations may be handled with bias.	A system has been established, but it is not applied consistently.	A system is used to address personnel matters with consistency, fairness, discretion and impartiality.	Establishes a system that is proactive with personnel matters. Personnel policies are routinely discussed and promoted.	
Delegation of duties	Doesn't delegate duties. Maintains personal control over all district operations.	Delegates duties to staff, but retains final decision-making authority.	Delegates responsibility to staff within their abilities and then provides support to ensure their success.	Delegates responsibility to staff that will foster professional growth, leadership and decision-making skills.	
Recruitment	There is no formal recruitment process and/or hires are considered in an arbitrary manner.	A formal recruitment process is in place, but is not used consistently.	Follows a formal recruitment process for each hiring opportunity.	Follows a formal recruitment process for each hiring opportunity. Actively recruits the best staff available and encourages their application to the district.	
Visibility	Seldom visits buildings.	Is present at building programs and special activities.	Visits buildings/classroom as time permits.	Regular visits to buildings and classrooms are a priority item.	
<b>Category Rating</b>					

#### D. Business and Finance

	Ineffective	Developing	Effective	Highly Effective	Rating
Budget development and maintenance	Superintendent's budget knowledge is limited. The budget is developed and managed without taking into consideration current needs of the district.	Superintendent works to develop and manage the budget to meet the immediate fiscal issues. Decisions are primarily reactive to current needs of the district.	Budget actions are proactive and consider the most current information and data. A balance is sought to meet the needs of students and remain fiscally responsible to the community.	Budget actions are proactive and consider both current and long-range information and data. A balance is sought to meet the current and future needs of students and remain fiscally responsible to the community.	
Budget reports	Doesn't report financial information to the board except with the annual audit.	Reports the status of financial accounts as requested by the board.	Regularly reports to the board concerning the budget and financial status.	Constant flow of budgetary/financial information provided with discussion of the ramifications of any changes.	
Facility Management	A facilities management plan is not created. Maintenance is only performed when absolutely needed.	Facilities needs are discussed internally, but a plan is not created. Issues are addressed on an as-needed basis.	A facilities management plan is in place that includes the current status of the buildings and the need to improve any facilities in the future.	Facilities management plan in place includes current status of buildings and the need to improve facilities in the future, with a projected plan to secure funding.	
Resource allocation	Resources are allocated without consideration of district needs.	Resources are allocated to meet immediate needs.	Resources are distributed based upon district goals and seek to meet immediate objectives.	Resources are distributed based upon district goals and seek to meet immediate and long-range objectives.	
				<b>Category Rating</b>	

### E. Instructional Leadership

	Ineffective	Developing	Effective	Highly Effective	Rating
Professional Knowledge	Is unaware of current instructional programs.	Is somewhat knowledgeable of current instructional programs. Relies on others for info/data.	Demonstrates knowledge of current instructional programs, and is able to discuss them.	Demonstrates knowledge and comfort with current instructional programs. Seeks to communicate with others how the district is implementing best practices.	
Self-Improvement	Does not participate in professional development opportunities.	Passively participates in some professional development opportunities.	Seeks to learn and improve upon personal and professional abilities. Attends professional conferences when appropriate.	Eagerly seeks to learn and improve upon personal and professional abilities. Is able to apply this new learning for the benefit of the district. Participates actively in professional groups and organizations.	
Focus on Students	Focus is on the management of the district and maintaining day-to-day operations. Student achievement isn't the priority.	Student achievement is a concern, but does not always guide decisions made within the district.	Student achievement is important and guides decisions made within the district.	Places student achievement as the top priority and consistently communicates this to others. Bases decisions on improving student achievement. This priority is reflected in the budget.	

Goal development	Goals are not developed.	Goals are defined by implementing state curriculum and seeking to maximize student scores.	Facilitates the development of short-term goals for the district. Provides the necessary financial resources to meet those goals.	Believes in and facilitates the development of short/long term goals for the district. Aligns the available resources within the budget to accomplish these goals.	
Staff development	Staff development isn't provided. Staff members are responsible for their own improvement.	Staff development programs are offered based upon available opportunities.	Staff development programs are offered based upon available opportunities that are targeted toward increasing student achievement.	Staff development programs are targeted toward district-specific goals and are sustained to increase student achievement.	
Curriculum	Curriculum isn't a priority in the district.	Allows teachers to define their own curriculum. There is little or no coordination.	A curriculum is in place that seeks to meet the state standards.	There is an on-going review process to be sure the curriculum is aligned to the state standards and meets the needs of our students.	
				<b>Category Rating</b>	

## F. District Results (Student Performance)

The superintendent's work is grounded in the work teachers, principals, and other staff and administrators, and is directly linked to student performance data used in the evaluation of teachers and principals. The idea is to build a parallel and aligned system that links student performance targets, teacher performance targets, administrator performance targets, and ultimately, district performance targets.

