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Page 36



Future 15 & Young Professional awards finalists announced



Mai Nu Vang is surprised in her Lombardi Middle School classroom as a Future 15 finalist. **Janelle Fisher photo**

BY PRESS TIMES STAFF

GREEN BAY – On Dec. 12, the Greater Green Bay Chamber surprised finalists of the 2025 Future 15 & Young Professionals Awards at their workplace.

According to the chamber, the Current Young Professionals created the young professional awards in 2007 as a way to “honor

those who advance its mission by profiling best practices that could be adopted by other local individuals and organizations.”

Additionally, CYP sought to recognize local young professionals in Greater Green Bay who are achieving noteworthy accomplishments and contributing to the overall quality of life.

“Future 15 annually profiles 15 young professionals and awards a Young Professional of the Year, Young Entrepreneur of the Year and Next Generation Best Place to Work. These honorees are currently influencing the growth, prosperity, and quality of life in

See **FUTURE 15** page 3

Lead with a purpose



Graduating Class Speaker, Mia Laufer, provides inspirational words of encouragement to her fellow student, as the UW-Green Bay winter graduates crossed the stage on Dec. 14 in two separate ceremonies while being urged to “lead with purpose” and impact in the region. Nearly 500 eligible graduates and their families celebrated the 2024 winter commencement at The Weidner. More coverage inside and at gopresstimes.com.
John Craemer photo

Huempfer Green Bay VA Health Care Center rededicated



On Dec. 13, the Milo C. Huempfer Green Bay VA Health Care Center hosted a re-dedication ceremony in honor of the 80th anniversary of Huempfer’s actions in Belgium in December 1944. During the Battle of the Bulge, Huempfer found himself in Leignon, Belgium, where without any orders to do so, he elected to stay even after the town had been captured by the Germans. He was awarded the Distinguished Service Cross for his actions Dec. 23 and 24, 1944 while serving with the 551st Parachute Infantry Battalion. Pictured, Kyle Newkirk, left, Veterans Administration volunteer services specialist; James McLain, executive director of the Milwaukee VA Medical Center; Tim Deacy, administrator of the VA’s Northeastern Wisconsin Ambulatory Clinics; and Gerladine Huempfer-Gatz, daughter of Milo Huempfer unveil the plaque and display re-dedicating Milo C. Huempfer VA Health Care Center. For video coverage of the event, visit gopresstimes.com.
John Craemer photo

Bringing inclusivity home

BY MCKENZIE BRAY
CONTRIBUTING WRITER

GREEN BAY – You Belong is a non-profit organization that provides services and programs to families, people with disabilities and their caregivers.

It values inclusion, empowerment, accessibility, partnerships, building relationships and loving one another.

The organization was co-founded by husband and wife Greg and Amy Behrend when they got the idea while living in Minnesota.

Amy has always been surrounded by those with disabilities, having family members with disabilities and being co-director of Wisconsin Miss Amazing.

Greg used to be a paramedic, but wanted to do more.

He became ordained in the Moravian Church, working part-time as a pastor of

See **INCLUSIVITY** page 5



The organization offers many programs for children and adults, the most popular being Adventure Zone — an indoor play area open to the public.
You Belong photo

MMC announces holiday break for print editions

DEAR READERS,

MMC will not publish a printed edition of this paper between Dec. 26 through Jan. 1.

This will allow our employees to enjoy quality time with their families during the holiday season.

This publication will resume publishing on its regular day after the new year begins.

Thank you for your understanding, and we wish you a joyous holiday season.

Patrick Wood
Publisher

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On Dec. 12, the Greater Green Bay Chamber surprised finalists of the 2025 Future 15 & Young Professionals Awards. The staff at Discover Green Bay were announced as a Next Generation Best Place to Work finalist. Visit gopresstimes.com for video coverage. **Janelle Fisher photo**

FUTURE 15
from page 1

Greater Green Bay and demonstrate the ability to positively impact the area in the future through professional accomplishments and community involvement.”

Future 15 Award finalists

- Christine Bekyir, Northeast Wisconsin Technical College
- Erin Collar, NEW Water
- Taylor DeBroux, Boys & Girls Clubs of the Bay & Lakes Region
- Charm Der, Family Services of Northeast Wisconsin
- Abby Farragh, Breakthrough
- Christopher Ledvina, UW-Green Bay

- Kathryn Marten, UW-Green Bay
- Dareios Moore, Wello
- Tom Murphy, Green Bay Associated Bank
- Lindsey Petasek, Soles4Souls
- Madelyn Prailes, Howe Community Resource Center
- Sam Schwartz, Paramount Physical Therapy & Training
- Travis Vanden Heuvel, The KHROME Agency
- Mai Nu Vang, Green Bay Area Public Schools
- Tiffany Woelfel, Amundsen Davis, LLC

Young Entrepreneur of the Year finalists

- Tarlton Knight, The Tarlton Theatre

- Josh Kozlowski, Nature's Best Floral & Boutique
- Aisha Umar, The Black Orchid Catering

Next Generation Best Place to Work finalists

- Discover Green Bay
- Fox Communities Credit Union
- The AmeriLux Family of Companies

Follow the Press Times as we highlight these finalists over the upcoming weeks.

The winners will be announce at a banquet held Thursday, Feb. 27 at the Oneida Casino Hotel.

For more information, visit <https://www.greterg-bc.org/future-15>.



Kevin Osgood takes the pledge to serve another year as commander of United States Coast Guard (USCG) Auxiliary Division 095-47, Green Bay. USCG Auxiliary 9th Western District Commodore-elect Rober Kumpf was the officiant with assistance provided by USCG Commanding Officer, Sector Lake Michigan, Captain Seth Parker. **John Craemer photo**

An evening of remembrance, while looking to the future

BY JOHN CRAEMER
CONTRIBUTING WRITER/
PHOTOGRAPHER

GREEN BAY – It was an evening of camaraderie, remembrance and ceremony while looking to the future at the Tundra Lodge, Green Bay, for the United States Coast Guard (USCG) Auxiliary Division 095-47 Green Bay Change of Watch held Dec. 13.

The evening culminated with the Kevin Osgood taking pledge of office to serve another year as Commander of USCG Auxiliary Division 095-47.

Osgood was voted into the position by division members.

In the USCG Auxiliary, members hold offices, not a rank.

Officer positions come in two types: elected officers and appointed officers.

