School District of Mishicot
Notice of Board of Education Meeting
Monday, April 13, 2026
Regular Meeting
High School Library
660 Washington Street
Mishicot, Wisconsin 54228
5:30 PM

Agenda

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3. Press Box Construction Update
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10. Practice Field Work
11. Sub Bus Driver Position

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2. State Forensics and Festival Choir
3. Civics Games and Poll Working
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2. Mishicot Business Association Visit
3. UW-Oshkosh Career Fair
4. Legislative Breakfast
5. Superintendent Evaluation
6. Upcoming Board Meetings

7. Action Items

A. Approve 2026-2027 Updates to Instructional Staff Compensation Plan

B. Approve 2026-2027 Wage Increases of 2.63% to Base Wage for Teachers and a Supplemental Increase of $500

C. Approve (10) 2026-2027 Extended Contracts

D. Approve (2) 2026-2027 Speech Overloads

E. Approve 2026-2027 Wage Increases to the following Employment Groups:
1. Paraprofessionals, Food Service, and Custodial Staff
2. Maintenance Staff
3. Transportation Staff
4. Nurse, Physical Therapist, and Occupational Therapist
5. Secretaries
6. Business Office Staff
7. Administrators
8. MishiKids Community Childcare Program

F. Approve a 5.91% Market Rate Adjustment for Director of Building, Grounds, & Transportation Effective July 1st, 2026

G. Approve 2026-2029 Administrative Contract for Early Childhood Director

H. Approve 2026-2027 Extra Curricular Salary Schedule

I. Approve 2026-2027 Employee Handbook

J. Approve 2026-2027 Early College Credit Program and Start College Now Applications
K. Approve 2026-2027 Wisconsin Ampact Partner Agreement 23
L. Approve 2026-2027 Transportation Contract for MishiKids Community Childcare 38
M. Approve Strength & Conditioning Coordinator Updated Job Description 42

N. Approve Graphic House Invoice for M on the Press Boxes in the Amount of $5,128.00 45
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P. Approve O&W Communications Invoice for Sound System at Baseball Field in the Amount of $7,268.39 53
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R. Approve Stantec Invoices for OH Schultz Elementary Outdoor Classroom Work in the Amount of $16,379.55 56

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2. Camp Invention Donation - Mammoth Construction LLC ($300) 68
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4. Camp Invention Donation - Krueger International, Inc. ($500)
5. Golf Team Donation - WI State Golf Association ($1,000) 70
6. Baseball and Softball Team Donation - Shootn' for P ($678.75) 72

9. School Board Input
10. Adjournment

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Official Oath

STATE OF WISCONSIN,)
) ss
Manitiwoc County)

I, Shawn Driscoll, having been elected or appointed to

the office of School Board Member at the School District of Mishicot
(title)

but have not yet entered upon the duties thereof, swear (or affirm) that I will support the constitution of the United States and the constitution of the State of Wisconsin, and will faithfully discharge the duties of said office to the best of my ability.

_____
(Signature of elected or appointed official)

Subscribed and sworn to before me this _____ day of _____, _____.

_____
(Signature of person authorized to administer oaths)

☐ Notary Public or ☐ other official _____
(Official title, if not a notary)

If Notary Public: My commission expires _____, or ☐ is permanent

Official Oath

STATE OF WISCONSIN,)
) ss
Manitiwoc County)

I, Melissa Wiesner, having been elected or appointed to

the office of School Board Member at the School District of Mishicot
(title)

but have not yet entered upon the duties thereof, swear (or affirm) that I will support the constitution of the United States and the constitution of the State of Wisconsin, and will faithfully discharge the duties of said office to the best of my ability.

_____
(Signature of elected or appointed official)

Subscribed and sworn to before me this _____ day of _____, _____.

_____
(Signature of person authorized to administer oaths)

☐ Notary Public or ☐ other official _____
(Official title, if not a notary)

If Notary Public: My commission expires _____, or ☐ is permanent

FORM FOR NOTIFYING THE ADMINISTRATOR OF CESA 7 OF A SCHOOL DISTRICT'S REPRESENTATIVE TO THE AGENCY CONVENTION

To: Administrator, Cooperative Educational Service Agency No. 7 (CESA 7)

At a meeting of the School Board held on _____,
Month *Day* *Year*

the individual named below, who is a current member of the school district's Board of Education, was appointed as the district's representative to the Cooperative Educational Service Agency (CESA) 7 Annual Convention.

Name of School District: _____

Name of Board Member: _____

Email of Board Member: _____

Phone Number of Board Member: _____

Address of Board Member: _____

The convention is to be held on: **Wednesday, May 13, 2026 @ 6:30 p.m.**
CESA 7, 595 Baeten Rd, Green Bay, WI 54304
Conference Room - Lambeau Lodge
Enter on the west side of the building (Door #2)

The representative of this school board named above has been provided with this information.

Only the officially designated delegate may be elected to the CESA 7 Board of Control. Alternates or substitutes are not eligible.

Signed: _____
Authorized Signature

Date: _____

Please Note:
Save/scan and email this completed form to Shannon Halverson at shalverson@cesa7.org.
Retain one copy for your school district's file.
As required by s. 116.02(1)(a), Wis. Stats., the appointment date must be on or after the 4th Monday in April.

O.H. Schultz Elementary

April 13, 2026

Statewide Tornado Drill

On Thursday, April 16th, staff and students will participate in the Wisconsin statewide tornado/severe weather drill. Information has been shared with all stakeholders, including a detailed script to ensure a consistent and well-coordinated response. This drill aligns with our Standard Response Protocol (SRP) and will focus on the “Shelter” action, reinforcing procedures for severe weather. Students and staff will practice moving to designated shelter areas, reviewing expectations for safety, and following staff directions to ensure a calm and efficient response.

Trap Shoot for Education Event

Please consider joining us on Saturday, April 25th from 10:00 a.m. to 3:00 p.m. at Westshore Sportsman’s Club for our 12th annual Trap Shoot for Education. This event serves as the largest annual fundraiser for our parent group and directly supports student opportunities and school initiatives. Raffle tickets are currently available, and we appreciate the continued support from our school community.

Elementary Music Position Interviews

I have completed the initial round of interviews for our elementary music teacher vacancy. There were nine total applicants, with four candidates being interviewed. Two finalists have been selected to move forward in the process and will be teaching lessons with students this week. This step will provide valuable insight into instructional practices and student engagement, with the goal of identifying a candidate to recommend to the board at the next meeting.

Upcoming IT Quotes and Planning

I have begun gathering quotes for hardware (chromebooks, laptops) , software (licensing renewals), and in-district support services (GDC) as part of our annual technology review process. These proposals will help ensure that our systems remain current, secure, and supportive of student learning and staff needs. I anticipate bringing formal recommendations to the board for review and approval in early May.

Respectfully Submitted,

Eric Nelson-Principal

School District of Mishicot
School Board Report
Justin Gerlach
High School & Middle School Principal
April 13th, 2026

Recognition of Students

FFA

State CDE Competitions for FFA

Friday April 10th - Environmental Science
Ben B.
Elli J.
Beth G.
Tessa K.

Friday April 17th - Ag Mech and Food Sci
Dane M.
Emersyn G.
Eva B.
Wyatt S.
Sam D.
Matt W.
Bill L.

Friday April 24th - Poultry and Landscape
Jax V.
Owen M.
Gavin J.
Blake K.
Eva B.
Bennett G.
Jose L.
Brogan W.

State Solo/Ensemble student qualifiers who will perform on Saturday, May 2nd

Aerabelle H.
Arianna S.
Maggie B.
Adeline B.
Bradyn F.

Ashley B.
Kimbery Ch.
Lizzie W.
Trinity P.
& SoundWave Ensemble consisting of:
Addelyn Bender
Cooper Brouchoud
Adeline Butler
Maggie Butler
Kim Chynoweth
Porter Danielson
Gracie Goessl
Emersyn Greenwood
Aubree H
Aerabelle H.
Lily J.
Leilani M.
Abby P.
Trinity P.
Carly S.
Lizzie W.

SkillsUSA

Competed on Tuesday, April 8th and Wednesday April 9th at their State Competition in Madison.

Levi E.
Zach J.
Greyson A.
Evan D.
Devon S.
Bill L.
Jose L.

Congratulations to Wyatt S. who placed 2nd in the SkillsUSA Diesel Technology Competition! This is a first for our program to place at the state competition!

HS Forensics Results

Congratulations to our Forensics Students who move on to the State Competition on April 17th at UW Madison

Bella H.
Cooper B.

Bradyn F.
Alaina G.
Abby P.
Trinity P.
Elli J.
Savanna L.
Rylee S.
Isabella S.
Izzy W.

Junior Leadership Students

On April 8th our following juniors were recognized through their work and experiences through the Manitowoc Chamber of Commerce Junior Leadership Program

Ashley B.
Kambrya C.
Porter A.
Anna C.

Big East Art Show

Our students' work was showcased at the Big East Conference Art Show at the Rahr-West Museum, April 3rd - 12th. On Sunday, April 12th, students were recognized in a closing ceremony.

Student of the Month

We recognized our HS students on April 8th and MS students on April 10th for the month of March, focusing on Leadership.

Senior Mock Interviews

On Friday, April 10th, our senior students completed their mock interviews with our community stakeholders.

Upcoming Events

- State FBLA Competition April 13th & 14th
- Guest Speaker - On Monday, April 20th, we will host in collaboration with Shootn' for P, Tasha Schuh who will speak to our MS and ES students on Purpose, Attitude, Team, and Hope.
- Wood Olympics on April 22nd
- Prom - April 24th
- Band & Choir Festivals - April 28th & 29th
- State Solo / Ensemble - May 2nd

Curriculum and Instruction
Middle/High School Assistant Principal
April 13, 2026

Start College Now/Early College Credit *Action Item - Approval Needed

Under these programs students are able to take college courses not offered at Mishicot High School. Students must be in good academic standing to be eligible for these programs. Students must apply now for Fall of 2026.

Lakeshore College - 1 application seeking approval for 3 Information Technology Courses
UW-Milwaukee - 1 application for Intro to Criminal Justice

For the 2026-2027 school year we will be supporting up to 12 students in the Rising Phoenix program and we anticipate 15 students taking 1 or 2 courses through the Bellin Health Care Academy in the 2026-2027 school year. Courses include Nursing Assistant, Medical Terminology and Health Care Customer Service.

New Partnership with WI Virtual School

The School District of Mishicot has a strong history of providing individualized learning opportunities through CTE pathways, dual enrollment, and work-based learning, as well as multiple online learning options. However, the district currently relies on outside providers such as Edgenuity and the Kiel School District to meet online learning needs. In the 2025–26 school year alone, Mishicot shared $25,000 in revenue with Kiel, paid over $2,000 to Edgenuity, and lost the per pupil aid of at least 5 students who left the district for full-time online schooling. Totaling over $80,000 in expenses or lost revenue.

Partnering with Wisconsin Virtual School (WVS), a state-wide program offered by CESA 9 offers a more efficient, student-centered solution. By shifting to a pay-per-course model, the district can meet individualized student needs while reducing online learning costs to below $20,000 annually. WVS also allows students who require or prefer virtual education to remain enrolled in Mishicot, preserving both continuity and revenue. Additional benefits include local control over virtual programming, alignment to Wisconsin standards, robust staff training and support, policy development assistance, AP and homework help resources, and comprehensive grade reporting; strengthening both the quality and sustainability of Mishicot's online learning options.

Present and Positively Mishicot!

Staff members from both the middle and high school make up our School Culture Team. This team focuses on recognizing the positive behaviors within our school environment and building upon areas where opportunity for growth presents itself.

Being *Present* at school is about more than simply regular attendance at school. Being *Present* includes giving full attention to the task at hand without the distraction. The School Culture team has and will continue to generate ideas for teachers to use in class to help keep students engaged in learning as well as share tips with students and parents on the importance of being fully *Present* in class.