Before linking student performance data to a superintendent's evaluation, the superintendent and Board of Education will want to ensure the following SMART conditions are in place:

1. Establish clear specific annual targets for student performance at the building levels, to be sure that everyone is focused on the same goals for student performance. Strategic three-five year goals set the district's direction for improving student performance, but building level annual targets, aligned to the district goals, provide measurable benchmarks for judging the district's staff's and administration's progress toward those goals.
2. Identify multiple measures that will allow the district and schools to measure progress in meeting the student performance targets. While the state assessments can be one measure of progress, they are not sufficient to provide a full picture of students' progress. The superintendent can identify other measures that can round out the picture of student performance and complement information provided by state assessments.
3. Set achievable improvement targets as a way to measure progress toward the district's long term student performance goals. Making the targets achievable will provide motivation and encourage continuous adaptation to student needs. A good starting point might be one student performance improvement target that cuts across the district and addresses a major improvement need for student outcome, such as literacy.
4. Establish base lines for marking progress toward student performance targets. Baselines give the district and individual schools a clear, relevant and realistic starting point for measuring progress. They can point to critical improvement needs for the general student population and/or sub groups who need special attention.
5. Finally, start small and build. Building a performance review (evaluation) system that accounts for timely student results each year will take time. There are many facets of performance review, and districts are wise to proceed with care and a commitment to grow into better ways to assess the work of teachers, administrators, and even the board.

By linking the superintendent's student performance measures to those established for district goals, the Board of Education and superintendent stay focused on the district student performance priorities.

The following specific goals have been developed and agreed upon indicators of District results:

Goal 1-					Rating
	Ineffective	Developing	Effective	Highly Effective	
	Shows no progress toward meeting the goal	Shows progress but did not meet the goal	Meets the established goal	Exceeds the established goal	

Goal 2-					Rating
	Ineffective	Developing	Effective	Highly Effective	
	Shows no progress toward meeting the goal	Shows progress but did not meet the goal	Meets the established goal	Exceeds the established goal	

Goal 3-					Rating
	Ineffective	Developing	Effective	Highly Effective	52
	Shows no progress toward meeting the goal	Shows progress but did not meet the goal	Meets the established goal	Exceeds the established goal	

Goal 4-					Rating
	Ineffective	Developing	Effective	Highly Effective	
	Shows no progress toward meeting the goal	Shows progress but did not meet the goal	Meets the established goal	Exceeds the established goal	
<b>Category Rating</b>					

**Determining the Overall Evaluation Rating**

<b>Superintendent's name:</b>	<b>Name:</b>
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<b>School year:</b>	<b>2024-2025</b>
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**RATINGS ON INDIVIDUAL DOMAINS:**

A. Relationship with Board	Ineffective	Developing	Effective	Highly Effective
B. Community Relations	Ineffective	Developing	Effective	Highly Effective
C. Staff Relationships	Ineffective	Developing	Effective	Highly Effective
D. Business & Finance	Ineffective	Developing	Effective	Highly Effective
E. Instructional Leadership	Ineffective	Developing	Effective	Highly Effective
F. District Results	Ineffective	Developing	Effective	Highly Effective

<b>OVERALL RATING:</b>	Ineffective	Developing	Effective	Highly Effective
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Comments by the Board of Education:

Comments by the Superintendent:

Superintendent's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Board President's Signature: \_\_\_\_\_