Elected officers are voted into the positions by membership and denote by a silver or blue “A” on their insignia.

Appointed officers are named to staff positions and denoted by a red “A” on their insignia.

Remarks were provided both USCG Auxiliary 9th Western District Commodore-elect Rober Kumpf and USCG Commanding Officer, Sector Lake Michigan, Captain Seth Parker.

“This past year, Sector Lake Michigan responded to 701 search-and-rescue cases. That ranked us number two nationally in all of the sectors across

the nation. We saved 250 lives and assisted 1,705 lives, preserving more than 14.76 million dollars in property,” Parker said.

USCG Auxiliary Division 095-47 and its subordinate flotillas hope to change that proactively by accomplishing their mission — to contribute to the safety and security of our citizens, ports, waterways and coastal regions.

The mission is accomplished by land-based operations, surface (water) missions, public education missions, USCG support and boating safety missions and agency (federal, state, and local) missions.

For more information, visit www.uscgaux.info/content.php?unit=095-47.

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Green Bay Police swear in five, promote three

On Dec. 16, the Green Bay Police Department recently swore in five new patrol officers and promoted three current officers to new ranks with approval from the Green Bay Police and Fire Commission, bringing the department to 180 sworn staff. New officers include: Patrol Officer Tyrel Barney, Patrol Officer Bradley Glisczinski, Patrol Officer Dylan Hill, Patrol Officer Joseph Lannoye and Patrol Officer Macie Heisel. Promoted officers are Lieutenant Solomon Ayres, with 15 years of service, and Detective Sheila Carlson and Detective Matt Woods, both with seven years of service. Submitted photo

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INCLUSIVITY
from page 1

the Freedom Moravian Church.

Initially, the idea was to make church services more accessible and accepting to those with disabilities, but realizing how challenging that might be, they decided to instead open an area where people of all abilities could play, spend time and support one another.

And both being from the Brown Country area, they knew they had to bring this organization back to their home, so they moved back to Green Bay, where they started You Belong.

Greg said that You Belong isn't just a place for people with disabilities, it is a place for people with all abilities.

The organization offers many programs for children and adults, the most popular being Adventure Zone — an indoor play area open to the public unless closed for private events.

The Adventure Zone is the first thing you see when walking into the building.

This play area is accessible to all, with a small cubby for younger infants, and a huge ramp to get to the top half of the play area.

There is even a corner of the play area that is more sensory-friendly.

Surrounding the Adventure Zone is a mural of different animals, all representing different disabilities.

Some of these charac-



You Belong is a non-profit organization that provides services and programs to families, people with disabilities and their caregivers. **You Belong photo**

ters include “Rolan the Triceratops” who uses a wheelchair to move around, “Bartholomew the Lion” who struggles with anxiety and “Starry the Sloth” who has a prosthetic leg, just to name a few.

Greg and Amy are working on a series of children's books around these characters, so look for that in the future.

There is also a separate sensory room for anyone who needs to get away from others and have quiet time to themselves.

They also have a fam-

ily and recreational area where they provide some of their other programs and activities.

This is where they provide family classes, caregiver classes and support groups, such as their mom-to-mom program, which helps newer mothers deal with postpartum depression.

You Belong is also looking to provide a similar class for dads.

Laura Krull, an assistant professor of sociology at St. Norbert College and grant writer for You Belong, shared how she

became involved with the program.

“I first got connected with You Belong in spring of 2023, when I was on parental leave. I felt pretty isolated as I figured out how to be a mom, and when I saw that You Belong offered a baby and me class, I decided to try it out, and I'm glad I did. My son and I continue to go to You Belong weekly for their family classes, where he and I have both made meaningful connections,” she said.

“I love all of the work that You Belong does as

they strive to care for families with young children, folks of all ages with disabilities, and caregivers. I was looking for ways to use my background in qualitative research and sociology to help advance You Belong's cause, so when I had the opportunity to join their team as a grant writer, it was easy to say yes.”

You Belong provides not only support to families but also vocational training for those with disabilities.

They currently employ two individuals with

disabilities; G. Behrend stated how it was important for these kids to see people like them being in leadership roles.

You Belong is located at 2960 Allies St., Suite 103 & 104, Green Bay, and is open every weekday with hours varying around the holidays.

They also offer a five-and-a-half respite event one Saturday a month, where caregivers and family members of those with disabilities can drop their children off and take care of other things in life.

All ages and disabilities are welcome to the respite event.

“I also have been excited to partner with You Belong for a service-learning opportunity embedded in my Intersections of Privilege class,” Krull said. “This semester, 12 students volunteered during a Saturday respite event, and they then submitted a reflection connecting their experiences to broader observations about the construction of (dis)ability in our society, access to respite care, and more.”

You Belong is not a licensed daycare, and the respite event, with trained officials, is the only time parents can drop off their children and leave them with staff.

Parents must be in attendance with their child at other times.

To learn more, visit www.youbelongwi.org.



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Worsened care feared as counties privatize their nursing homes

BY ADDIE COSTELLO
WPR AND WISCONSIN
WATCH

NORTHEAST WISCONSIN – Arlene Meyer is a busy woman.

The 86-year-old watches the news each morning in her room at Pine Crest Nursing Home in Merrill.

Then it's off to the dining hall for breakfast so she can "BS with everybody out there."

She never skips her daily walk and devours library books.

The event calendar in Meyer's room lists a smorgasbord of options: manicures and mimosas, chair Zumba, trivia and beer pong.

"The concept of old people, it's out," Meyer said, adding that "the days go by so fast."

Meyer moved to Pine Crest in 2023 to recover from pneumonia. She liked it so much she stayed permanently.

Lincoln County owns Pine Crest, one of 36 county-owned nursing homes in Wisconsin.

They are better staffed, have higher quality of care and draw fewer complaints than facilities owned by for-profits and nonprofits, a WPR/Wisconsin Watch analysis of U.S. Centers for Medicare and Medicaid Services data shows.

Wisconsin has more county-owned nursing homes than any state but Indiana.

But over more than three decades, residents in 22



Arlene Meyer poses for a portrait while resting in her room following her regular walk through the hallways of Pine Crest Nursing Home on Nov. 15.

Wisconsin counties lost public nursing homes to sales or closures.

This year alone at least five counties — including Lincoln — considered selling, started the sales process or sold.

County leaders say they have few options due to financial pressures.