Positively Mishicot is designed to recognize and reinforce the positive behaviors that strengthen the culture of Mishicot Middle and High School. Through a google form, staff can highlight students and colleagues who demonstrate leadership, kindness, resilience, a growth mindset, and other actions that contribute to a supportive learning environment. Submissions are reviewed multiple times each week, with selected recognitions shared in school announcements and others acknowledged directly by the School Culture Team.

Respectfully,
Sara Greenwood

SCHOOL DISTRICT OF MISHICOT

660 Washington Street
P.O. Box 280
Mishicot, Wisconsin 54228
Phone: (920)755-3147
Fax: (920)755-2390
Kari Stryhn, Director of Pupil Services

Open Enrollment

With just shy of 3 weeks left of the regular open enrollment period, we have a total of 36 applications for students coming into the district and 13 applications for students open enrolling out of the district.

Of the 36 students applying to enter our school district, there are 8 that are already attending our school district (7 are on tuition waivers and 1 is already open enrolled; the parents just applied again but did not need to). There are 15 students applying to open enroll into 4K which is a typical amount for us as 4K and kindergarten are the largest number of applications. There are 7 applying for kindergarten, 4 for first grade, 2 for eleventh grade, 3 for ninth grade, and one each 8th, 5th, 4th, 3rd, and 2nd grades. The last 2 years we have had 36 and 43 applications for students wanting to enroll in Mishicot.

Of the 13 applications for students wanting to enroll elsewhere, 3 are for the same student. Six of the ten students have never attended our schools which indicates that most students and families who attend Mishicot want to stay in Mishicot.

At our May School Board meeting, I will bring the final numbers and recommendations for approval and denial of any open enrollment applications.

Summer PD and 2026-27 Planning

As I continue to meet with paraeducators and teachers, we continue to create our professional development plan for our paraeducators for 2026-27. We are excited to continue working with CESA 7 for some of these opportunities.

As an FYI, CESA 7 plans to have an article about our collaboration around professional development and our paraeducators in an upcoming newsletter. I am excited to have our district recognized for these efforts and will share the newsletter when I receive it.

Respectfully,

Kari Stryhn
Director of Pupil Services

660 Washington Street
P.O. Box 280
Mishicot, Wisconsin 54228
Phone: (920)755-3147
Fax: (920)755-2390
Kari Stryhn, Director of Pupil Services

Maintenance Board Report

- The spring break asbestos abatement has finished up and those areas will remain with cement flooring for the remainder of this school year. By getting in and knocking out some of the abatement now we will be better positioned to stay on our tight time schedule this summer.
- The new nurse's office cabinetry from D&D cabinetry at the elementary school has been installed. I am working on coordinating the final plumbing and electrical adjustments that are needed. The cabinetry looks great and the nurses are thrilled with their new space/layout.
- The press boxes are still moving along with their construction. The stone exterior is coming along nicely and will look great when finished. Mark Koeppel will be out now to finish up the wiring of the ball field project.
- JW Industries was out and has moved the new bleachers to their final resting place.
- I did receive quotes for the sound systems for the two press boxes. The quotes are in for approval during this meeting so we can get things moving along there. In order to keep the pricing down our maintenance department will be running some of the cabling and mounting some of the exterior boxes for the speakers.
- I have also received the quotes back for the illuminated signs for the back of the press boxes from Graphic House Design. This quote will also be up for approval during this meeting. Graphic House is the company that has handled all of the Districts exterior signs and display boards.

- There is a lot of construction already underway for the referendum project. They are hoping to start pouring some of the footings by the end of the week of April 6th-10th. As the Joe Schmitt team moves along we are trying to stay ahead of them, prepping things and saving what items we can for reuse.
- I have new door hardware ordered through LaForce Inc. for the press boxes and also the football/track storage building.
- I am hoping to meet with Shane Mulhaney of Signature Landscape to get a quote for regrading the baseball out field.
- As the temperature warms and things dry out some, I will be coordinating the practice field work that will be performed by Vinton and Scenic Landscaping. We will be starting with the 5/6th grade football practice field area and then transitioning over to the 7/8th grade area as soon as JV softballs season concludes.
- I do have a sub bus driver for approval. Daniel Me has applied and has passed his background check. Daniel currently carries a class B CDL with both his passenger and school bus endorsements. He is looking to just pick up some part time hours doing trips and subbing, as he is employed full time elsewhere.

Board Report

Bradyn Fix, Student Representative

Monday, April 13th, 2026

Softball Pigeon Forge Trip

Over the course of spring break, the Varsity and JV softball teams stayed in Pigeon Forge for four nights. They played teams from Alabama, Ohio, and Illinois. Although the scores of the varsity games did not quite turn out in our favor, Coach Dawn Shimek is confident that the girls won a huge mental victory and are growing every day as a program. A big shoutout to the JV team, who earned a 19-5 win over Milton Union. The team is very excited for the regular season to begin ramping up and is looking forward to a great season.

State Solo and Ensemble Participation and Festival Choir

Mishicot Concert Choir and Soundwave are looking forward to their State Solo and Ensemble performances, bringing 13 events to this next round. The performances are on May 2nd at the UWGB campus. Additionally, the Concert Choir will be performing at Roncoli High School for the Festival Choir event. The Festival is on April 28th, and over 40 students will be attending. Lastly, this Friday, state forensics is occurring at UW-Madison, and we have events ranging from group acting to prose competitions. Good luck to everyone!

Mishicot Business Association Visit

On Wednesday, April 8th, the Mishicot Business Association came for their annual visit. MichiCup, FFA Floral, and Mishicot Enterprise all presented their school-based businesses and demonstrated their entrepreneurial spirit. The association saw a refresher tasting lab, an engraving demo, bouquet making, and plans for the 8th-grade mini-golf course. The Association was extremely impressed with the public speaking skills and knowledge of business that our students showcased.

Civics Games and Poll Working

On Tuesday, April 7th, Bradyn Fix and Eva Boness represented the Mishicot civics club at the local election. They greeted voters, documented voting numbers, and performed other miscellaneous tasks. Additionally, on April 8th, the rest of the civics club competed as two teams in the 6th annual civics games and placed 3rd and 5th in their respective divisions. They fell just short of advancing to the next round, but have demonstrated continuous growth from year to year.

Cory Erlandson, Superintendent

Board Report

4/13/26

Kohl Fellowship Winner

Dawn Shimek was awarded a 2026 Kohl Teacher Fellowship! We are incredibly happy for and proud of Dawn and her years of commitment to our district. Dawn is a model educator and incredibly deserving of this honor. Please share your congratulations with her when you see her.

MBA Visit

The Mishicot Business Association visited our schools on Wednesday, April 8th. They began with a complimentary drink from Mishicup, our school based coffee shop, and a demonstration of the STEM class mini-golf course set to be built this summer. Then, they heard from the student managers about what they are learning about management and how they are applying those lessons to their role as school-based business leaders. They also visited our Fab Lab to learn about Mishicot Enterprise and then the greenhouse to hear about Mishicot Floral.

UW-Oshkosh Career Fair

I attended another career fair last week, this time at UW-Oshkosh. I met lots of young, talented future teachers, and shared all the wonderful things about Mishicot schools. We don't often hire teachers directly from these events, but the time is well spent for a few reasons: district name recognition, gaining a sense of the job market, and networking with other district leaders to learn what positions are available in the area, to name just a few.

Legislative Breakfast

I attended a legislative breakfast at CESA 7 on Friday, April 10. We talked with state legislators from both sides of the aisle about school funding, cell phone policies, parental opt-outs, attracting and retaining talented staff, the rules related to rehiring retirees, and our constantly increasing costs. These are always respectful and productive conversations, and we are grateful for their time.

Superintendent Evaluation

Our next meeting will include a closed session to begin our superintendent evaluation process. I have completed a self-evaluation, and I will share it with you at that time. Then, you will have the opportunity to share your feedback with me via an online survey tool by May 11.

Upcoming Board Meetings

We need to set meeting dates for May-August. My proposals are:

- May 11 (one meeting)
- June 15
- July 13
- August 10 & 24

Docusign Envelope ID: A90E92CD-12DB-8D3F-823F-038A7DA13B65

PARTNERSHIP AGREEMENT FOR AMERICORPS SERVICES

This Agreement is between Reading & Math, Inc. dba Ampact, located at 1200 Washington Avenue South, Suite 310, Minneapolis, Minnesota 55415 ("Ampact"); and

Mishicot School District

located at

660 Washington St, Mishicot, Wisconsin 54228

(the " Partner Organization" or "Partner"), (each a "Party" and jointly, the "Parties").

A. Ampact provides evidence-based AmeriCorps programs that meet critical community needs; and

B. The Partner wishes to implement one or more of Ampact's programs (the "Program"); and

C. Ampact has agreed to deliver the Program subject to the terms and conditions of this Agreement.

NOW THEREFORE, in consideration of the mutual commitments and agreements set forth below, the Parties agree as follows.

1. **The Parties**.

   a. **Ampact**. Ampact is a national nonprofit organization headquartered in Minnesota with funding from the Corporation for National and Community Service dba AmeriCorps, a federal government agency ("AmeriCorps" or "the Corporation"). Ampact services are provided partially through ServeMinnesota, a Minnesota nonprofit corporation ("ServeMN"). Ampact programs, including the Program, are delivered through services of AmeriCorps members ("Member" or "Members").

   b. **Partner**. Partner includes the organization and all associated service site locations that hosts Members to perform service activities of the Program as outlined in each Member position description.

   c. **Relationship**. Each Party is an independent entity, and neither Party is an employee nor an agent of the other in any capacity at all. The relationship of the Parties shall be defined solely by the terms and conditions in this Agreement.

   d. **School Official**. In the event that Partner is a school district, Ampact shall be designated as a School Official in compliance with the federal Family Educational Rights and Privacy Act ("FERPA").

2. **Scope of this Agreement**. This Agreement includes three components: 1) The terms and conditions set forth below; and 2) The terms and conditions in Exhibits A through F, which are attached hereto and incorporated by reference; and 3) The content contained in the Guide to Partnering, which is linked at http://www.ampact.us/guides and incorporated herein by reference.

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3. **Term and Termination**. The term of this Agreement shall commence on August 1, 2026 and end on July 31, 2027, unless sooner terminated by either Party upon written notice to the other. Upon termination, outstanding obligations of the Parties shall be satisfied as described in this Agreement.

4. **Program Model**.

   a. **Members**. Members are neither employees nor independent contractors of Ampact or the Partner. Their status is defined by federal law and the terms and conditions of this Agreement. Accordingly, they are ineligible to receive state and federal unemployment compensation.

      Partner has been awarded AmeriCorps Members by Ampact. An award refers to the number and type of Members that have been approved for placement at Partner locations. Award details are communicated via email. The fulfillment of the award is contingent upon funding and successful recruitment of Members and is not a guarantee of placement. The award may be changed at the request of Partner or Ampact. Changes are communicated in writing.

   b. **Federal Restrictions**. The Parties shall operate the Program in compliance with the AmeriCorps restrictions described in Exhibits A through D to this Agreement, as well as all other applicable statutes, executive orders, regulations, and policies governing the award and AmeriCorps, as they may be modified from time to time during the term of this Agreement.

   c. **Service Environment.** Members are placed at service site locations operated by Partner. Service sites must be a physical site location in the geographic community where service occurs. Partner will ensure a safe and accessible service site environment where AmeriCorps members are treated with dignity and respect. Partner will provide training to Members on site-specific safety policies and procedures.

      Each service site must be accessible to people with disabilities. Partner agrees to cooperate with Ampact in supporting AmeriCorps Members who request reasonable accommodations, as needed. Ampact will lead the accommodations process and communicate with the Partner regarding the accommodations process.

      Each service site will post an AmeriCorps sign provided by Ampact in a visible place to identify the location as an AmeriCorps service site.