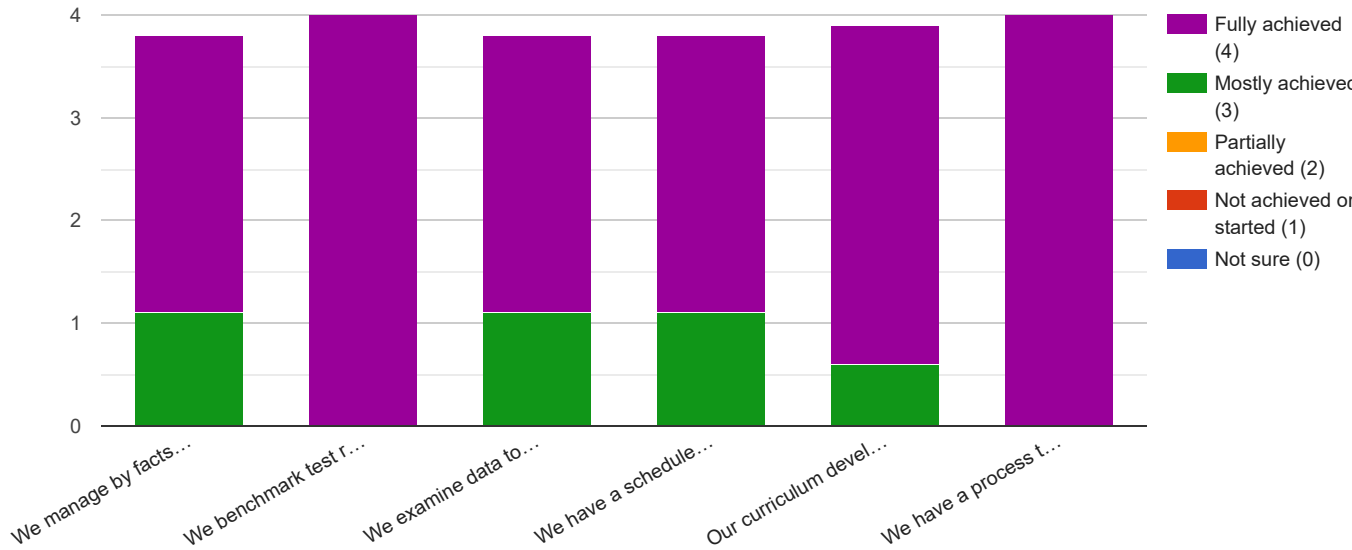
Date: \_\_\_\_\_

(The administrator's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.)

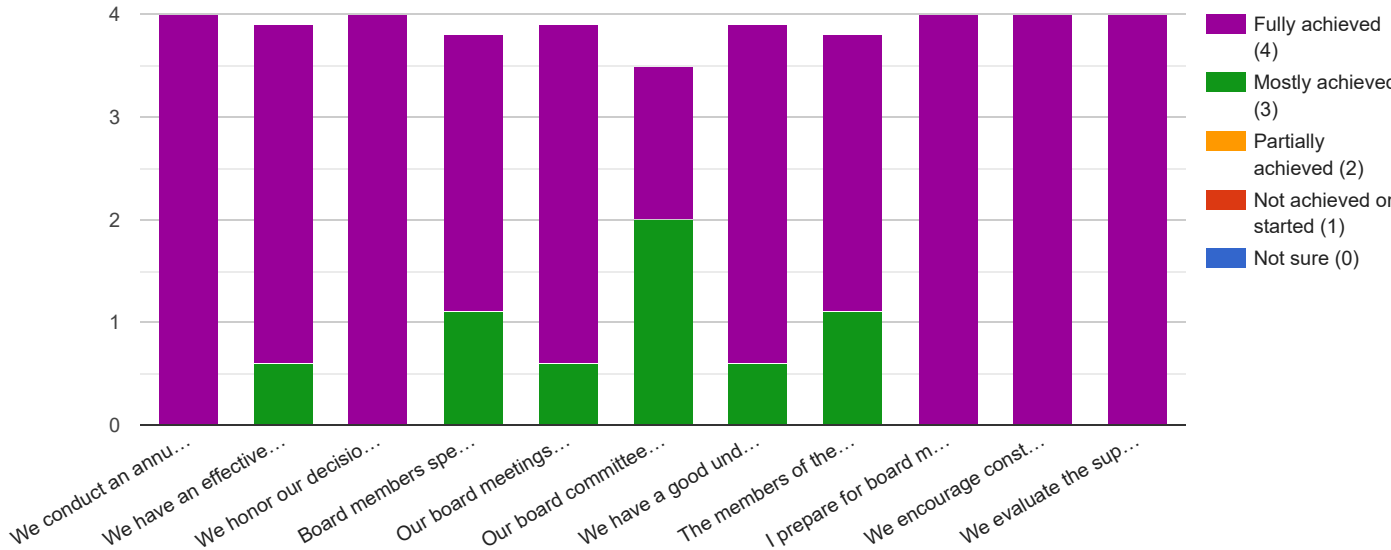


Accessing results summary from "2025-26 Annual Board Development Tool, page: from New Glarus School District.