Local organizers disagree, arguing counties should continue providing high-quality care for low-income older people and disabled adults.

Lincoln County's board voted to sell Pine Crest to a for-profit at the start of this year. After that buyer backed out, the board is planning to find a new one.

It didn't take long before Meyer, a former Lincoln County Board supervisor, heard rumblings about a sale.

"I was teed off about it because of some of these SOB's," Meyer said. "I love it here. I sincerely do."

Running a nursing home

is expensive, and counties aren't required to do so — something officials often realize during recessions and inflationary periods.

Since inflation started surging in 2021, at least five counties outside of Lincoln have sold or considered selling.

Meanwhile, dozens of for-profit nursing homes have closed.

Lincoln County started debating Pine Crest's future in 2022.

Then-board chair Don Friske noticed Pine Crest had for years run substantial annual deficits.

That's been the case since the 1980s for county-run nursing homes nationwide, said Anne Zahradnik, an associate professor of health administration at Marist College.

Those remaining "are a holdover from an orientation toward government solving problems," she added.

Wisconsin's county gov-



Arlene Meyer throws an inflatable baseball to another resident during her morning ball exercises at Pine Crest Nursing Home in Merrill. Joe Timmerman/Wisconsin Watch photos

ernments have long housed vulnerable populations.

Many ran "poor farms" for residents experiencing poverty starting in the 1800s.

Most states eventually created large centralized nursing homes to serve older people and those with disabilities, while Wisconsin prioritized keeping people close to home.

Nursing homes for decades were the only long-term care option for populations they served, with county homes the primary option for people on government assistance.

That is changing as many age at home or in assisted living facilities, maintaining more independence at a lower cost.

But assisted living, unlike nursing homes, can't

care for people who need regular medical attention.

Nor do they offer the same protections against evictions for residents on Medicaid.

The Wisconsin Counties Association projects a need for roughly 10,000 new skilled nursing beds by 2035 as state demographics trend older.

Counties struggle to keep up

Medicaid policy is complicated. The program is also how most nursing home residents pay for care.

Lincoln County's board lacks expertise on nursing home management, making it hard to keep up, Friske said, echoing officials in other counties.

As the board discussed

exiting the nursing home business, it learned the county was short more than \$1 million in expected revenue to cover one year's costs.

The state has traditionally subsidized county-owned nursing homes, and it started increasing Medicaid reimbursements in 2022.

That shrunk ongoing county deficits to provide care, wrote Elizabeth Goodstitt, a spokesperson for the Wisconsin Department of Health Services.

That was positive.

But it also meant counties would get smaller lump sum subsidies for operating nursing homes, something officials in multiple counties didn't anticipate.

Lincoln County used federal

See NURSING HOMES page 7



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NURSING HOMES
from page 6

pandemic relief to cover the unexpected subsidy loss — a short-lived option. State officials don't always effectively communicate with counties, said Rene Eastman, vice president of financial and regulatory services at LeadingAge Wisconsin. Still, Eastman said, the recent Medicaid rate reimbursement hikes could ease financial pressures "if counties hung on for a little bit longer."

St. Croix County Board Vice Chair Bob Feidler said his colleagues didn't seriously consider selling its nursing home.

But a discussion about that possibility prompted opponents to flood an August meeting.

The board voted against selling, deciding that nursing home revenue would likely grow, aided by higher Medicaid rates and a federal grant to open a dementia wing.

"All of a sudden, we went from what had been a negative revenue to barely a positive revenue, to a more solid projection," Feidler said.

Many Lincoln County residents hope their board will reach the same conclusion.

But increased Medicaid rates won't cover all costs,

like renovating Pine Crest's building, Friske said. That would likely require a property tax increase.

"You can't just go on a whim, 'Hey, yeah, we're going to throw this extra money on the property tax,'" Friske said. "People are struggling."

County leaders have historically asked voters to support nursing homes through ballot measures.

More than 80% of respondents to a 2023 Merrill Foto News and Tomahawk Leader online survey opposed selling Pine Crest.

But the board blocked two efforts to put Pine Crest's future on the ballot.

Private homes cut staff, benefits

Why buy a money-losing nursing home?

For-profits can't simply build new facilities.

The state determines the need for nursing home beds in different communities — typically requiring newcomers to buy a license from an entity already operating a facility.

Deficits under government ownership don't mean private companies can't turn a profit.

They might find savings by reducing staffing or rejecting applicants with behavioral issues who require costlier care.

The Centers for Medi-

care and Medicaid Services rates nursing home staff on a 1 to 5 scale, considering time they spent with residents and turnover.

The median staff rating at Wisconsin's county-owned nursing homes is 5, the highest possible, according to WPR and Wisconsin Watch's analysis.

That's compared to a median rating of 3 at for-profit facilities.

Workers at county-owned homes earn county benefits and access to one of the country's best-funded retirement systems.

That may explain why Wisconsin's county-owned homes tend to have less staff turnover than for-profits.

The state's for-profit nursing homes drew a median of three substantiated complaints over the last three years, compared to a median of zero at county-owned facilities, which also fared better than for-profits and nonprofits in health inspection and overall quality ratings.

Pine Crest earns a "much above average" federal rating, but county officials believe private owners could run it better.

Care & Rehab Company, which initially sought to buy Pine Crest, owns six facilities in Wisconsin and Minnesota.

That setup makes it

easier to fund repairs or convert rooms to assisted living quickly without repeatedly asking taxpayers.

Two facilities share Pine Crest's federal rating, but two others received "below average" ratings.

People for Pine Crest

Dora Gorski kept her husband Ken at home for as long as possible.

Ken, a father, veteran, martial arts instructor and first responder, was often too proud to admit to falling — even when Dora awoke to find him on the ground.

She initially got help from neighbors and home health aides who warned her about his worsening dementia.

When Dora realized she'd have no way to get him into their house upon their return from a hospital visit, Pine Crest was her first call.

The woman in admissions knew Ken, who had taught her children aikido.

Once he moved in, a maintenance worker recognized Ken as his former martial arts teacher.

A caretaker told Dora she had worked with him as a phlebotomist.

And Arlene Meyer, a fellow first responder who had long known Ken, lived down the hall.

"It was people who not just knew him as a dodder-

ing old man who is barely able to talk," Dora said. "They knew him as a respected instructor."