      Partner will provide Members with a workspace necessary to complete all required service activities. Ampact will provide any instructional resources and manuals required by Members to understand and implement the Program. Partner will provide any materials, supplies, and/or equipment used by the Member to carry out service activities at or on behalf of site Partner, including but not limited to a computer or electronic device, office supplies and photocopies, and specialized equipment. Any electronic device issued to a Member by the Partner shall be solely based on a written technology agreement defining the terms of use. The terms of use shall comply with all of the data security requirements set forth in this Agreement. Partner shall bear the full risk of loss of any such device or its data.

   d. **Member Recruitment and Selection**. Ampact will screen, interview, and manage offers for all candidates and make the final decision regarding Member selection and placement.

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Member service is contingent upon successful completion of a three-part federally mandated background check (FBI, state repository, and sex offender registry checks) that is conducted and paid for by Ampact prior to official acceptance into the Program. Ampact will notify Partner if the applicant did not clear the background check according to Ampact policy. Actual results of the background check will not be shared with Partner without written permission from the applicant, as allowed by law. Partner assumes all responsibility for coordination of and costs associated with additional background checks required by Partner. Members may not be asked to pay for the cost of a background check.

e. **Member Management and Supervision**. Partner will ensure the designation of Site Supervisor(s) to provide regular, on-site support and supervision to Members. The designated Site Supervisor will meet all standards of employment by Partner. Supervision includes the facilitation and verification of on-site service time and activities completed by each Member.

Ampact administers and oversees Member benefits (as applicable), including living allowance, education award, health insurance, federal student loan forbearance, childcare assistance, and any additional benefits for which the Member qualifies.

Partner may not hire or employ Members during the Member's term of service.

Ampact provides Members and Site Supervisors with training and support on the knowledge and skills necessary to participate in the Program and complete the essential functions of their role. The Partner provides Members with training and support related to site-based policies, procedures, and expectations. Members are expected to adhere to all site policies.

Ampact and Partner will work together to address Member performance issues, as needed. Partner will contact Ampact staff as soon as reasonably possible with any questions or concerns related to Member. Partner does not have the authority to terminate a Member but can request Ampact staff enact Ampact's performance management procedures, which may include a removal from the service site location.

A "Grievance" is a serious, persistent concern or complaint by a Member. Partner shall report any Grievance or other serious complaint to Ampact without delay.

Ampact is responsible for completing and maintaining a personnel file for each Member, which includes all required documents, including eligibility documentation, timesheets, performance evaluations, and performance management documentation.

Ampact will cover Members under a Worker's Compensation or Accidental Death & Dismemberment policy as required by state law. Members who sustain service-related injuries or illnesses must inform Ampact within 24 hours and complete all requested documentation.

f. **Program Data Collection**. Ampact will provide access to a secure, online data management system for tracking service activities. In any Program providing direct services to participants, the Partner will support Members in collecting data for participants who receive services from Ampact. When participant data is collected, this data is maintained online in a secure, data-privacy-compliant system. Site Supervisors are responsible for completing data management

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system training and monitoring their Members' reports to ensure data is submitted regularly and accurately.

5. **Non-Exclusivity**. Either Party may provide services of the same or similar nature to those described in this Agreement, or any other services at all at their sole discretion, so long as they remain in compliance with the terms of this Agreement.

6. **Data Privacy and Protection.**

a. Data Definitions

i) **Personally Identifiable Information ("PII"):** Information that identifies or relates to an individual who can be identified, directly or indirectly, from the data alone or in combination with other information in the Party's possession or control or that the Party is likely to have access to (e.g. name, social security number, student ID, physical address, date of birth, email address, phone number etc.).

ii) **Education Record (includes PII):** Any record maintained by an educational institution that relates to a student including, but not limited to, academic records (grades, transcripts, student schedules, student IDs), disciplinary records (suspensions, expulsions), special education records (IEPs, evaluations), and school-maintained health records (immunization records, nurse visits) but excluding teacher's sole-possession notes, law enforcement records, and employment records unrelated to student status.

iii) **Directory Information (includes some PII):** A subset of education records, including basic student details (name, address, phone number, date/place of birth, major field of study), school-related recognition (participation in sports/clubs, degrees/awards received), and attendance details (enrollment dates, most recent school attended).

iv) **Confidential Information:** "Confidential Information" means any and all nonpublic information belonging to either Party, its related businesses, or other related parties, which is or has been disclosed in the course of this Agreement, whether or not marked confidential, including, but not limited to: any and all data, by whomever created and wherever and however stored; product concepts, techniques and processes; market data, bids, estimates and proposals; lists and information; personal and business related financial information, including but not limited to prices, costs and discounts; future plans; business affairs; personnel information; and student information, including but not limited to data protected according to state and federal laws, including PII data, education records, and directory information.

b. **Data Collection and Sharing**

i) If the Partner is a school district, the collection of all data regulated by the Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g, and its implementing regulations enacted at 34CFR § 99, as amended ("FERPA") collected pursuant to the Program shall be collected by Ampact pursuant to the school official exception under 34 C.F.R. § 99.31(a)(1)(i)(B) and use the FERPA-Protected Data only for the purposes of implementing the Program(s), evaluating, and/or utilizing the data to improve the Program(s) (the "FERPA Purposes").

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ii) Partner understands that Ampact is required to provide data collected pursuant to administering the Program(s) to ServeMN. ServeMN shall receive and use any FERPA-Protected Data as an agent of Ampact as described in 34 C.F.R. § 99.33(a)(2) and may only use the FERPA-Protected Data for the same purposes, to the same extent as Ampact, and may keep the data for as long as it is needed for those FERPA Purposes.

iii) For all other data containing PII, Ampact will ensure that all data is collected, shared, and processed in accordance with all state and federal data privacy laws and regulations as they relate to the release of PII, student information, and health information.

c. **Data Protection**

i) **All Programs** and their related parties are required to protect PII data that is collected or made available due to the nature of the Program. This information includes, but is not limited to, the PII of Members, Partner staff, or Program participants.

ii) **Education Programs** (Reading Corps, Math Corps, and Early Learning Corps) and related parties are required to protect education records and directory information (unless being defined as an exclusion) that is collected or made available due to the nature of the Program, in addition to PII.

Protecting data includes establishing procedures to prepare for and respond to a breach of confidentiality. “Breach” is defined as: loss of control, compromise, unauthorized acquisition, unauthorized access, or any similar situation where persons other than the authorized users and for other than the authorized FERPA purposes have access or potential access to the data.

To protect all data, all third-party vendors, contractors, or consultants engaged by Ampact who require access to confidential data for the performance of services under this Agreement shall be bound by the terms and conditions of this security policy. These parties must adhere to the same data protection and security protocols as Ampact and must take all necessary measures to safeguard sensitive data, including but not limited to, implementing encryption, access controls, and monitoring as specified in this Agreement.

d. **Data Usages and Sharing**

For all Confidential Information, all parties agree:

- To use reasonable and prudent care to maintain all Confidential Information in confidence and not disclose it to any third party except in the performance of duties pursuant to this Agreement, unless required to do so by court order or by law; and

- To comply with all federal and state data protection laws, such as FERPA and HIPAA; and

- To maintain the security of all data in a password-protected, network-secured electronic format or in a lock-and-key secured physical location; and

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- To use all data as needed to implement the Program in compliance with the terms and conditions of this Agreement, and for no other purpose except as may be authorized by a Party in writing; and

- Upon termination of this Agreement, to take such steps as may be agreed between the Parties, such as data destruction or transfer; and

- Not to use Confidential Information for the Party's own benefit or for the benefit of any third party without the written agreement of the other Party.

e. Data Retention

Generally, the Parties shall retain data collected only for as long as necessary to carry out the obligations or enforce rights under this Agreement, including, but not limited to, offering the Program or meeting its contractual or statutory obligations, including the FERPA Purposes (collectively the "Purposes"). Upon termination or expiration of this Agreement, all PII data collected pursuant to this Agreement that is no longer required to achieve the Purposes shall be deidentified or destroyed, in the sole discretion of Ampact, or as otherwise required by applicable state or federal law. The deletion or de-identification processes, as applicable, will comply with industry best practices and applicable laws to ensure that PII data cannot be recovered, reconstructed, or used inappropriately.

f. Data Breach

Ampact protects the confidentiality of PII by:

- Designating a PII Security Coordinator.

- Identifying the types of PII that we collect, the places where it is stored, and the service providers with whom it is shared.

- Documenting policies and procedures in place to protect PII, regardless of where it is stored.

- Identifying and documenting realistic risks to security, confidentiality, and integrity of PII; and

- Following those procedures in the event of a breach.

Ampact must be notified immediately if any Partner representative suspects a breach of confidentiality related to the execution of activities outlined in this Agreement.

7. **Ownership.** Ampact owns all rights, title, and interest in all "Works" created under this Agreement. "Works" means all inventions, improvements, discoveries (whether or not patentable), databases, computer programs, reports, notes, studies, photographs, negatives, designs, drawings, specifications, materials, work products, tapes, and disks conceived, reduced to practice, created or originated by Ampact, its employees, Members, agents, and subcontractors, either individually or jointly with others in the performance of this contract.

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Title to materials developed with the assistance of federal grant funding also may be governed by federal regulation at 2 C.F.R. § 200.315.

8. **Authority to Bind**. Neither Party may enter into any contract or agreement or otherwise make any binding commitment on behalf the other without prior written approval.

9. **Notices**. Any notice required pursuant to this Agreement shall be delivered in writing to the affected Party at its address set forth above, or otherwise as may be agreed.

10. **Liability**. Each Party assumes any and all risks of personal injury and property damage attributable to the negligent acts or omissions of their respective officers, employees, servants, Members and agents while acting within the scope of their roles.

11. **Assignment.** Neither Party may assign nor transfer any right or obligation under this Agreement without the prior written consent of the other.

12. **Governing Law**. This Agreement shall be subject to and construed in accordance with the laws of the State of Minnesota.

13. **Entire Agreement.** This is the entire Agreement between the Parties with respect to its subject matter. It supersedes and replaces any previous oral or written understandings or agreements between them. It may not be modified or amended except by a writing signed by both Parties.

14. **Signature**. Each Party understands and accepts all of the terms and conditions of this Agreement, including the terms included in Exhibits A though F, and the separate Guide to Partnering as described in Paragraph 2. above.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the dates set forth below.

Ampact

Date: 04-08-2026

By: *Sadie O'Connor*

Sadie O'Connor
President

Mishicot School District

Date: _____

By: _____

Cory Erlandson

Superintendent

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EXHIBIT A
PROHIBITED ACTVITIES FOR AMERICORPS MEMBERS

AmeriCorps Members may not engage in the below activities directly or indirectly by recruiting, training, or managing others for the primary purpose of engaging in one of the activities listed below per 45 CFR 2520.65.

While charging time to the AmeriCorps Program, accumulating service or training hours, or otherwise performing activities supported by the AmeriCorps program or the Corporation, staff and Members may not engage in the following activities:

1. Attempting to influence legislation;
2. Organizing or engaging in protests, petitions, boycotts, or strikes;
3. Assisting, promoting, or deterring union organizing;
4. Impairing existing contracts for services or collective bargaining agreements;
5. Engaging in partisan political activities, or other activities designed to influence the outcome of an election to any public office;
6. Participating in, or endorsing, events or activities that are likely to include advocacy for or against political parties, political platforms, political candidates, proposed legislation, or elected officials;
7. Engaging in religious instruction, conducting worship services, providing instruction as part of a program that includes mandatory religious instruction or worship, constructing or operating facilities devoted to religious instruction or worship, maintaining facilities primarily or inherently devoted to religious instruction or worship, or engaging in any form of religious proselytization;
8. Providing a direct benefit to:
    i. A business organized for profit;
    ii. A labor union;
    iii. A partisan political organization;
    iv. A nonprofit organization that fails to comply with the restrictions contained in section 501(c)(3) of the Internal Revenue Code of 1986 except that nothing in this section shall be construed to prevent participants from engaging in advocacy activities undertaken at their own initiative;
    v. An organization engaged in the religious activities described in paragraph (7) of this section, unless Corporation funds are not used to support the religious activities; and
9. Conducting a voter registration drive or using Corporation funds to conduct a voter registration drive;
10. Providing abortion services or referrals for receipt of such services;
11. Any activity prohibited by applicable Executive Order/Memorandum; and
12. Such other activities as the Corporation may prohibit.