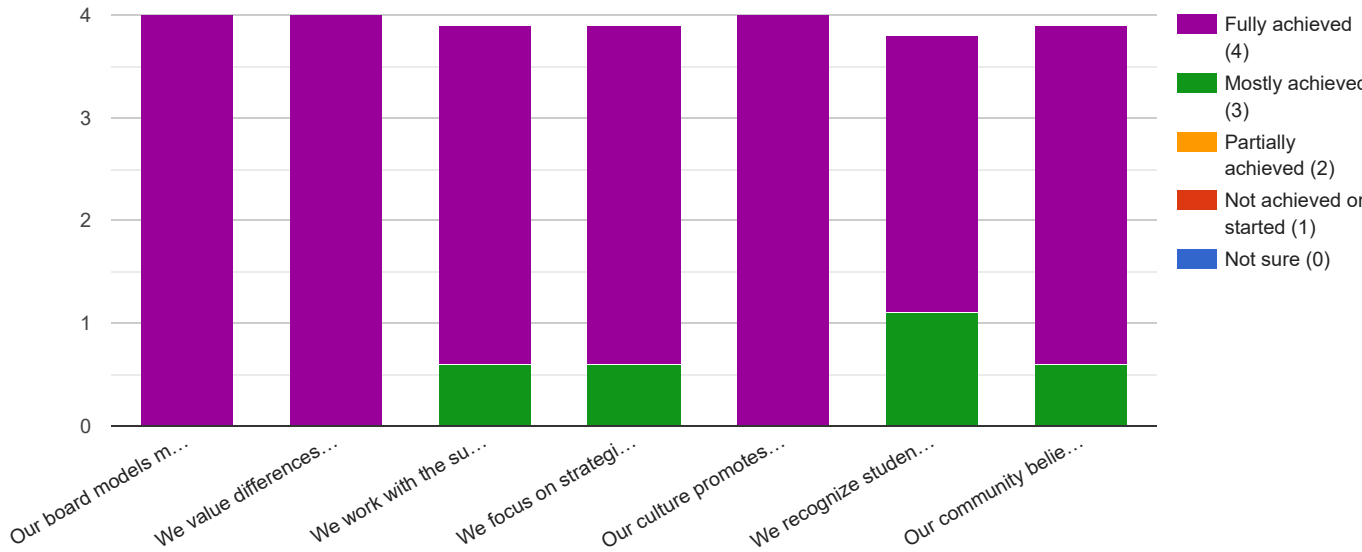
**Data-Driven Decision Making: Please rate your board's performance in each area.**



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



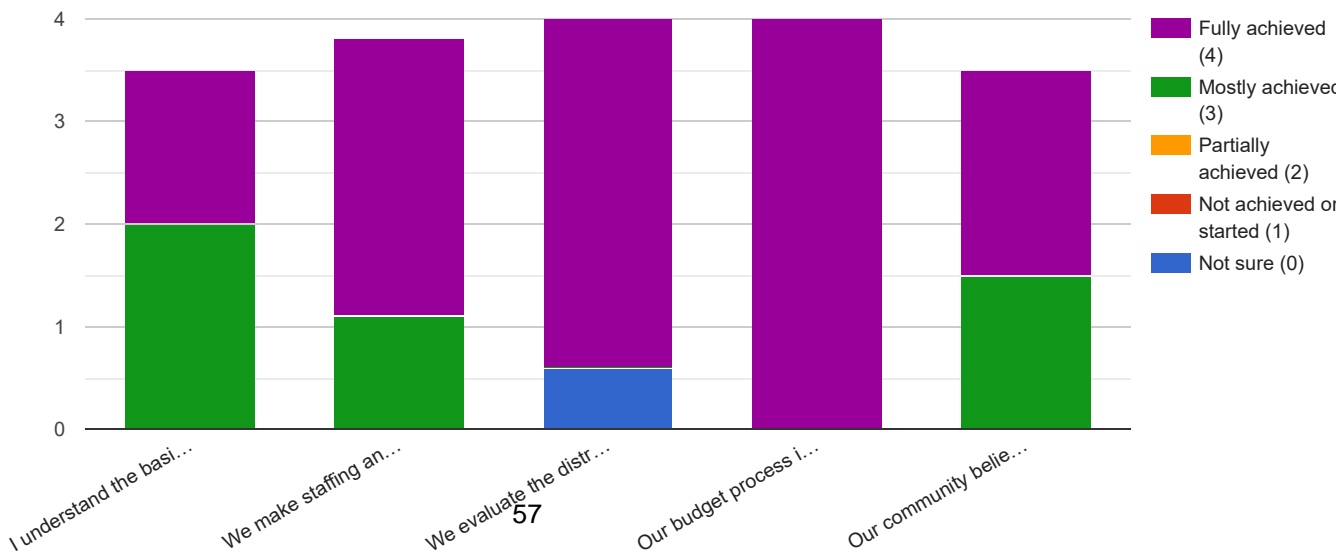
**Culture: Please rate your board's performance in each area.**