Two weeks before Ken's death in December 2023, Pine Crest hosted his 90th birthday party. His children, former students and friends packed a community room.

"That meant a lot to Ken," said Dora, who still participates in a group called "People For Pine Crest," which opposes a sale.

"We own it. It's our place," she said.

The group spent 2023 urging the Lincoln County Board to keep the nursing home.

Their petitions, yard signs, T-shirts, public testimonies, phone calls and emails didn't work.

The board voted to sell to Care & Rehab.

But an attorney and ally on the county board noticed a language problem in the sale agreement and sued.

Care & Rehab backed out before the case could move forward, offering People For Pine Crest a reprieve.

But Friske, who lost reelection this spring, sees a ticking clock. He expects Pine Crest will face a fiscal crisis that will force a closure unless it sells.

He resents any suggestion that his board colleagues don't care about those who depend on Pine Crest.

"What's happening here is friends and neighbors who are elected to the county board. They live here, their families are here, we're all here," Friske said.

Dora Gorski, who lives 20 minutes from Pine Crest, said the short distance allowed her to eat breakfast with Ken most mornings.

That routine would have been tough to maintain — doubling the length of her drive — had he lived in one of Lincoln County's two private facilities or the state veterans home in King.

The county hopes to keep some nursing home beds in Merrill, said current Lincoln County chair Jesse Boyd, but they won't be county-owned.

The county now has lined up a couple of potential buyers for Pine Crest.

If a sale proceeds? Gorski expects Pine Crest won't be the same place full of neighbors and friends from the community.

"You don't find that in some big city, and you don't find that in a private, for-profit nursing home," she said.

Into the Past



A 1923 historical postcard of the Walnut Street Bridge looking west, crossing the Fox River in Green Bay. UW-Green Bay Archives Green Bay Estuary Digital Archives Collection photo

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The Lost Dauphin: A strong case

BY KRIS LEONHARDT
EDITOR-IN-CHIEF

Continued from last week

Rev. John H. Hanson also relays a conversation that Eleazar Williams said took place between the Prince of Joinville and Williams in Green Bay at the Astor Hotel.

“You have been accustomed, sir, to consider yourself a native of this country, but you are not. You are of foreign descent; you were born in Europe, sir, and however incredible it may at first seem to you, I have to tell you that you are the son of a king,” the Prince told Williams.

“There ought to be much consolation to you to know this fact. You have suffered

a great deal, and have been brought very low, but you have not suffered more, or been more degraded than my father, who was long in exile and poverty in this country; but there is this difference between him and you, that he was all along aware of his high birth, whereas you have been spared the knowledge of your origin.”

The Prince then produced a piece of parchment paper that contained verbiage that would declare his renouncing of his right to the throne if signed.

Williams conveyed that signing the document “... might be the personal consequences to myself, I felt that I could not be the instrument of bartering



King Louis XVIII of France in 1814. Eleazar Williams bore a resemblance to the king. **Public domain photo**

away with my own hand the rights pertaining to me by my birth, and sacrificing the interests of my family, and that I could only give to him the answer which de Provence gave to the ambassador of Napoleon at Warsaw, “Though I am in poverty and exile I will not sacrifice my honor,” he said.

“The Prince upon this assumed a loud tone, and accused me of ingratitude in trampling on the overtures of the King, his father, who he said was actuated in making the proposition more by feelings of kindness and pity towards me than by any other consideration, since his claim to the French throne rested on an entirely different basis to

mine — not that of hereditary descent, but of popular election.”

The *Putnam’s* magazine article goes on to list two dozen points that provide a solid case for Williams and his link to King Louis XVI; this included his likeness to the royal family, various marks on his body which corresponded with those known to have been on the body of the Dauphin and two boxes of clothing and medals of Louis XVI and Marie Antoinette which were said to have been left with him in his youth.

While the article provided a strong case for Williams, someone would soon come forward to dispute his claims.

To be continued

Green Bay Council shows support for terms that will effectively relocate coal piles

BY KRIS LEONHARDT
EDITOR-IN-CHIEF

GREEN BAY – During the Dec. 17 meeting of the Green Bay City Council, board members passed a resolution in support of the lease terms that will go in front of the Brown County Board, which would effectively move the coal piles at the C. Reiss’ Mason Street location.

“This has obviously been a huge city priority, community priority, harbor commission priority for literal decades... according to Former Mayor Schmidt, even as far back as Romy Dennison, who was the mayor, I think, in the late 50s, early 60s,” Mayor Eric Genrich said prior to the vote.

“Just a monumental opportunity, I think, for all of us, for our community members and residents, to see this project move forward, to see the opening up of 35 acres of our near downtown waterfront for future reuse that will be to the benefit of all of Green



During the Dec. 17 meeting of the Green Bay City Council, board members passed a resolution in support of the lease terms that will go in front of the Brown County Board on Dec. 18. **Kris Leonhardt photo**

Bay and Brown County’s residents.

“And, in addition to that, enabling port growth and expansion at Pulliam with the construction of a new terminal up there; obviously, relocating C. Reiss’

operations, but enabling future growth on that parcel for use into the future.”

“This is something that the mayor and I had discussed as a formal procedure to really demonstrate the city support for obvi-

ously a very critical vote that is going to happen by the county,” said Council President Brian Johnson.

Johnson said that it wasn’t necessarily about moving coal piles, it was about port expansion.

CEO Keith Hasselhoff addressed the council stating that “C. Reiss has been part of this community for more than a century. Our company has done business on the Great Lakes since our founding in 1880, and we have called our Mason Street location here in Green Bay home since 1900.”

“The history of our company is closely linked to that of this community, and we know our future will be as well,” he added.

“We were told it would be best for the community if we relocated to the Pulliam site. So we engaged. But from the start, we made clear we would commit to being part of the project, but we also need to be good stewards of our company and the future of our business here.

“To be clear, we’ve offered a range of options to meet the community’s request to move the coal piles. When it was announced this summer that the county did not receive the \$25 million federal grant that it sought

to complete the full project as originally designed, C. Reiss offered a design of a smaller footprint at the Pulliam site that would allow us to move the coal piles using just the \$15 million the state had granted for the project, for the smaller footprint.

“C. Reiss put forth two offers: one similar to the lease that the county has in front of them and the other one — the purchase of the site for \$3.5 million. The potential sale would provide the county with a 100% return on its investment and generate approximately \$2.1 million to use on other projects. While the county administration has declined to pursue this option we’d still be open to it. The county administration has preferred a lease option, which is the agreement before them.”