In addition to the above activities, the below activities are additionally prohibited:

Census Activities. AmeriCorps Members and volunteers associated with AmeriCorps grants may not engage in census activities during service hours. Being a census taker during service hours is categorically prohibited.

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Election and Polling Activities. AmeriCorps Members may not provide services for election or polling locations or in support of such activities. AmeriCorps Members may not engage in the above activities directly or indirectly by recruiting, training, or managing others for the primary purpose of engaging in one of the activities listed above.

Individuals may exercise their rights as private citizens and may participate in the activities listed above on their initiative, on non-AmeriCorps time, and using non-Corporation funds. Individuals should not wear the AmeriCorps logo while doing so.

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EXHIBIT B
SUPPLANTATION, NON-DUPLICATION AND NON-DISPLACEMENT

These policies outline restrictions that govern the use of Corporation for National and Community Service (CNCS) assistance.

A. **Supplantation**: Corporation assistance may not be used to replace State and local public funds that had been used to support programs of the type eligible to receive Corporation support. For any given program, this condition will be satisfied if the aggregate non-Federal public expenditure for that Program in the fiscal year that support is to be provided is not less than the previous fiscal year. [45 CFR 2540.100 (a)]

B. **Non-Duplication:** Corporation assistance may not be used to duplicate an activity that is already available in the locality of a Program. And, unless the requirements of the 'Non-displacement' paragraph of this section are met, Corporation assistance will not be provided to a private nonprofit entity to conduct activities that are the same or substantially equivalent to activities provided by a State or local government agency in which such entity resides. [45 CFR 2540.100 (e)]

C. **Non-Displacement:**
    1. An employer may not displace an employee or position, including partial displacement such as reduction in hours, wages, or employment benefits, as a result of the use by such employer of a participant in a program receiving Corporation assistance.
    2. An organization may not displace a volunteer by using a participant in a program receiving Corporation assistance.
    3. A service opportunity will not be created under this chapter that will infringe in any manner on the promotional opportunity of an employed individual.
    4. A participant in a program receiving Corporation assistance may not perform any services or duties, or engage in activities, that would otherwise be performed by an employee as part of the assigned duties of such employee.
    5. A participant in any program receiving assistance under this chapter may not perform any services or duties, or engage in activities, that
        i. Will supplant the hiring of employed workers; or
        ii. Are services, duties, or activities with respect to which an individual has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures.
    6. A participant in any program receiving assistance under this chapter may not perform services or duties that have been performed by or were assigned to any
        i. Presently employed worker;
        ii. Employee who recently resigned or was discharged;
    7. Employee who is subject to a reduction in force or who has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures; Employee who is on leave (terminal, temporary, vacation, emergency, or sick); or
    8. Employee who is on strike or being locked out. [45 CFR 2540.100 (f)]

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EXHIBIT C
PROGRAM CIVIL RIGHTS AND NON-HARASSMENT POLICY

AmeriCorps and Ampact have zero tolerance for unlawful harassment of any individual or group of individuals engaged in national service. AmeriCorps and Ampact are committed to treating all persons with dignity and respect.

Ampact prohibits all forms of discrimination and harassment based on race, color, national origin, sex, age (40 and over), religion, sexual orientation, disability (mental or physical), political affiliation, marital or parental status, pregnancy, reprisal, genetic information (including family medical history), military service, or any other category protected by law. Member selection is based solely on an applicant's ability to perform the essential functions of the position in the opinion of Ampact.

AmeriCorps and Ampact will not tolerate any harassment that may include slurs and other verbal or physical conduct that relates to an individual's sex, race, ethnicity, religion, sexual orientation, or any other legally-protected status when such behavior has the purpose or effect of interfering with job performance or creating an intimidating, hostile, or offensive work environment. Examples of harassing conduct include, but are not limited to: explicit or implicit demands for sexual favors; pressure to engage in a romantic relationship or for dates; deliberate touching of another person without consent, leaning over or cornering a person; repeated offensive teasing, jokes, remarks, or questions; unwanted letters, emails, or phone calls; distribution or display of offensive materials; offensive looks or gestures based on a person's sex, race, ethnicity, or religious baiting; physical assault or other threatening behavior; and demeaning, debasing, or abusive comments or other actions that intimidate and are based on a person's protected status.

If a Partner is found to be engaging in such activities, removal of Member(s) and denial of future Members may result.

Any questions or concerns about any type of discrimination and/or harassment related to AmeriCorps Members or Programs should be brought to the attention of any Ampact staff member:

Reading & Math, Inc. DBA Ampact
1200 S. Washington Ave, Ste 310, Minneapolis, MN 55415
hr@ampact.us or (612) 206-3030

Please contact Ampact to see the full text of the AmeriCorps Civil Rights and Non-Harassment Policy.

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EXHIBIT D
DRUG-FREE WORKPLACE

Pursuant to the Drug-Free Workplace Act of 1988, Ampact is committed to maintaining a drug and alcohol-free environment. Members are prohibited from the illegal use, manufacture, sale, dispensation, distribution, or possession of illegal drugs, controlled substances, narcotics, or alcoholic beverages on Ampact premises, service site locations, or while traveling in an official capacity. Service is conditioned upon compliance with this policy. Ampact requires that each Member engaged in the performance of a federal grant shall, as a condition of service under the grant, abide by the terms of this policy and shall notify Ampact staff in writing of any criminal drug charge, arrest, or conviction occurring during service no later than five (5) days after such charge, arrest, or conviction. Upon receiving notice or otherwise learning about the charge, arrest, or conviction Ampact will notify appropriate Federal-contracting agency within ten (10) days. Within 30 days of receiving such notice, Ampact will (1) take disciplinary action up to and including exit for cause consistent with AmeriCorps rules regarding termination and suspension of service, or (2) require the Member to satisfactorily participate in an approved drug treatment program. Ampact shall make a good faith effort to continue to maintain a drug-free workplace through implementation of this policy.

Reference: 41 U.S.C. § 701 et seq.

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EXHIBIT E
PROGRAM FUNDING

Ampact will not collect any fees or direct financial contributions from Partner.

Ampact may collect information from Partner about non-monetary (in-kind) contributions including, but not limited to, the monetary value of the space, supplies, and staff time involved in operating the Program.

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EXHIBIT F - MODIFICATIONS TO THE STANDARD TERMS AND CONDITIONS OF THIS AGREEMENT

There are no modifications.

Certificate Of Completion

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Status: Delivered
Subject: Wisconsin Ampact Partner Agreement 2026-2027
Source Envelope:
Document Pages: 14
Signatures: 0
Envelope Originator:
Certificate Pages: 1
Initials: 0
Ampact
AutoNav: Disabled
1200 Washington Ave S
EnvelopeId Stamping: Enabled
Minneapolis, MN 55415
Time Zone: (UTC-06:00) Central Time (US & Canada)
sites@ampact.us
IP Address: 34.96.47.172

Record Tracking

Status: Original
4/8/2026 3:30:13 PM
Holder: Ampact
sites@ampact.us
Location: DocuSign

Signer Events	Signature	Timestamp
Cory Erlandson cerlandson@mishicot.k12.wi.us Superintendent Security Level: Email, Account Authentication (None) **Electronic Record and Signature Disclosure:** Not Offered via Docusign		Sent: 4/8/2026 3:30:14 PM Viewed: 4/8/2026 5:26:50 PM

In Person Signer Events	Signature	Timestamp

Editor Delivery Events	Status	Timestamp

Agent Delivery Events	Status	Timestamp

Intermediary Delivery Events	Status	Timestamp

Certified Delivery Events	Status	Timestamp

Carbon Copy Events	Status	Timestamp

Witness Events	Signature	Timestamp

Notary Events	Signature	Timestamp

Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	4/8/2026 3:30:14 PM
Certified Delivered	Security Checked	4/8/2026 5:26:50 PM

Payment Events	Status	Timestamps

SCHOOL DISTRICT OF MISHICOT
AGREEMENT WITH
MISHIKIDS COMMUNITY CHILDCARE PROGRAM
FOR FIELD TRIP TRANSPORTATION

THIS AGREEMENT ("Agreement") is made this 13th day of April, 2026 effective immediately through and inclusive of June 30, 2027 by and between the **Board of Education of the School District of Mishicot**, 660 Washington Street, Mishicot, Wisconsin 54228, ("MSD") and **MishiKids Community Childcare Program,** 510 Woodlawn Drive, Mishicot, Wisconsin 54228 ("MishiKids").

WHEREAS, MishiKids provides educational opportunities throughout the school year;

WHEREAS, MishiKids is in need of bus services to transport its staff and children to and from OH Schultz Elementary School-sponsored field trips;

WHEREAS, the School District of Mishicot owns a fleet of school buses, possesses appropriate personnel and equipment to operate such buses, and desires to provide bus transportation to MishiKids on a fee-basis, as set forth herein; and

WHEREAS, the School District of Mishicot and MishiKids desire to memorialize the terms of their arrangement.

NOW, THEREFORE, in consideration of the mutual promises set forth herein, it is agreed by and between the School District of Mishicot and MishiKids as follows:

I. TERM

This Agreement shall commence on April 13, 2026 and terminate on June 30, 2027, unless terminated earlier as set forth in Section VI below.

II. PROVISION OF TRANSPORTATION

A. Requests for Transportation. MSD bus transportation for any MishiKids field trip must be requested by a MishiKids staff member in writing to the MSD's Business Manager or designee no less than ten (10) calendar days prior to the field trip in question. Each request made to the MSD shall identify the date and time of the proposed field trip, the location of the proposed field trip, and the estimated number of persons (children, staff, any anyone else) attending the proposed field trip. MishiKids will work collaboratively with the MSD in scheduling bus transportation for MishiKids field trips from OH Schultz Elementary School.

MSD reserves the right to deny: (1) all transportation requests that are received less than ten (10) calendar days prior to the field trip in question; (2) all transportation requests for which there are not enough available MSD buses or qualified MSD bus drivers, whether due to a conflicting MSD event or otherwise; (3) all transportation requests for field trips that are more than 100 miles from the MSD Offices (one way); and (4) all transportation requests for which MishiKids is unable to provide sufficient staff supervision, as determined in the MSD's sole discretion. MSD reserves the right to cancel transportation for scheduled field trips, in its sole discretion, should circumstances warrant cancellation.

B. Insurance. All MSD-owned buses provided under this Agreement will be insured as required under Wis. Stat. § 121.53 and shall comply with the requirements of Wis. Stat. § 121.52.

C. Personnel. In accordance with Wis. Stat. § 121.52, all MSD-provided bus transportation under this Agreement will be provided by licensed and qualified drivers, who shall be employees of MSD.

MishiKids is responsible for providing all personnel necessary for the supervision of children attending each field trip for which MSD provides transportation. Supervision of children attending the field trip shall

be MishiKids sole and absolute responsibility, and all risk associated with the supervision of MishiKids children shall be assumed by MishiKids.

D. Maintenance of District Buses. MSD shall provide use of MSD-operated and -owned buses that are maintained in compliance with applicable Wisconsin Statutes and, at its own cost and expense, shall maintain and keep in good repair the buses supplied hereunder for MishiKids use; however, MishiKids shall take reasonable and proper care of all MSD buses provided under this Agreement and shall be responsible for any and all costs associated with maintenance or repairs resulting from negligence or intentional damage by a MishiKids staff member, child, parent, or chaperone. Upon becoming aware of intentional or incidental damage to MSD-owned buses in connection with this Agreement, MishiKids shall promptly report such damage to the MSD Business Manager or designee in writing.

III. COSTS

MishiKids and MSD agree that the cost per each MSD-owned and -operated bus provided under this Agreement shall be forty three dollars per hour ($43.00/hour), plus ninety eight cents per mile ($0.98/mile). The Parties agree that this charge shall be sufficient to reimburse labor, fuel, maintenance, and all other costs. MSD shall invoice MishiKids for such charges monthly, and MishiKids shall make payment by the first of every month. MishiKids shall not be charged transportation for trips cancelled in the sole discretion of MSD.