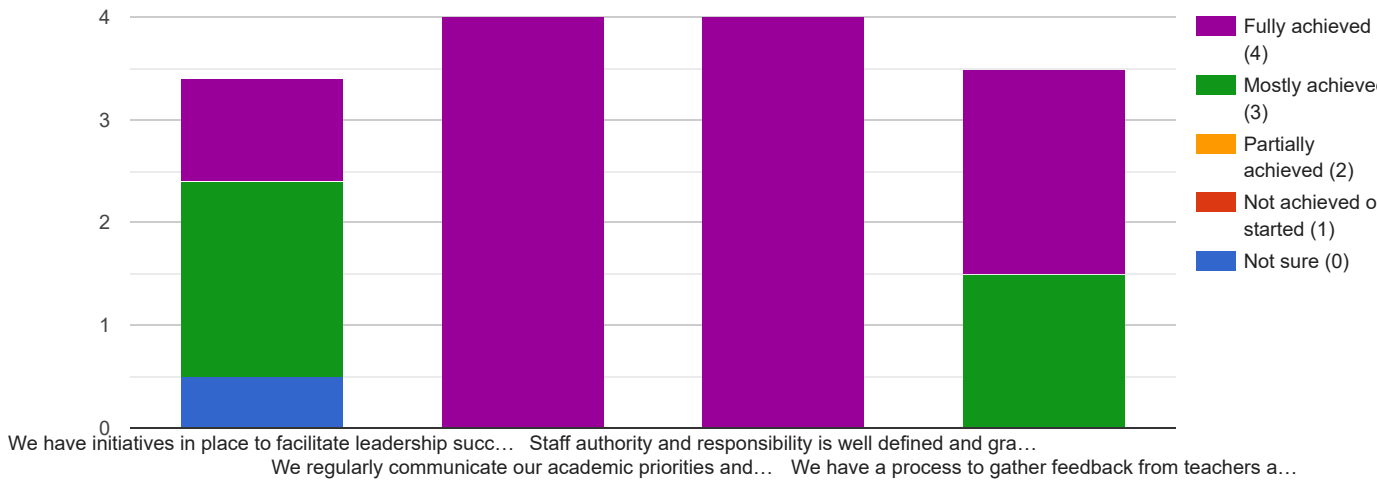
**Planning: Please rate your board's performance in each area.**



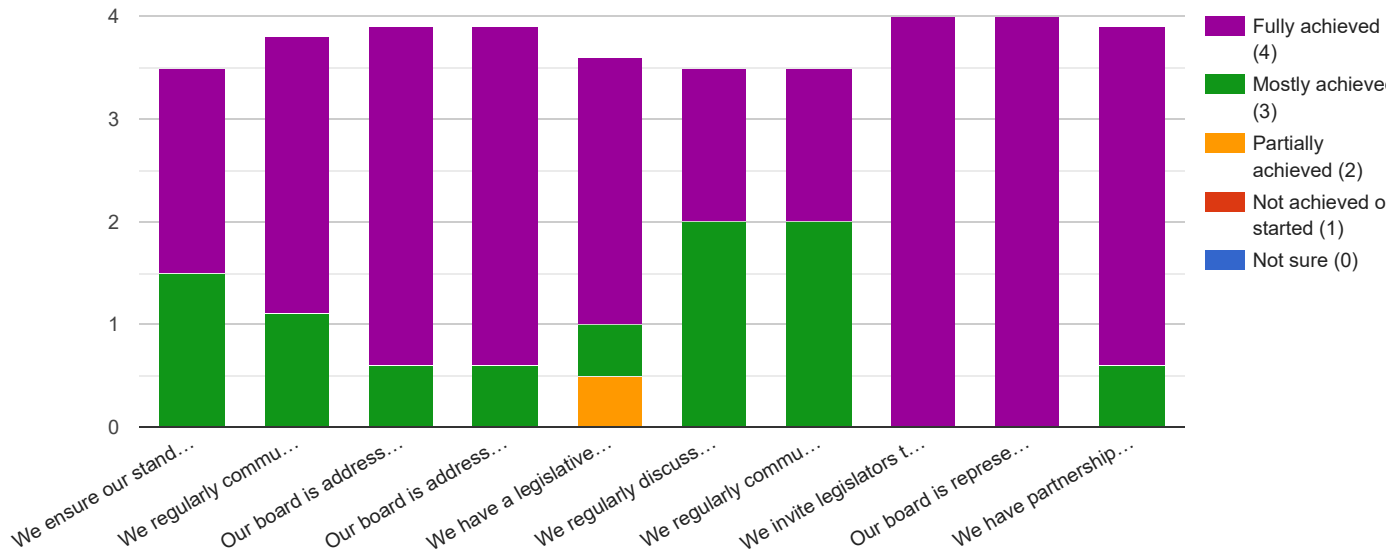
**Budgeting: Please rate your board's performance in each area.**