The council approved the resolution by a 12-0 vote.

The matter is scheduled to go to the Brown County Board for approval on Wednesday, Dec. 18.

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NAI Pfefferle selected to work on sale of school district properties

BY KRIS LEONHARDT
EDITOR-IN-CHIEF

GREEN BAY – During its Dec. 16 special board meeting, the Green Bay Area Public Schools Board of Education awarded a contract for real estate negotiation and sale of school district properties to NAI Pfefferle.

NAI was selected above Ben Bartolazzi Real Estate Team and RE Commercial LLC, following interviews with all three firms that night.

NAI Senior Broker/Partner Greg Landwehr, who has been with the business for 12 years, said he was involved in the Neenah Joint School District dispositions, which took place in 2023.

“There were four properties. Shattuck (Middle) School was one that we sold. Roosevelt we sold, and Jacobson Road was some vacant land we sold that one. American Drive is still available,” Land-

wehr explained.

“We gained a lot of experience through the Neenah dispositions, and I think that would be valuable for you as well.”

Tom Fisk, managing broker and partner with 36 years in the business, said there would be four-member team leading the project with five assistants and that they have worked with the City of Green Bay, however nothing recent.

NAI Pfefferle was founded by John Pfefferle and his wife, Lynn.

John still operates as chairman and CEO of the company he founded in 1971.

“We’ve grown from a company where it was just he and his wife in 1971 to today, we have five offices. We just opened an office in Milwaukee. We have Green Bay, Appleton, Sheboygan and Wausau. With those offices, we essentially operate as two divisions



During its Dec. 16 special meeting, the Green Bay Area Public Schools Board of Education awarded a contract for real estate negotiation and sale of school district properties to NAI Pfefferle.

Kris Leonhardt photo

in our company. We have a property management division where we employ approximately 130 people

on property management. We do everything from collecting rents and doing accounting all the way to

mowing lawns and plowing snow in the winter, as well as building maintenance and things like that,” Fisk said.

“On the brokerage side of the business, which is what we’re discussing today, we have, including with the Milwaukee people, which we just added one today, I think we’re at 25 maybe a little higher concentration.

“I have no idea what our combined experiences: 250 years, or something crazy like that.

“In a given year, we do somewhere between 250 and 275 transactions. We do not do any residential real estate unless it’s apartments or something like that. So everything’s commercial transactions, from vacant land to medical buildings to office buildings, industrial buildings and kind of anything between, retail, all sorts of things. So we kind of cover the market.”

Fisk said that they were working with a couple of other educational groups with declining enrollment.

“And it’s very difficult because you have an infrastructure and all that sort of thing back.

“There’s some student housing that Adam and I are taking to market. I think it goes out tomorrow.

“So, it’s two apartment buildings that are owned by St. Norbert College that it’s now excess because of their declining enrollment, and so how do they get some value out of those?”

“So, we’re literally going to market and that sort of thing but it’s part of an ongoing process. You know, how do you balance all of these things, as well as kind of your place in the community of what you’re trying to provide?”

NAI was selected by unanimous vote.

Unified School District of De Pere absolved, results disputed

BY LEE REINSCH
CONTRIBUTING WRITER

DE PERE – Despite the Unified School District of De Pere being absolved of any wrongdoing when it comes to teaching reading, one school board member is threatening to sue.

Another board member is accusing the board’s head of a Class I felony, and a third issued a complaint about the first.

Board member Melissa Niffenegger, who filed a complaint with Wisconsin Department of Public Instruction in August regarding the district’s first- and second-grade reading curricula, disputes the recently released results from the DPI investigation.

The district produced a more than 200-page report for the DPI’s investigation.

Barb Novak, director of the Office of Literacy for the DPI, said in the report that Unified School District staff should be commended for taking

a “strategic, intentional and expertise-focused approach to early literacy that accelerates reading for every child while meeting the requirements of Act 20.”

But Niffenegger is having none of it.

“I adamantly disagree with the findings of the Department of Education,” Niffenegger said at Monday’s school board meeting. “I have valid reason to believe that their conclusions are incorrect.”

She said the school isn’t complying with Wisconsin’s Act 20 literacy law, which the state legislature passed in 2023.

It went into effect at the start of the school year.

Niffenegger said the school district is using a teaching technique called three-cueing, which the new law doesn’t permit.

Curriculum Director Kathy Van Pay has told Niffenegger more than once that the district doesn’t use the method.

The method was discontinued several years ago.

“Our curriculum does not include three-cueing,” Van Pay said in October. “Grades 1-4 discontinued using (the textbook) years ago. Kindergarten rewrote their curriculum to discontinue use of it as well.”

Niffenegger says the district’s website includes a book or a reference or link to a book by an author who promotes or has promoted three-cueing in the past.

Van Pay and other administrators and staff have told her it doesn’t.

Three-cueing encourages students to use context, syntax, and pictures or visual information when learning to read. It’s also called MSV, for meaning, sound/syntax, and visual cues.

“Our literacy leadership team has responded to repeated questions related to Act 20 since August,” Van Pay said. “Despite appearing before the Board at regular and frequent intervals, and

responding to lengthy, detailed questions, accusations by one Board member of non-compliance with Act 20 persist. The continued unsubstantiated allegations made during public meetings, or in comments on social media, are taking a personal and professional toll on all staff, especially those involved in our early literacy program.”

She said outside groups have spread misinformation about the district on social media.

“This is simply unacceptable when assessment data shows 90 percent of USDDP students in grades 4-6 are reading at or above grade level, and the DPI investigation determined we are fully compliant with Act 20,” Van Pay said.

Van Pay “respectfully requested” that no person or organization continue to make public allegations that the Unified School of De Pere is not in compliance with Act 20.

The investigation com-

pleted by DPI was a definitive finding, she said.

But Niffenegger says she has material facts supporting her claims that responses Van Pay has given to her questions “directly conflict with DPI’s conclusions.”

She said as she continues to “uncover more information,” she will bring it before the board.

“If the board chooses to ignore these concerns, I will pursue other avenues to ensure accountability and transparency,” she said. “I maintain that despite DPI’s findings, our literacy curriculum still fails to meet academic requirements. It’s critical that the board adapts my concerns that were made in good faith because I believe the curriculum may still rely on outlawed methods of literacy instruction.”