VI. TERMINATION

Either party may terminate this Agreement at any time, by giving not less than thirty- (30) days prior written notice to the other party of the intention to terminate this Agreement and the specific termination date. The rights of termination referred to in this Agreement are not intended to be exclusive and are in addition to any other rights available to either party at law or in equity.

VII. GENERAL PROVISIONS

A. Entire Agreement. The terms, provisions, covenants and conditions herein contained constitute the entire agreement between MishiKids and the MSD and may not be altered, modified or amended except by a subsequent writing signed by both parties.

B. Severability. In the event any term, covenant or condition herein contained shall be held to be invalid by any court of competent jurisdiction, such invalidity shall not affect any other term, covenant or condition herein contained, provide that such invalidity does not materially prejudice either the MSD or the MishiKids in their respective rights and obligations contained in the valid terms, covenants or conditions.

C. Assignment. Neither the MishiKids nor the MSD shall assign this Agreement, in whole or in part, without the consent in writing of the other party.

D. No Waiver. A waiver of any failure under this Agreement shall neither be construed as nor constitute a waiver of any subsequent failure. This Agreement supersedes all prior negotiations, representation or agreements. The article and paragraph headings are used solely for convenience and shall not be deemed to limit the subject of the articles and paragraphs or be considered in their interpretation.

E. Counterparts. This Agreement may be executed in several counterparts, each of which shall be deemed an original, and all of which taken together shall be considered one and the same instrument.

F. Governing Law. This Agreement shall be construed in accordance with, and its performance shall be governed by, applicable laws in effect in the State of Wisconsin without regard to the law of conflicts. Any claim, lawsuit, or proceeding filed in relation to this Agreement shall be venued exclusively in the courts of Manitowoc County, Wisconsin, and each party waives any and all defenses related to forum *non conveniens*.

G. Sole Authorship. The Parties acknowledge that this Agreement shall not be construed against either party on grounds of sole authorship. No provision of this Agreement may be modified, waived, or discharged unless such waiver, modification, or discharge is agreed upon in writing and signed by the authorized representative of each Party hereto.

H. Binding Effect. This Agreement shall be binding upon, and shall insure to the benefit of, the parties hereto and their respective heirs, personal representatives, successors, and assigns.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the day and year first above written.

SCHOOL DISTRICT OF MISHICOT
BOARD OF EDUCATION

By: _____
Cory Erlandson, Superintendent

Date: _____

MISHIKIDS COMMUNITY CHILDCARE PROGRAM

By: _____
Heidi Rehbein, Director of Early Childhood

Date: _____

TITLE: Strength & Conditioning Coordinator

DIRECTLY REPORTS TO: Athletic Director

EVALUATION: Performance will be evaluated by the Athletic Director based on program organization, safety practices, adherence to WIAA guidelines, and student engagement.

TERMS OF EMPLOYMENT: Stipend/Extra Duty Assignment

JOB GOALS:
The Strength & Conditioning Coordinator is responsible for organizing and supervising voluntary student conditioning opportunities designed to improve overall strength, fitness, and athletic readiness for student participants. The program focuses on safe and effective physical conditioning while ensuring compliance with all district policies and the rules and guidelines established by the Wisconsin Interscholastic Athletic Association (WIAA).
This position emphasizes general physical development and safety instruction rather than sport-specific training.

QUALIFICATIONS:
- Knowledge of strength and conditioning principles for middle and high school students.
- Demonstrated ability to supervise and instruct students in safe weight training and fitness activities.
- CPR/AED and First Aid certification preferred (or willingness to obtain).
- Previous coaching, athletic training, or strength and conditioning experience preferred.

ESSENTIAL FUNCTIONS:
- Coordinate and supervise voluntary strength and conditioning opportunities for students throughout the school year and summer as appropriate.
- Develop and implement age-appropriate conditioning programs focused on:
    - Strength training
    - Speed and agility
    - General fitness
    - Injury prevention and mobility
- Provide instruction on:
    - Safe lifting techniques
    - Safe spotting procedures
    - Proper equipment use
    - General training principles and workout structure
- Ensure the weight room and conditioning spaces are safe, organized, and properly supervised.

- Promote proper athletic development, sportsmanship, and healthy training habits among students.
- Maintain open and inclusive access so conditioning opportunities are available to all interested students, regardless of sport participation.
- Work collaboratively with the Athletic Director and coaching staff to support overall athletic program goals.
- Maintain equipment and report maintenance or safety concerns to the Athletic Director.
- Assist with scheduling facility use and ensuring compliance with school policies.

This job description does not state or imply that these are the only duties to be performed by the employee occupying this position. The employee in this position will be required to follow any other instructions and to perform any other duties requested by his/her administrator(s) and/or supervisors(s).

REQUIRED SKILLS, ABILITIES, AND PERFORMANCE REQUIREMENTS:

- Ability to demonstrate exercises and lifting techniques.
- Ability to supervise physical activity for extended periods in athletic facilities.

All employees, regardless of position, serve as role models for children enrolled in our school district as well as representation of our district as a whole. Therefore, staff must be able to demonstrate appropriate daily behavior, appropriate expression of emotions, as well as appropriate role modeling.

ENVIRONMENTAL CONDITIONS AND PHYSICAL DEMANDS
While performing the duties of this job, the employee is frequently required to sit, talk or hear. The employee is occasionally required to walk; use hands to finger, handle or feel objects, tools, or controls; and reach with hands and arms. The employee must occasionally lift and/or move up to [25] pounds. Specific vision abilities required by this job include close vision and the ability to adjust focus.

WORK PARAMETERS
This position must follow standing routines, schedules, and procedures. All duties and responsibilities are to be performed in accordance with the rules, policies and procedures specified by Administration, the Board of Education, school handbooks, and state/federal law. Incumbent must be able to take direction from the supervisor and work cooperatively with students, parents, other staff members, and the general public.

DRUG-FREE WORKPLACE
The employee shall remain free of any alcohol or illegal substance in the workplace in compliance with Policy 4122.01 throughout his/her employment in the School District of Mishicot.

NON-EXEMPT EMPLOYEE
No non-exempt employee may perform work for the District outside of his/her regular schedule without prior supervisory approval. Violations of this requirement will result in disciplinary action, up to and including termination from employment. No overtime eligible employee may perform overtime work for the District without prior supervisory approval. Violations of this requirement will result in disciplinary action, up to and including termination from employment.

ROLE MODEL
The employee shall serve as a positive role model for students in how to conduct themselves as citizens and as responsible, intelligent human beings. The employee is responsible for helping instill in students the belief in and practice of ethical principles and democratic values.

ADA
The position specifications described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.The information contained in this job description is for compliance with the Americans with Disabilities Act ADA and is not an exhaustive list of the duties performed for this position. The individual currently holding this position performs additional duties and additional duties may be assigned.

EMPLOYEE NON-DISCRIMINATION
The Mishicot School District Board of Education does not discriminate on the basis of the Protected Classes of race, color, national origin, age, sex, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), sexual orientation, national origin, ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working hours, or declining to attend an employer-sponsored meeting or to participate in any communication with the employer about religious matters or political matters, or any other characteristic protected by law in its employment practices or on the basis of transgender status, change of sex or gender identity.

RECEIPT OF JOB DESCRIPTION

I hereby acknowledge receipt of my personal copy of the School District of Mishicot Job Description for the position that I hold. I agree to read and carry out the provisions of the description.
I accept responsibility for reading and abiding by the job description. I also accept responsibility for contacting my supervisor or the superintendent if I have questions or need further explanation.

_____ _____

Employee Name **Date**

_____

Employee Signature

GRAPHIC HOUSE INC
CUSTOM SIGNS ★ SERVICE
8101 International Dr, Wausau, WI 54401 | 715-842-0402 | www.graphichouseinc.com

QUOTE

Opportunity#: 032582
Quote#: 1947
Quote Date: 4/7/2026
Page: 1

SOLD TO:	JOB LOCATION:
MISHICOT SCHOOL DISTRICT 660 WASHINGTON STREET MISHICOT, WI 54228 US	MISHICOT SCHOOL DISTRICT 660 WASHINGTON STREET MISHICOT, WI 54228 US

CUSTOMER #	SALESPERSON	QUOTE DATE	EXPIRATION DATE
2329	Lea Blaubach	4/7/2026	5/7/2026

LINE	DESCRIPTION	Qty
1	CLOUD CABINET Face-lit Cloud Cabinet self ballasted, 42" x 53" face lit trim cap cabinet with white faces black returns and trim cap with vinyl to read "M" logo, minimum stroke width of 1 1/2", self ballasted, white LED illumination, photo eye switch on side of cabinet, mounted flush to wall, customer to run power to sign, manufactured and installed.	2.0000

	AMOUNT
Subtotal	$5,138.00
Additional Charges	0.00
Estimated Taxes	$0.00
Total	$5,138.00

Company Initials _____ **Customer Initials**_____

GRAPHIC HOUSE INC
CUSTOM SIGNS ★ SERVICE
8101 International Dr, Wausau, WI 54401 | 715-842-0402 | www.graphichouseinc.com

QUOTE

Opportunity#:032582
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Quote Date: 4/7/2026
Page: 2

SOLD TO:	JOB LOCATION:
MISHICOT SCHOOL DISTRICT 660 WASHINGTON STREET MISHICOT, WI 54228 US	MISHICOT SCHOOL DISTRICT 660 WASHINGTON STREET MISHICOT, WI 54228 US

TERMS: 75.0% DOWN, NET 30 DAYS UPON COMPLETION, *4% CONVENIENCE FEE ON CREDIT CARD PAYMENTS*.

THIS PRICE DOES NOT INCLUDE ELECTRICAL HOOKUP, PERMITS, SHIPPING, ENGINEERING OR TAX UNLESS SPECIFICALLY STATED.

THE COST OF IMPOSING TARIFFS HAVE NOT BEEN CALCULATED INTO THE COST OF THIS PROJECT. THEREFORE, ANY ADDITIONAL COST INCURRED DUE TO UNKNOWN TARIFFS APPLIED TO MATERIALS WILL BE ADDED AS RECEIVED.

WHO OWNS PROPERTY THE SIGN WILL BE INSTALLED ON? _____

PART OF THIS PROPOSAL REQUIRES THE CUSTOMER TO FILL OUT A CREDIT APPLICATION (SEE ATTACHED).

ALL SIGNS ARE WIRED AT 120 VOLTS UNLESS THE CLIENT IDENTIFIES OTHERWISE IN WRITING.

ALL WARRANTIES WILL BE NULL AND VOID IF FINAL INVOICE IS NOT PAID IN FULL WITHIN 45 DAYS FROM INVOICE DATE.

CHECKS RETURNED FOR NON-SUFFICIENT FUNDS WILL BE SUBJECT TO AN ADDITIONAL $50.00 FEE.

**ELECTRICAL TO SIGNAGE IS NOT PART OF THIS QUOTE. FINAL ELECTRICAL HOOK UP IS CLIENTS RESPONSIBILITY. ALL SIGNS WIRED
TO UL SPECIFICATIONS, UNLESS OTHERWISE NOTED.**

DELIVERY OF SIGNAGE IS BASED ON 10 WEEKS FROM CLIENT AUTHORIZATION AND PERMIT APPROVAL. ADDITIONAL CHARGES WILL APPLY FOR DATE SPECIFIC AND EXPIDITED DELIVERY. ELECTRONICS WILL REQUIRE ADDITIONAL TIME FOR DELIVERY.

PERMIT TO BE OBTAINED BY: CLIENT GRAPHIC HOUSE, INC.

IF PERMIT IS TO BE OBTAINED BY GRAPHIC HOUSE, INC., ADDITIONAL FEES WILL APPLY.

NOTE: This proposal may be withdrawn by Graphic House, Inc. if not accepted within 30 days.