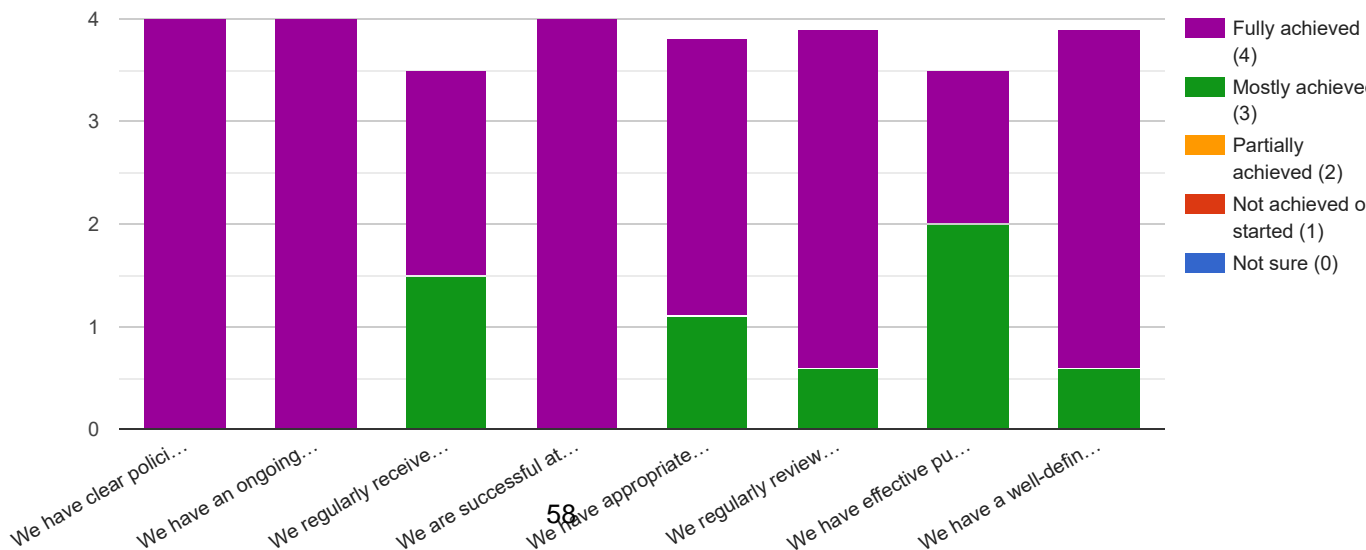
**District Operations: Please rate your board's performance in each area.**