Board President Adam Clayton said the board had run the issue into the ground and there was nothing more to talk about. “This is not a dis-

cussion that is going to get any more fruitful, so let’s end it and move on,” Clayton said.

He added that he was not interested in putting it on a future agenda.

The topic has occupied large portions of several board meetings.

Board member Brandy Tollefson wrote to the board about publicly unnamed policy violations she said Niffenegger made, saying she wanted to give her the chance to correct them. If she were to choose not to, Tollefson would submit a formal complaint.

Her complaint will go to legal counsel. Thompson said he had received a number of complaints from the community about Niffenegger, and didn’t want to single one out.

The next step is for Clayton and Superintendent Chris Thompson to consult with the district’s attorney.

The topic may be on the Jan. 13 agenda.

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Ashwaubenon School Board gets update on Title VI EASIE Grant, crisis plan

BY MCKENZIE BRAY
CONTRIBUTING WRITER

ASHWAUBENON – During its Dec. 11 meeting, the Ashwaubenon School Board got an update on the Title VI EASIE Grant and the district crisis plan.

Jayne Ryczkowski, the Native American coordinator and graduation coach, presented an update on the Title VI EASIE Grant, which invests in and supports Native American and Alaskan Native students including academic support, cultural enrichment, college and career preparation, school readiness, prevention programs to lower dropout rates and culturally responsive education — ways to incorporate their culture into the curriculum.

The Ashwaubenon High School supports a total of 147 Indigenous students, and possibly more.

At the beginning of the year, the school sends out 506 forms for students to fill out if they are part of a Native American tribe, and so far 68% of the forms have been completed.

However, the amount of grant money they receive depends on the number of completed forms they receive, so the more forms completed the more money the district receives to help with Indigenous student needs.

This year they have received \$25,329 from the grant.

The most significant way this grant has helped these students is by hiring



During its Dec. 11 meeting, the Ashwaubenon School Board got an update on the Title VI EASIE Grant and the district crisis plan. **File photo**

Ryczkowski, giving them someone to go to if they need assistance.

The money has also aided in allowing them to fund ways to teach their culture to other students, including a program led by the high school students that taught Parkview Middle School students how to make corn husk dolls.

The high school has a total of 12 Indigenous seniors on track for graduation in the upcoming spring, with four of them currently accepted to colleges.

Also presented at the meeting was the board certification of the district crisis plan, presented by the co-chairs of the District Crisis Team Tammy Nicholson and Brian Carter.

This new plan looks at finding ways to improve safety across the Ashwaubenon schools.

The first big change made was updating the schools' evacuation plan sheets, making them more simplified and easier to read, as well as adding a map of the schools to the back of them and highlighting important information like the school's address and important phone numbers.

The crisis team is also looking at ways to make security stronger at the schools.

One idea being looked at is adding code systems so anyone needing to access the building must use a specific code to unlock doors.

These codes would only be valid during a certain time frame.

Another idea they are looking into is a visitor management system that requires visitors to log into

a system and put information in about where they are going and why they are at the school.

Then, a visitors badge is printed with their name and their destination.

This is to ensure that those visitors are in the places they need to be.

This system will also have a way to track information on the visitor, such as if they are on a sex registry list, have any restraining orders or any no-contact with a student.

The board approved this new plan, and while some finalization still needs to be completed, they are hoping to have it implemented in August 2025.

The next school board meeting will be held on Wednesday, Jan. 8, at 6:30 p.m. in the District Office, 1055 Griffiths Ln., Ashwaubenon.

Correction

In the Dec. 13 edition of the Press Times, "The Lost Dauphin: A noble-looking man" incorrectly stated that the daguerreotype was first widely used in the 1940s and 1950s. It should have read the 1840s and 1850s.

NEWS BRIEFS

Registration open for NEWCA Construction Leadership Academy

NORTHEAST WISCONSIN – Registration now is open for the second cohort of the Construction Leadership Academy, a management training program for new or emerging leaders within the construction trades.

The skills-development opportunity is offered by the NEW Construction Alliance (NEWCA) in partnership with the business and industry services department of Fox Valley Technical College (FVTC).

An 18-hour curriculum delivered in-person over six weeks, the training is specific to first-time or new supervisors engaged within the commercial construction industry and focuses on the skills, behaviors and attitudes needed for effective leadership in a commercial construction environment, along with providing the tools for connecting and engaging teams and individual team members.

Learning the skills for analyzing employee developmental needs and customizing an approach for employee performance improvement is another pillar of the program.

Participants are also taught the psychology of employee engagement and satisfaction, and receive the communication skills needed to coach, provide feedback, initiate change and manage conflict.

A link to register for the Construction Leadership Academy is at <https://t.ly/constructionleadershipacademy>.

A detailed, session-by-session listing of the curriculum also is available on the page.

"We are excited to again offer this training, which originated at the suggestion of our NEW Construction Alliance members," says Jason Mathwig, industry alliance director for New North Inc. "The feedback received from participants in our first cohort earlier this year, along with their supervisors, told us that practical instruction of this sort filled a valuable need for ascending employees within commercial construction. It also provides the opportunity to interact in a meaningful way with those in the industry."

A short informational session to learn more about the program and to have questions answered is being held virtually on Jan. 9 from 12-12:30 p.m.

Registration for the Zoom meeting is available at <https://t.ly/ACLvp>.

The second cohort of the Construction Leadership Academy will run on six consecutive Thursdays from 7:30-10:30 a.m., beginning Jan. 30 through March 6.

All sessions will be held at FVTC's D.J. Bordini Center and the cohort will be limited to 20 participants.

Tarl Knight named new chairman of Green Bay Neighborhoods

GREEN BAY – Green Bay Neighborhoods has announced the election of a new chairman, Green Bay entrepreneur and neighborhood leader Tarl Knight.

Jim Ridderbush, Noel Halvorsen and Alyssa Proffitt have been elected as vice chairman, treasurer and secretary, respectively.

Knight owns and operates Green Bay's historic Tarlton Theatre, serves as director of the downtown revitalization nonprofit organization The Shipyard District, Inc. and has served as vice president of Shipyard Neighborhood Association since 2022 and Seymour Park Neighborhood Association since 2024.