Company Initials _____ **Customer Initials_____**

GRAPHIC HOUSE INC
CUSTOM SIGNS ★ SERVICE
8101 International Dr, Wausau, WI 54401 | 715-842-0402 | www.graphichouseinc.com

QUOTE

Opportunity#: 032582
Quote#: 1947
Quote Date: 4/7/2026
Page: 3

SOLD TO:	JOB LOCATION:
MISHICOT SCHOOL DISTRICT 660 WASHINGTON STREET MISHICOT, WI 54228 US	MISHICOT SCHOOL DISTRICT 660 WASHINGTON STREET MISHICOT, WI 54228 US

TERMS AND CONDITIONS

Client is responsible for flagging of property owner's utilities, such as, but not limited to: sprinkling/watering systems, parking lot lighting, landscaping lighting, storm/sanitary sewers, or any other utility that the customer may have buried, etc.

All in-ground bases are engineered for standard soil conditions. Non-standard conditions, such as: sandy soil, clay soil, rocky terrain, water, etc. which require additional concrete, labor, forming, etc. will be at an additional time and materials charge.
Client is responsible for providing access to the JOB site. THERE HAS BEEN NO ALLOWANCE FOR REPAIRS OR BUILDING OF ACCESS TO PERFORM THE DUTIES DESCRIBED IN THE BID DOCUMENTS. ANY ADDITIONAL TIME OR MATERIALS NEEDED TO ACCESS THE JOB SITE OR CREATE A WORK AREA AT THE JOB SITE SO WE ARE ABLE TO PERFORM OUR SCOPE OF WORK, IS THE SOLE RESPONSIBILITY OF THE OWNER. WE ALSO HAVE NO RESPONSIBILITY TO ANY REPAIRS TO JOB SITE OR ACCESS TO JOB SITE BECAUSE OF DAMAGE WE MAY HAVE INCURRED COMPLETING OUR SCOPE OF WORK.

Client has identified the location in which the signage is to be installed. Client is responsible to have existing signage meet all state and local codes, and additional work to bring existing signage to code will be billed at time and materials. The client has the sole responsibility for the structural integrity of all existing structures to support the signage. Graphic House, Inc. is not responsible for any damage that may occur to sign installation areas such as (landscape, blacktop, etc. or otherwise). Graphic House, Inc. will not be responsible in any way for penetrations through roof membranes or wall materials or for any leakage or water damage resulting from any penetrations.

Graphic House, Inc. hereby warrants the sign display against defective workmanship in construction and assembly for one (1) year from the date of the invoice. Faux Corten has a warranty of two (2) years for finish deterioration. No other warranties will apply. All labor for repair of electronic message centers or time and temperature units are covered under warranty for one (1) year from date of installation. All components/parts for electronic message centers or time and temperature units are covered under warranty as outlined by manufacturer. Graphic House, Inc. does not warranty flags. No other warranties or guarantees are expressed or implied, either written or verbal. All warranties will be null and void if anyone other than Graphic House, Inc. services or maintains the signage specified on this proposal, or if the final invoice for this proposal is not paid in full within 45 days of the final invoice date.

Our warranty, and warranties by stand-alone subassemblies manufactured by other companies, are based solely on the client's responsibility to properly maintain, service and clean these sign components at no longer than each six-month interval. This warranty does not apply to vandalism, misuse, acts of God, and war.

Any deviation from prints or altered foundations will weaken the structure to the point that it may fail. This structure is engineered to hold only the signage specified. Do not add additional signage to the structure.

Any changes in the plans or specifications from the date this proposal and prints are approved and authorized will result in an administrative fee of $400 per change plus the cost of the change. Any changes or extras may extend the time to complete the manufacturing and/or services specified.

Any alteration or deviation from the above specifications involving extra costs will be executed and will become an extra charge over and above the estimate, together with the terms and conditions set forth in the attached addendum which is incorporated herein in its entirety. All agreements contingent upon strikes, accidents or delays beyond our control.

As required by the Wisconsin construction lien law, Graphic House, Inc. hereby notifies the owner that the person or companies furnishing labor or materials for the construction on the owner's land, may have lien rights on the owner's land and building for unpaid costs. Those entitled to these lien rights, in addition to the undersigned contractor are those who contract directly with the owner or those who give the owner notice within sixty days after they first furnish labor or materials for the construction. Accordingly, the owner will probably receive notice from those who furnish labor or materials for the construction and should give a copy of each notice received to the mortgage lender, if any. The contractor agrees to cooperate with the owner and the owner's lender, if any, to see that all potential lien claimants are fully paid.

If collection action is required to collect a past due account, client agrees to pay the invoiced amount due, together with interest at the contract rate of 1.5% per month (18% annual), and costs of collection, including all attorney's fees incurred by Graphic House, Inc. in exercising its rights or remedies hereunder or enforcing any of the terms and conditions in this proposal. It is agreed that all legal disputes of any nature will be litigated in Marathon County, Wisconsin.

Graphic House, Inc. makes no representations and assumes no responsibility for compliance of signage with Federal, State or local signage regulations or ordinances, except as such requirements are specifically set forth in any permit issued for the signage. Client is solely responsible for determining the size, location and character of signage to Client's satisfaction and as permitted under applicable regulations and ordinances. A manufacturer's label will be affixed to the signage at the discretion of Graphic House, Inc.

This proposal will be a binding contract upon written authorization by Client and written acceptance by Graphic House, Inc. and supersedes all prior negotiations and discussions, oral or written, between the parties. It also grants Graphic House, Inc. consent to use client name and signage for all media and marketing purposes.

THIS PROPOSAL SHALL NOT OBLIGATE GRAPHIC HOUSE, INC. IN ANY WAY UNTIL IT IS ACCEPTED AND SIGNED BY THE V. P. OF SALES OF GRAPHIC HOUSE, INC.; ONCE ACCEPTED AND SIGNED THIS PROPOSAL WILL EXPIRE AFTER 60 DAYS. THE ABOVE PRICES, SPECIFICATIONS, AND CONDITIONS ARE SATISFACTORY AND ARE HEREBY ACCEPTED. YOU ARE AUTHORIZED TO DO THE WORK AS SPECIFIED. PAYMENT WILL BE MADE AS OUTLINED ABOVE.

SALESPERSON: _____ DATE: _____

ACCEPTED BY: _____ TITLE: _____

Company Initials _____ **Customer Initials_____**

GRAPHIC HOUSE INC
CUSTOM SIGNS ★ SERVICE
8101 International Dr, Wausau, WI 54401 | 715-842-0402 | www.graphichouseinc.com

QUOTE

Opportunity#: 032582
Quote#: 1947
Quote Date: 4/7/2026
Page: 4

SOLD TO:	JOB LOCATION:
MISHICOT SCHOOL DISTRICT 660 WASHINGTON STREET MISHICOT, WI 54228 US	MISHICOT SCHOOL DISTRICT 660 WASHINGTON STREET MISHICOT, WI 54228 US

SIGNATURE: _____ DATE: _____

Company Initials _____ **Customer Initials**_____

GRAPHIC HOUSE INC
CUSTOM SIGNS ★ SERVICE

8101 International Dr, Wausau, WI 54401 | 715-842-0402 | www.graphichouseinc.com

DEPOSIT INVOICE

Invoice #: 1947-Deposit

Invoice Date: 4/7/2026
Customer: 2329-MISHICOT SCHOOL DISTRICT

SOLD TO:	JOB LOCATION
MISHICOT SCHOOL DISTRICT 660 WASHINGTON STREET MISHICOT, WI 54228 US	MISHICOT SCHOOL DISTRICT 660 WASHINGTON STREET MISHICOT, WI 54228 US

SALESPERSON	ORDERED BY	PAYMENT TERMS
Lea Blaubach	., JOHN	75% Down, Due Upon Receipt

QTY	DESCRIPTION	EXT. PRICE
2.0000	Face-lit Cloud Cabinet self ballasted, 42" x 53" face lit trim cap cabinet with white faces black returns and trim cap with vinyl to read "M" logo, minimum stroke width of 1 1/2", self ballasted, white LED illumination, photo eye switch on side of cabinet, mounted flush to wall, customer to run power to sign, manufactured and installed.	

Total Quote Amount: $5,138.00

PLEASE PAY THIS DEPOSIT AMOUNT: $3,853.50

GRAPHIC HOUSE INC
CUSTOM SIGNS ★ SERVICE
8101 International Dr, Wausau, WI 54401 | 715-842-0402 | www.graphichouseinc.com

Email to: Receivables@GraphicHouseInc.com

CONFIDENTIAL CREDIT APPLICATION

Legal name of corporation, partnership or proprietorship_____

Address_____City_____State_____Zip_____

Business Phone_____

If this is a subsidiary:

Name and address of parent company_____

TYPE OF ORGANIZATION:
o Individual Proprietorship
o Partnership
o Corporation: State & Date of Incorporation _____
o Other_____

ADDITIONAL INFORMATION:
How long in existence: _____ years
Tax Exempt o Yes o No
(If yes, please attach an exemption certificate)

Principals: Name **Home Address** **Position** **Phone #**

A_____

B_____

C_____

AUTHORIZED INDIVIDUALS TO ENTER INTO CONTRACTS ON BEHALF OF THE ORGANIZATION:
Name_____Title_____ **Number of Signatures Required:**
Name_____Title_____ o One o Two

CREDIT REFERENCES:
1.Bank Name _____ **Phone #**_____ **ABA Routing #**_____
Street Address_____**City**_____**State**_____**Zip**_____ **Acct. #**_____
Bank Officer Name _____ **Phone#**_____**Email**_____

2.Supplier: Name _____ Phone #_____Email_____
Street Address_____City_____State_____Zip_____ Contact _____

3.Supplier: Name _____ Phone #_____Email_____
Street Address_____City_____State_____Zip_____ Contact _____

4.Supplier: Name _____ Phone #_____Email_____
Street Address_____City_____State_____Zip_____ Contact _____

I certify that all of the above information is true and correct to the best of my knowledge. I authorize Graphic House, Incorporated to verify this information and/or obtain additional information from credit reporting agencies to verify or supplement the provided information. I agree to pay attorney fees and court costs should they become necessary for the collection of this account.

Printed Name_____
Signed for the Organization_____ Position _____Date_____

PERSONAL GUARANTEE

In consideration for the credit extended to the above listed organization, I hereby guarantee and agree to be personally liable for all indebtedness incurred by the organization through any of its agents listed above.

Print Name_____

Signed_____Date_____

FOR GHI Use:
Sales Representative_____
Approved Denied Remarks_____
Credit Dept. Authorization_____

2040 North Avenue
Sheboygan, WI 53083
Phoned: 920-457-8640
Fax: 920-457-8645
www.owcommunications.com

O&W Communications

Date: March 26, 2026

To: Aaron Butler

RE: Mishicot Softball Field Sound Revised

O&W Communications will provide and install a sound system for your softball field. This system will include two front fill speakers and two larger side speakers. The speakers will be mounted to the press box. Rack rails are provided to manage the equipment. You will need to provide a shelf for the equipment. A power circuit will need to be provided for the rack. A cable path will need to be run to the front table location for the microphone input and line level input. It is preferred to run cable down and then up into the front wall space. The locations should be above the table top if possible. Cable will be provided for your installation. Please provide a weatherproof box for each speaker location. We will provide the speaker cable for your installation. Please provide a single gang recess box for each.

Equipment Includes:
2 Community R.5 66TZ speakers
2 Community R.15 front down fill speakers
1 Furman M-8 X2 rack power strip
1 Shure SCM 268 mixer
1 Shure PGA 58-LC wired microphone with desk stand
1 Shure C25J microphone cable
1 Crown CDI 1000 power amplifier
1 Esinkin Bluetooth receiver
1 Lowell RRD-7 rack rails
1 XLR microphone wall plate
1 RDL DS-CIJ 3 line input module
***Includes all necessary cabling and installation labor**

Total Cost: $7,268.39 plus tax

Please feel free to call or email with any questions.