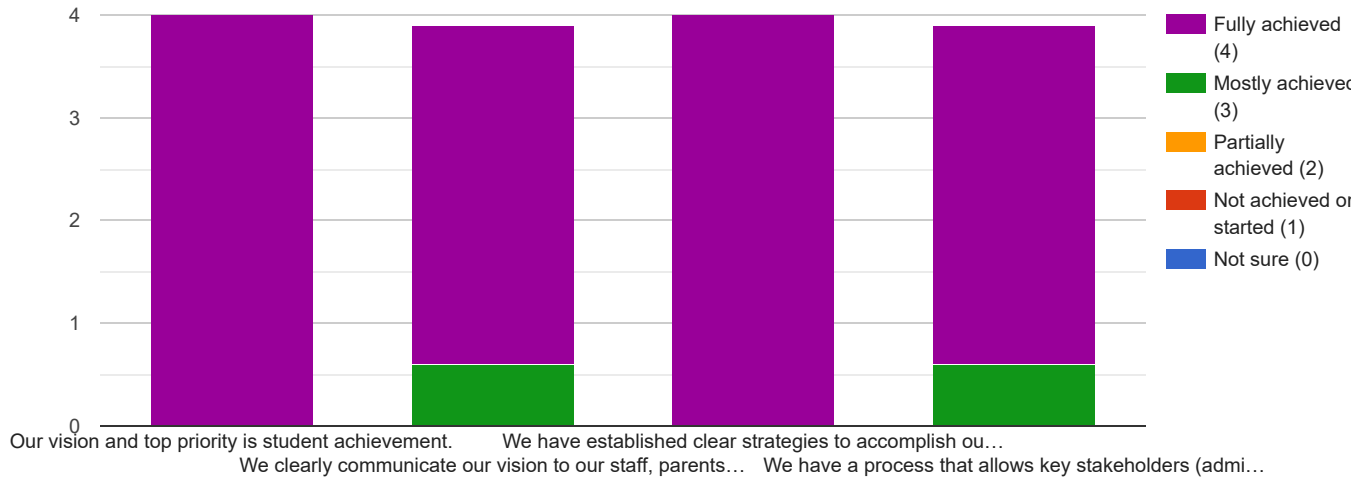
**Community Engagement: Please rate your board's performance in each area.**



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



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






## Survey Analysis System

Accessing results summary from "2025-26 Annual Board Development Tool, page: **Board Operations** from New Glarus School District.



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

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

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



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

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



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

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



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

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

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

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

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

Fully achieved (4)	3	42.9%	
Mostly achieved (3)	4	57.1%	
Partially achieved (2)	0	0%	

Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.43 SD: 0.49</b>			

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

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


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


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

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


Fully achieved (4)	7	100%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	

Not sure (0)	0	0%	
<b>AVG: 4 SD: 0</b>			

<b>We encourage constructive and professional discussions at board meetings. (n=7)</b>			
Fully achieved (4)	7	100%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 4 SD: 0</b>			

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

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

 The New Glarus School Board is working well together despite the diversity of opinions and backgrounds. Board meetings are constructive with board members asking those questions needed to ensure they make an informed vote.





## Survey Analysis System

Accessing results summary from "2025-26 Annual Board Development Tool, page: **Budgeting** from New Glarus School District.

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

I understand the basic principles of school finance, including state, federal and local sources of income and the school district budgeting cycle. (n=7)		
Fully achieved (4)	3 42.9%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.43 SD: 0.49</b>		

We make staffing and budget decisions based on student achievement priorities. (n=7)		
Fully achieved (4)	5 71.4%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
65		
<b>AVG: 3.71 SD: 0.45</b>		

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

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


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

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

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

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

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

 The New Glarus School District, based on the April 2025 referendum, appears to enjoy the strong support of the taxpayers, as well as other key stakeholders such as students and staff. This trust is hard-earned and we need to make sure we do not make a misstep that erodes that trust. This includes transparency and frequent communication.



## Survey Analysis System

Accessing results summary from "2025-26 Annual Board Development Tool, page: **Community Engagement** from New Glarus School District.

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

We ensure our standards are consistent with parent and community expectations. (n=7)		
Fully achieved (4)	4 57.1%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.57 SD: 0.49</b>		

We regularly communicate our financial needs to the public in an easy to understand format. (n=7)		
Fully achieved (4)	5 71.4%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
68		
<b>AVG: 3.71 SD: 0.45</b>		

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

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

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


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

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



Fully achieved (4)	5 71.4%	
Mostly achieved (3)	1 14.3%	
Partially achieved (2)	1 14.3%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.57 SD: 0.73</b>		

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


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


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

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

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

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


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

Fully achieved (4)	7	100%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	0	70%	
Not achieved or started (1)	0	0%	

Not sure (0)	0	0%	
<b>AVG: 4 SD: 0</b>			

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

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


 Maintaining open communication channels with our state legislators is a 2025 priority and the district has made significant strides on this initiative.




## Survey Analysis System

Accessing results summary from "2025-26 Annual Board Development Tool, page: **Culture** from New Glarus School District.