In 2024, Knight and The Tarlton Theatre partnered with a number of Green Bay neighborhood associations to present free, family-friendly programming, including Joannes Jams in the Joannes Park Neighborhood, Celebration of Spirit In Song in the Seymour Park Neighborhood, and All Bands On Deck in the Shipyard Neighborhood.

The Tarlton Theatre also presented Keys to the City, a public arts initiative which provided painted pianos in five different neighborhoods throughout Green Bay.

"While people in our community continue to struggle with limited resources and isolation, volunteering in our neighborhoods is the perfect catalyst for connecting with others over common ground and affecting local change," said Knight in a statement on social media. "As chair of Green Bay Neighborhoods over the next year, I'm committed to supporting our

See NEWS BRIEFS page 12

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Salms invest in nutritional sciences

FOR THE PRESS TIMES

GREEN BAY – The UW-Green Bay Foundation recently announced the receipt of a \$2 million gift that will allow the university to fund its first full-time researcher and accompanying support staff to study nutrition and its effect on early childhood cognitive development.

Aptly named the “Salm Professorship in Nutritional Sciences,” after its donors, Christopher and Susan Salm, it is anticipated that the research could have a large impact on the health and well-being of young children in the region and beyond.

This and complementary research in brain health and development through nutrition will further strengthen the work that is underway to position Phoenix Innovation Park as a research hub in Northeast Wisconsin.

“We are extremely grateful to the Salms for their gift to UW-Green Bay,” said Chancellor Michael Alexander. “This will further empower our students and faculty through research and evidence-based education that provide cutting-edge treatment and prevention options within our region. This gift is significant for our institution and validates the progress we have made to further student participation in undergraduate and graduate research in Northeast Wisconsin.”

“Powered by the belief that every child would benefit from optimal cognitive development stemming from adequate nutrition in the first years of life, the Salm Professorship will support UW-Green Bay’s leading nutrition program. This dedicated



Christopher and Susan Salm

research professor position will allow UW-Green Bay to collaborate with community partners that are part of the dynamic agriculture, food, and nutrition industries that contribute substantially to the regional economy. In addition, it will fuel further innovation and technological advances in maximizing the power of good nutrition,” a UW-Green Bay release stated.

“We are honored by this opportunity to give back and we want to support this vital research,” said Christopher Salm. “We know that specific nutrients have a profound effect on cognitive development and can change the health of a population. Let’s give it our focus.” From an educator’s perspective, Susan Salm added, “Many of us share a fascination with food and fitness, particularly young people. Let’s harness that energy and enthusiasm. This is one way to feed the need of students to recognize their purpose in life and hopefully, change the world for the better.”

“According to the U.S. Bureau of Labor Statistics, the field of nutrition has a hearty outlook – job growth for dieti-

tians is projected to continue growing at a healthy rate of 7% through 2031. Students interested in careers in these areas will now participate in research projects and other high impact practices which are a critical part of the curriculum at UW-Green Bay for all students, as it prepares them to be successful in the future, both in the workforce and through the pursuit of additional education,” the release added.

“Agriculture is one of the cornerstones of the economy in Wisconsin,” said John Katers, dean of the College of Science, Engineering and Technology at UW-Green Bay. “This professor will have the opportunity to conduct and complete research projects that are both applied and meaningful, while also serving the region. This approach for research aligns well with future development plans and will serve as a model for future growth at UW-Green Bay, including Phoenix Innovation Park.”

Christopher Salm earned his bachelor’s degree from UW-Madison in meat and animal science and complet-

ed his master’s degree and Ph.D. at Purdue University in muscle biology and bioengineering.

His industry experience includes years at Oscar Mayer, Johnsonville Sausage and ConAgra (Armour-Swift-Eckrich) with roles as principal scientist, plant manager, product developer, technical trouble shooter, brand manager and lastly, as vice president of research and development.

In 2003, Chris and Susan teamed up with three of Chris’ brothers to found Salm Partners in Denmark.

In 2015, Salm co-founded Ab E Discovery, a new venture designed to aid university scientists in the commercialization of their discoveries and inventions that are focused on animal agriculture and human health. From that start-up, three more businesses resulted: AbE Manufacturing, Ovation Foods and CoVigilance.

Susan Salm earned a bachelor’s degree from UW-Madison in natural resource management and master’s degree from Purdue University in counseling and student personnel.

She worked as a career advisor for Purdue, helping students find their calling and define their career aspirations.

Susan contributed to the establishment of five different business ventures with her husband in the last 20 years supporting in many different capacities including accounting, human resources, staff support and public relations.

Chris and Susan have three married children and seven grandchildren.

NEWS BRIEFS

from page 10

neighbourhood associations in funding their neighbourhood projects, planning neighbourhood festivals, concerts, and picnics, and activating neighbourhoods throughout our city.”

Aspiro announces Ryan Ruzziconi as new president

GREEN BAY – Aspiro is pleased to announce the appointment of Ryan Ruzziconi as its new President, effective Jan. 2.

Linda Negratti, Chair of Aspiro’s Board of Directors, expressed her enthusiasm for Ryan’s appointment.

“We are thrilled to welcome Ryan as the new President of Aspiro,” she said. “His extensive experience and passion for our mission make him the ideal leader to guide us into the future. We are confident that under his leadership, Aspiro will continue to thrive and make a significant impact in the lives of those we serve.”

Ryan shared his excitement about joining Aspiro: “I am honored to be part of such a dedicated and impactful organization. I look forward to working with the talented team at Aspiro to build on its strong foundation and continue to provide exceptional services to its clients and community.”

Port of Green Bay reports November tonnage totals

GREEN BAY – During the month of November, the Port of Green Bay saw 152,274 tons of cargo pass through its waters.

Year-to-date totals now stand at 1,560,277 tons compared to 1,621,134 during the same period last year, a 4% decrease year-over-year.

During November of 2023, the Port saw only 78,506 tons of cargo.

“A month ago, our tonnage totals were sitting at about 9% below last year’s totals. This month, we’ve recovered some of that tonnage,” explained Dean Haen, Port of Green Bay Director. “This is a prime example of how cargo shipments can fluctuate month-to-month and year-to-year based on a myriad of factors. It certainly makes Great Lakes shipping interesting.”

November’s leading cargo was limestone at 89,778 tons.

Other cargo throughout the month included cement (34,359 tons), petroleum products (18,330 tons), wood pulp (9,701 tons) and aluminum modules (106 tons).