Sincerely,

Robert Theno
O&W Communications, LLC
Cell: 414-202-6953
Email: rtheno@owcommunications.com

If approved, please sign below and e-mail or fax back the entire quote. If required, please forward a purchase order with the signed quote. Purchase Orders must reference our quote.

2040 North Avenue
Sheboygan, WI 53083
Phoned: 920-457-8640
Fax: 920-457-8645
www.owcommunications.com

O&W Communications

Signature:

This proposal is hereby accepted, and O & W is authorized to proceed with the work.

_____ _____

Signature Date

_____ _____

Name of Company PO #

TERMS & CONDITIONS: This proposal is issued under and governed by O & W Terms and Conditions of Sale

2040 North Avenue
Sheboygan, WI 53083
Phoned: 920-457-8640
Fax: 920-457-8645
www.owcommunications.com

O&W Communications

Date: March 26, 2026

To: Aaron Butler

RE: Mishicot Baseball Field Sound Revised

O&W Communications will provide and install a sound system for your baseball field. This system will include two front fill speakers and two larger side speakers. The speakers will be mounted to the press box. Rack rails are provided to manage the equipment. You will need to provide a shelf for the equipment. A power circuit will need to be provided for the rack. A cable path will need to be run to the front table location for the microphone input and line level input. It is preferred to run cable down and then up into the front wall space. The locations should be above the table top if possible. Cable will be provided for your installation. Please provide a weatherproof box for each speaker location. We will provide the speaker cable for your installation. Please provide a single gang recess box for each.

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1 Lowell RRD-7 rack rails
1 XLR microphone wall plate
1 RDL DS-CIJ 3 line input module
***Includes all necessary cabling and installation labor**

Total Cost: $7,268.39 plus tax

Please feel free to call or email with any questions.

Sincerely,

Robert Theno
O&W Communications, LLC
Cell: 414-202-6953
Email: rtheno@owcommunications.com

If approved, please sign below and e-mail or fax back the entire quote. If required, please forward a purchase order with the signed quote. Purchase Orders must reference our quote.

2040 North Avenue
Sheboygan, WI 53083
Phoned: 920-457-8640
Fax: 920-457-8645
www.owcommunications.com

O&W Communications

Signature:

This proposal is hereby accepted, and O & W is authorized to proceed with the work.

_____ _____

Signature Date

_____ _____

Name of Company PO #

TERMS & CONDITIONS: This proposal is issued under and governed by O & W Terms and Conditions of Sale

CESA 7

Transforming Education Together!

Quote FY26-27

595 Baeten Road

Green Bay, WI 54304

Phone: (321) 492-5960

Fax: (920) 492-5965

DATE April 1, 2026

QUOTE # 26052

QUOTE VALID UNTIL May 1, 2026

PREPARED BY Marci Waldron-Kuhn

BILL TO:

Mishicot School District

Service	Units	Unit Cost	Overhead	Total Amount
Learning Services Package - 10 Days		$12,240.00	$1,346.40	$13,586.40
All-Inclusive Network Package		$3,000.00	$330.00	$3,330.00
			$0.00	
			$0.00	
			$0.00	
			$0.00	
			$0.00	
			$0.00	
			$0.00	
		TOTAL	$	16,916.40

This document is a formal price quotation ONLY and does not constitute a final invoice or service contract. Prices and service availability are based on the scope of work described herein and are subject to the execution of a finalized contract.

Once you are satisfied with the scope described herein, reply with your approval to initiate the formal contracting process.

If you have any questions concerning this quote, please reach out to:

Marci Waldron-Kuhn
920-617-5631
mkuhn@cesa7.org

Stantec

INVOICE

Invoice Number	2536192
Invoice Date	March 16, 2026
Purchase Order	227708681
Customer Number	155681
Project Number	227708681

Bill To
Glacierland RC&D
Accounts Payable
PO Box 11203
Green Bay WI 54307
United States

EFT/ACH Remit To (Preferred)
Stantec Consulting Services Inc. (SCSI)
Bank of America
ABA No. : 111000012
Account No: 3752096026
Email Remittance: eft@stantec.com

Alternative Remit To
Stantec Consulting Services Inc. (SCSI)
13980 Collections Center Drive
Chicago IL 60693
United States

Project **Mishicot Green Infrastructure Catalyst Project Final Design**

Project Manager	Harding, Sarah Ellen	Contract Upset	96,300.00
Current Invoice Total (USD)	5,692.30	Amount Billed to Date	16,379.55
		For Period Ending	**March 6, 2026**

Top Task **100** **Project Kickoff and Design Refinement Phase**

Professional Services

Category/Employee		Current Hours	Rate	Current Amount
	Majerus, Sarah Marquis	3.00	179.00	537.00
	Sieracki, Matthew Paul (Matt)	7.50	179.00	1,342.50
	Harding, Sarah Ellen	7.00	183.00	1,281.00
	Volkening, Aaron	2.00	208.00	416.00
	Subtotal Professional Services	19.50		3,576.50

Disbursements

Direct - Vehicle (mileage)		63.80
Subtotal Disbursements		63.80

Top Task Subtotal Project Kickoff and Design Refinement Phase 3,640.30

Top Task **200** **Final Design(Construction Plans) Phase**

Professional Services

Category/Employee		Current Hours	Rate	Current Amount
	Milliren, Griffin Patrick	13.50	152.00	2,052.00
	Subtotal Professional Services	13.50		2,052.00

Top Task Subtotal Final Design(Construction Plans) Phase 2,052.00

Total Fees & Disbursements	5,692.30
INVOICE TOTAL (USD)	**5,692.30**

Approved for Payment from MSA as match to NFWF Grant
K.S. 3-24-26

Invoice Number	2536192
Invoice Date	March 16, 2026
Purchase Order	227708681
Customer Number	155681
Project Number	227708681

Net Due in 30 Days or in accordance with terms of the contract

Stantec will not change our banking information. If you receive a request noting our banking information has changed, please contact your Stantec Project Manager

Expense Report: US10058046

Stantec

Name: Sieracki, Matthew Paul (Matt); 114201
Expense Dates: 2026-02-17 to 2026-02-17
BC: 1938
Last Approver: McLeete, Tyler J
Purpose: Travel to Mishicot

Submit Date: 2026-02-19
Lines Missing Receipt: 0
Report Total: 58.00 USD
Reimbursement Total: 58.00 USD

	Payment Method	Date	Expense Type	Receipt Amount	Reimb. Amount	Mileage	Merchant Name	Expense Location	Project No.	Task No.
1	Mileage	2026-02-17	Direct - Vehicle (mileage)	58.00 USD	58.00	80			227708681	200
	Justification: Travel to site for field measurements									

58

Stantec

INVOICE

Invoice Number	2520879
Invoice Date	February 11, 2026
Purchase Order	227708681
Customer Number	155681
Project Number	227708681

Bill To
Glacierland RC&D
Accounts Payable
PO Box 11203
Green Bay WI 54307
United States

EFT/ACH Remit To (Preferred)
Stantec Consulting Services Inc. (SCSI)
Bank of America
ABA No. : 111000012
Account No: 3752096026
Email Remittance: eft@stantec.com

Alternative Remit To
Stantec Consulting Services Inc. (SCSI)
13980 Collections Center Drive
Chicago IL 60693
United States

Project **Mishicot Green Infrastructure Catalyst Project Final Design**

Project Manager	Harding, Sarah Ellen	Contract Upset	96,300.00
Current Invoice Total (USD)	10,687.25	Amount Billed to Date	10,687.25
		For Period Ending	**February 6, 2026**

Top Task **100** **Project Kickoff and Design Refinement Phase**

Professional Services

Category/Employee	Current Hours	Rate	Current Amount
Milliren, Griffin Patrick	7.50	152.00	1,140.00
Pesik, Joseph Richard (Joey)	4.25	152.00	646.00
Del Prete, Jeremy A	0.50	179.00	89.50
Majerus, Sarah Marquis	9.25	179.00	1,655.75
Sieracki, Matthew Paul (Matt)	6.50	179.00	1,163.50
Harding, Sarah Ellen	21.50	183.00	3,934.50
Curran, Melissa Vn	2.00	197.00	394.00
Volkening, Aaron	8.00	208.00	1,664.00
Subtotal Professional Services	59.50		10,687.25

Top Task Subtotal	Project Kickoff and Design Refinement Phase	10,687.25
	Total Fees & Disbursements	10,687.25
	INVOICE TOTAL (USD)	**10,687.25**

Net Due in 30 Days or in accordance with terms of the contract
Stantec will not change our banking information. If you receive a request noting our banking information has changed, please contact your Stantec Project Manager

Approved for Payment from MSD
as match to WFWF Grant
K S. 3-24-26

Regular Meeting
Monday, March 23, 2026 5:30 PM Central

High School Library
660 Washington Street
Mishicot, Wisconsin 54228

Attendance Taken at 5:30 PM.

Butler:	Present
Driscoll:	Absent
Ferry:	Present
Lambert:	Present
Skwor:	Present
Wiesner:	Present
Yindra:	Present

Present: 6, Absent: 1.

1. Call to Order and Roll Call

2. Pledge of Allegiance

3. Approve Board Agenda
Approved. This motion, made by Jennifer Butler and seconded by Judy Ferry, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

4. Public Forum

5. Presentations and Discussion Items

5.A. ELA Curriculum Committee

The administration reported that the district's timeline for implementation reflects a deliberate and non-urgent approach.
The administration reported that the high school curriculum will be reviewed this summer, after which the middle school will determine alignment with either the high school approach or continue with the HMH curriculum alongside the elementary school.
The administration reported that implementation of a universal curriculum, supported by a strong coaching model, is expected to minimize student learning gaps and reduce the need for interventions.
The administration reported that current student reading performance is generally within or slightly above the average range.

6. Reports to the Board

6.A. Mr. C Erlandson - Superintendent

6.A.1. Compensation Updates

6.A.2. Groundbreaking Ceremony

6.A.3. UWSP Career Fair

6.A.4. WASDA Board of Directors

6.A.5. Upcoming Events

7. Action Items

7.A. Approve Wisconsin School Nutrition Purchasing Cooperative Agreement for the 2026-2027 School Year
Approved. This motion, made by Judy Ferry and seconded by Carol Lambert, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

7.B. Approve HMH Into Reading as the District's Core English Language Arts Textbook for Grades K-5 Effective Beginning the 2026-2027 School Year
Approved. This motion, made by Jennifer Butler and seconded by Carol Lambert, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

7.C. Approve HMH Into Reading Invoice in the Amount of $137,277.70
Approved. This motion, made by Jennifer Butler and seconded by Jill Yindra, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

7.D. Approve Maritime Plumbing Invoice for a New Water Heater and Installation at the Elementary School in the Amount of $15,783
Approved. This motion, made by Judy Ferry and seconded by Jennifer Butler, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

7.E. Approve Bay Bus LLC Invoice for Mishicot Softball Team's Transportation to Pigeon Forge March 27th - April 1st 2026 in the amount of $11,800
Approved with respective fundraised funds. This motion, made by Jennifer Butler and seconded by Jill Yindra, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

8. Consent Agenda Items

8.A. Accept 3/9/2026 Regular Meeting Minutes
Approved. This motion, made by Jennifer Butler and seconded by Jill Yindra, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

8.B. Receive & File District Financial Statements
Approved. This motion, made by Jennifer Butler and seconded by Judy Ferry, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

8.C. Schedule of Bills Payable - February 2026
Approved. This motion, made by Jennifer Butler and seconded by Carol Lambert, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

8.D. Approve Donations

8.D.1. Camp Invention Donation - Neshotah Charitable Foundation, Inc. ($500)
Approved. This motion, made by Judy Ferry and seconded by Jill Yindra, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

8.D.2. Camp Invention Donation - Sandy Bay Mink Ranch, LLC ($500)
Approved. This motion, made by Judy Ferry and seconded by Jill Yindra, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

8.D.3. Camp Invention Donation - A.C.E. Building Service ($500)
Approved. This motion, made by Judy Ferry and seconded by Jill Yindra, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