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

Our board models mutual respect and professional behavior. (n=7)		
Fully achieved (4)	7 100%	
Mostly achieved (3)	0 0%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 4 SD: 0</b>		

We value differences of opinion and do not let them degenerate into personality conflicts. (n=7)		
Fully achieved (4)	7 100%	
Mostly achieved (3)	0 0%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 4 SD: 0</b>		

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

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

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


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



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

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


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

Fully achieved (4)	5 71.4%	
--------------------	---------	--

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

<b>Our community believes the district is effectively governed and makes decisions with the best interest of students in mind. (n=7)</b>			
Fully achieved (4)	6	85.7%	
Mostly achieved (3)	1	14.3%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.86 SD: 0.35</b>			

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

 The New Glarus School District benefits from strong alignment between the Board and District Administration. Board meetings are constructive and efficient with few, if any, surprises. While we are in a continuous improvement mode, we recognize the students, teachers, Administration, and support staff who have contributed to our recent history of strong academic and extra-curricular achievement.



## Survey Analysis System

Accessing results summary from "2025-26 Annual Board Development Tool, page: **Data-Driven Decision Making** from New Glarus School District.

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

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

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



**AVG: 3.71 SD: 0.45**

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



Fully achieved (4)	7 100%	
Mostly achieved (3)	0 0%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

**AVG: 4 SD: 0**



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

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


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

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

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

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

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

Fully achieved (4)	7 100%	
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Mostly achieved (3)	0	0%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

**AVG: 4 SD: 0**

**Comments regarding data-driven decision making:  
(n=0)**



## Survey Analysis System

Accessing results summary from "2025-26 Annual Board Development Tool, page: **District Operations** from New Glarus School District.

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

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

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

**AVG: 3.33 SD: 0.47**


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

Fully achieved (4)	7 100%	
Mostly achieved (3)	0 0%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	



78

**AVG: 4 SD: 0**

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

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

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

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

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



## Survey Analysis System

Accessing results summary from "2025-26 Annual Board Development Tool, page: **Planning** from New Glarus School District.

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

Item	Response	
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**We have explored sharing services with other districts and/or our local municipalities. (n=7)**

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

**We have sound risk-management practices in place that include a regular review of insurance options. (n=7)**



Fully achieved (4)	5 71.4%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
80		
<b>AVG: 3.71 SD: 0.45</b>		

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

Fully achieved (4)	7	100%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	


**AVG: 4 SD: 0**

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

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

**AVG: 3.71 SD: 0.7**

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


 The New Glarus School District works with CESA 2 on shared services. The Wisconsin Legislature is likely to provide further direction on school district shared services or consolidation.




## Survey Analysis System

Accessing results summary from "2025-26 Annual Board Development Tool, page: **Policy** from New Glarus School District.

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

<b>We have clear policies that promote safe schools and positive learning environments. (n=7)</b>		
Fully achieved (4)	7 100%	
Mostly achieved (3)	0 0%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 4 SD: 0</b>		

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

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

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

**AVG: 3.57 SD: 0.49**

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

Fully achieved (4)	7	100%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	



**AVG: 4 SD: 0**



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



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

**AVG: 3.71 SD: 0.45**


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

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

<b>We have effective public input and complaint resolution processes. (n=7)</b>			
Fully achieved (4)	3	42.9%	
Mostly achieved (3)	4	57.1%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.43 SD: 0.49</b>			

<b>We have a well-defined and well-communicated school safety and crisis response plan. (n=7)</b>			
Fully achieved (4)	6	85.7%	
Mostly achieved (3)	1	14.3%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.86 SD: 0.35</b>			

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

 The New Glarus School District is performing at a high level in all of these areas. Perhaps the one area of improvement is to ensure communication between the district and students when a significant change is being made that may impact the students. This includes changes in co-op sports relationships and in determining what activities deserve academic credit.




## Survey Analysis System

Accessing results summary from "2025-26 Annual Board Development Tool, page: **Vision** from New Glarus School District.



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

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

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



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

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


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

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

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

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

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

 The New Glarus School District strategic planning process indicated key support from stakeholders. This followed broad and effective communication to those stakeholders, including the broader New Glarus community.

- VIII. **ANNOUNCEMENTS**
- IX. **FUTURE AGENDA ITEMS**
- X. **FUTURE SCHOOL BOARD AND COMMITTEE MEETINGS**
  - A. January 12, 2026 - Discussion & Regular Board Meeting - 7:15 p.m.
  - B. January 26, 2026 - Discussion & Regular Board Meeting - 7:15 p.m.
- XI. **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.