8.D.4. Mini Golf Project Donation - Mishicot Dental ($1,000)
Approved. This motion, made by Judy Ferry and seconded by Jill Yindra, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

8.D.5. Mishicot FFA Donation - Bruce Grossheim for Supporting Youth in Hunting Sports ($1,140)
Approved. Donation for TRAP Program, separate from Mishicot FFA Program. This motion, made by Judy Ferry and seconded by Jill Yindra, Passed.
Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

9. School Board Input

10. Adjournment
Motion to adjourn at 6:15pm. This motion, made by Jennifer Butler and seconded by Jill Yindra, Passed.

Shawn Driscoll: Absent, Jennifer Butler: Yea, Judy Ferry: Yea, Carol Lambert: Yea, David Skwor: Yea, Melissa Wiesner: Yea, Jill Yindra: Yea
Yea: 6, Nay: 0, Absent: 1

SCHOOL DISTRICT OF MISHICOT

660 Washington Street - PO Box 280
Mishicot, Wisconsin 54228
Phone (920) 755-4633
Fax (920) 755-4068
Cory Erlandson - Superintendent
cerlandson@mishicot.k12.wi.us

Employee Recommendation

Candidate Name	Yule (Daniel) Ma	
		Additional Info / Notes
Date of Recommendation	04/13/2026	
Position Title for Consideration	Transportation	
Number of Applicants	1	
Criminal Background Check	Completed	
Specific Training/Strength/Abilities	Experience - Bus Driver for Denmark (Lamers)	
	Military	
Previous Work Experience	US Army National Guard	Spann and Associates - Civil Engineer
Reference Checks Completed (List Names and Titles)	**Name**	**Title**
	Blake Carter	Platoon Sargeant
	Sam Rife	Team Leader

SCHOOL DISTRICT OF MISHICOT

660 Washington Street - PO Box 280
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Phone (920) 755-4633
Fax (920) 755-4068
Cory Erlandson - Superintendent
cerlandson@mishicot.k12.wi.us

Employee Recommendation

Candidate Name	**Steve Naidl**	
		Additional Info / Notes
Date of Recommendation	04/13/2026	
Position Title for Consideration	Groundskeeper	
Number of Applicants	1	Posted for >1 Week
Criminal Background Check	Completed	
Specific Training/Strength/Abilities	Experience - Groundskeeper at Roncalli	
	Character	
	Skillset	
Previous Work Experience	Roncalli HS - Groundskeeper	Jos. Schmitt
Reference Checks Completed (List Names and Titles)	**Name**	**Title**
	Kevin Rocklewitz	Transportation/Groundskeeper
	Caitlyn Freidenberger	HR

School District of Mishicot
Employment Recommendation

X_ Criminal Background Check Completed

_____Criminal Background Check Pending

Date of recommendation: 3/23/2026

Candidate name: Eric Kunesh

Position for which candidate is being considered: Baseball assistant

Number of applicants for position: 1

Schools attended: Mishicot High School

Degrees/certifications achieved:

Previous work experience:

Specific training/strengths/abilities: Eric had coached in our high school program for many years, but he stepped away last year. He is familiar with our coaching philosophies and is comfortable with both our coaching staff and student athletes. Due to unforeseen circumstances we have an opening in our high school coaching staff. Eric is excited to come back for the year and is looking forward to working with our athletic programs once again. Eric has my full support in this coaching position.

SCHOOL DISTRICT OF MISHICOT

GIFTS/DONATIONS FORM

Purpose of the form: Board of Education approval is required for any donation with an estimated value of $250.00 or more.

Please complete the following information and submit to the District Office by email – abutler@mishicot.k12.wi.us.

DONOR	**Anonymous**
TYPE OF GIFT OR DONATION	**Check / Monetary**
PURPOSE FOR SPONSORSHIP	**Mishicot STEM Program**
LOCATION	**District Wide**
ESTIMATED VALUE	**$2,000**
DATE DONATION RECEIVED	**03/05/2026**
CHECK #	**5091**

Becky Armbruster — Received by (Printed – First and Last Name)

4/13/2026 — Board Approval Date

SCHOOL DISTRICT OF MISHICOT

GIFTS/DONATIONS FORM

Purpose of the form: Board of Education approval is required for any donation with an estimated value of $250.00 or more.

Please complete the following information and submit to the District Office by email – cfreidenberger@mishicot.k12.wi.us.

DONOR	Mammoth Construction LLC
TYPE OF GIFT OR DONATION	Donation
PURPOSE FOR SPONSORSHIP	Camp Invention
LOCATION	
ESTIMATED VALUE	$300.00
DATE DONATION RECEIVED	3/25/26
CHECK #	8323

Jamie L. B. Glandt

Received by (Printed – First and Last Name)

Board Approval Date

SCHOOL DISTRICT OF MISHICOT

GIFTS/DONATIONS FORM

Purpose of the form: Board of Education approval is required for any donation with an estimated value of $250.00 or more.

Please complete the following information and submit to the District Office by email – cfreidenberger@mishicot.k12.wi.us.

DONOR	Neshotah Charitable Foundation, Inc.
TYPE OF GIFT OR DONATION	Donation
PURPOSE FOR SPONSORSHIP	Camp Invention
LOCATION	
ESTIMATED VALUE	$500.00
DATE DONATION RECEIVED	3/6/2026
CHECK #	1392

Jamie L.B Glandt
Received by (Printed – First and Last Name)

3/23/2026
Board Approval Date

SCHOOL DISTRICT OF MISHICOT

GIFTS/DONATIONS FORM

Purpose of the form: Board of Education approval is required for any donation with an estimated value of $250.00 or more.

Please complete the following information and submit to the District Office by email – sdirkmann@mishicot.k12.wi.us.

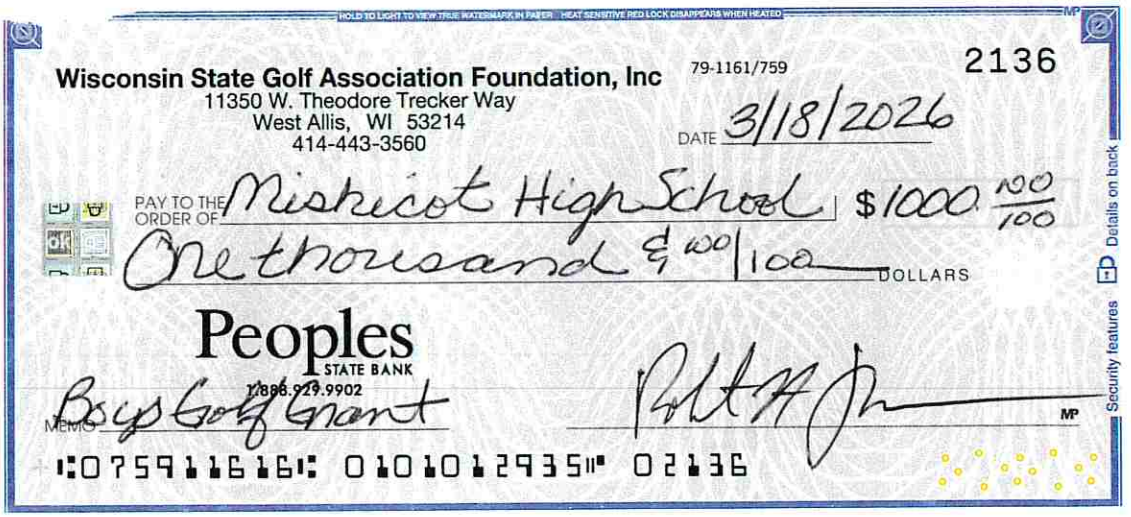
DONOR	WI State Golf Association
TYPE OF GIFT OR DONATION	Monetary
PURPOSE FOR SPONSORSHIP	Support of Golf Team
LOCATION	
ESTIMATED VALUE	$1,000
DATE DONATION RECEIVED	3/26/26
CHECK #	2136

Nicole Schmidt

Received by (Printed – First and Last Name)

Board Approval Date

9/6/19
12/14/23


HOLD TO LIGHT TO VIEW TRUE WATERMARK IN PAPER HEAT SENSITIVE RED LOCK DISAPPEARS WHEN HEATED
Wisconsin State Golf Association Foundation, Inc
11350 W. Theodore Trecker Way
West Allis, WI 53214
414-443-3560
79-1161/759
2136
DATE 3/18/2026
PAY TO THE ORDER OF Mishicot High School
$1000 00/100
One thousand & 00/100 DOLLARS
Peoples STATE BANK
1.888.929.9902
MEMO Boys Golf Grant
:075911616: 010101293511 02136
Details on back
Security features

SCHOOL DISTRICT OF MISHICOT

GIFTS/DONATIONS FORM

Purpose of the form: Board of Education approval is required for any donation with an estimated value of $250.00 or more.

Please complete the following information and submit to the District Office by email – sdirkmann@mishicot.k12.wi.us.

DONOR	Shootn' for P
TYPE OF GIFT OR DONATION	Monetary
PURPOSE FOR SPONSORSHIP	Mental Health Jerseys - Baseball and Softball
LOCATION	
ESTIMATED VALUE	$678.75
DATE DONATION RECEIVED	3/27/26
CHECK #	5055

Nicole Schmidt

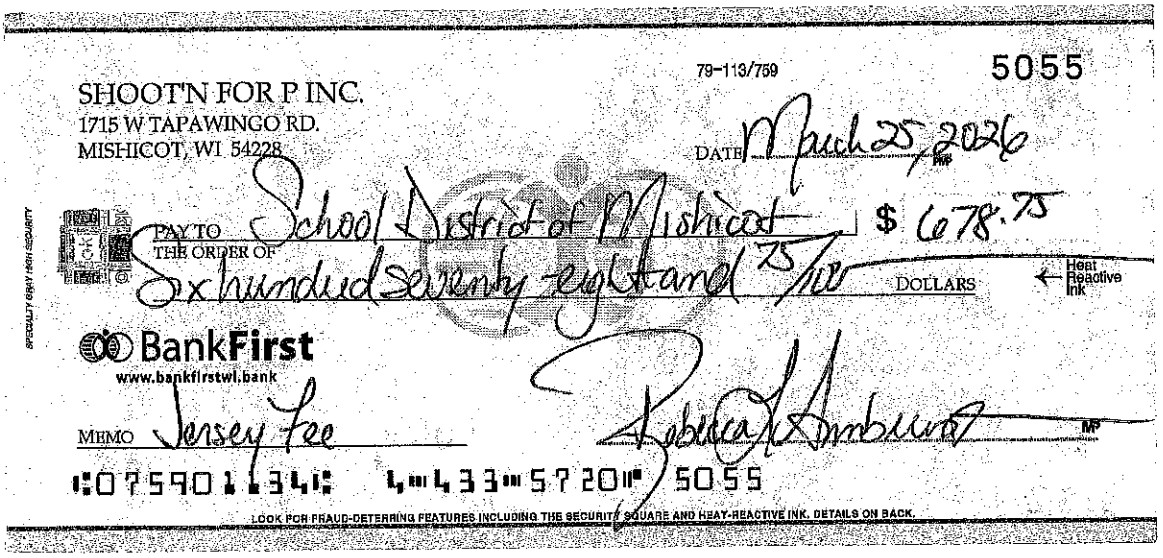
Received by (Printed – First and Last Name)

Board Approval Date

9/6/19
12/14/23

79-113/759

5055



SHOOT'N FOR P INC.
1715 W TAPAWINGO RD.
MISHICOT, WI 54228

DATE March 25, 2026

PAY TO THE ORDER OF School District of Mishicot $ 678.75

Six hundred seventy eight and 75/100 DOLLARS

Heat Reactive Ink

BankFirst
www.bankfirstwi.bank

MEMO Jersey Fee

Rebecca L Amberwood

⑆075901134⑆ 4⑈433⑈5720⑈ 5055

LOOK FOR FRAUD-DETERRING FEATURES INCLUDING THE SECURITY SQUARE AND HEAT-REACTIVE INK. DETAILS ON BACK.

SPECIALTY GRAY HIGH SECURITY