During November, 17 ships entered the Port, bringing this season’s total vessel visits to 165 compared to 151 last year during the same time period.

“As the shipping season approaches its final months, we’d, once again, like to express our appreciation for our terminal operators and their contributions to the stability of our economy and great quality of life,” Haen added.



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Christmas Day Worship December 25

9:30 am

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Christmas Eve Worship Services

Tuesday, December 24, 5:00pm
Tuesday, December 24, 7:00pm

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CHRISTMAS EVE WORSHIP

TUESDAY, DECEMBER 24
2:00 PM | 3:30 PM | 5:00 PM

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Nativity of Our Lord Parish Holiday Mass Schedule

Christmas Masses

December 24th-4:00PM & 7:00PM

December 25th-8:30AM & 10:15AM

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December 31st-Vigil Mass: 5:00PM

January 1st-Masses: 8:00AM

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12/20: 9:00 AM - 12:00 PM

12/22: After the 8:45 AM
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12/24: After 3:00 PM and 7:00 PM
Christmas Eve services

12/26: 9:00 AM - 3:00 PM

12/27: 9:00 AM - 12:00 PM

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Vande Hei named De Pere Area Men's Member of the Year

FOR THE PRESS TIMES

DE PERE - Dan Vande Hei was recognized as this year's "Member of the Year" by the De Pere Area Men's Club.

The award was presented during the club's annual holiday banquet held at the Swan Club in De Pere.

Vande Hei is a longtime member of the De Pere Area Men's Club and currently serves on the organization's board of directors.

Each year the De Pere Area Men's Club recognizes a member who has "distinguished himself by participating in and leading numerous club projects."

Members are nominated based upon their contributions to the club, and then from those nominat-

ed a member is voted to receive the award by the organization's members.

"Dan Vande Hei played a key role in the success of this year's charity golf outing sponsored by the Men's Club. Dan was on the outing's leadership team that raised more than \$4,500 to help needy school children within De Pere school districts. Also, this past year, Dan was the project leader of a significant project that included recruiting and organizing several De Pere area organizations to help a needy family within the community," a club release stated.

"Dan is typically among the first to raise his hand to volunteer for the many



DePere Area Men's Club President Jack Driscoll, at left, and club board of directors member, Lee Meyers, at right, present Dan Vande Hei with the 2024 Member of the Year award.

Submitted photo

fund-raising activities that support the purpose of the organization," said Men's Club President Jack Driscoll. "Our club is fortunate to have Dan Vande Hei as a member."

The De Pere Men's Club is a community fo-

cus organization composed of more than 40 retired men who are dedicated on making De Pere a better place to live.

The club meets Tuesday morning meetings held at 9 a.m. at the De Pere Community Center, 600 Grant St., West De Pere.



Downtown statue 'receives' some love

The historic Green Bay Packer Receiver statue which now stands outside of The Depot restaurant in downtown Green Bay recently got a touch up. The statue originally stood in front of the Packer Hall of Fame displaying the No. 88, until 2003 when the Hall of Fame relocated inside the Lambeau Field Atrium. In June 2013 it was repainted in honor of Donald Driver — who spent his entire NFL career in Green Bay — by "Fence Painter" Chris Handler. Harvey Heise recently touched up the fading artwork of Handler. Read more about Handler in the January edition of Press Times' Packerland publication or listen to the next episode of Packerland Podcast on Spotify. Staff photo

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Commencement Speaker Robert B. Atwell, co-founder of Nicolet National Bank, prepares students for the next chapter of their lives with his comments. **John Craemer photos**



Chancellor Michael Alexander delivers opening remarks during the second commencement ceremony on Dec. 14.



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Veteran students are asked to stand and be recognized during the UW-Green Bay commencement event.

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A special appearance

Santa and Mrs. Claus paid a visit to the Milo C. Huempfer Department of Veterans Affairs Clinic Friday, Dec. 13, to spread holiday cheer to our nation's veterans and those who take care of them. **John Craemer photo**



Oneida Veterans Services delivers for area children

On Dec. 13, the Oneida Veteran Affairs office was filled with toys and gifts as the Oneida Veterans Services presented them to the Marine Corps Reserve's "Toys for Tots" in Green Bay. Oneida Nation veterans have fought in every conflict on behalf of the United States since the Revolutionary War. Last year's Toys for Tots campaign distributed 40,079 toys in the Green Bay area. **Submitted photo**

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Lo Lee named Packers Inspire Change Changemaker

FOR THE PRESS TIMES

GREEN BAY – The Green Bay Packers have selected Mai J. Lo Lee as the team's 2024 Inspire Change Changemaker — an annual award given to local leaders who are making a difference in their community — as part of the NFL's Inspire Change initiative's four pillars of education, economic advancement, police-community relations or criminal justice reform.

"An influential member of the community in Northeast Wisconsin for more than 17 years, Lo Lee has tirelessly nurtured belonging, wellbeing and inclusion for underrepresented groups through her advocacy and educational endeavors," a Packers release stated.

"Lo Lee currently serves as the culture and engagement strategist for the Division of Public Health at the Department



Lo Lee

of Health Services for the State of Wisconsin. After growing up in a refugee family on a ginseng farm in Central Wisconsin, she earned her bachelor's degree at UW-Eau Claire and her master's in education from UW-La Crosse. Prior to her time working for the Department of Health Services, she spent 16 years with UW-Green Bay, serving as multi-ethnic director of student affairs and senior multicultural advisor.

"In 2023, Lo Lee was honored with the Insight

Difference Maker Community Award and the Fox Cities Dr. Martin Luther King Jr. Educator Award for her profound contributions to community and education in Northeast Wisconsin. In 2021, she was appointed to the Governor's Advisory Council on Equity and Inclusion, crafting a sustainable framework to elevate diversity, equity and inclusion practices. She has served on the boards of Wisconsin Public Radio, Green Bay Botanical Garden and the Untitled Town Book and Author Festival."

Lo Lee has also been involved in Toward One Wisconsin, Wisconsin Leadership Summit, Wisconsin Women's Leadership Summit, Celebrate Diversity-Fox Cities and the Service League of Green Bay Back-to-School Store.

"We are pleased to honor Mai for the work she

has done in our community by naming her our Inspire Change Changemaker award recipient," said Packers President/CEO Mark Murphy. "Her advocacy and commitment to social justice spans a wide range of initiatives, positively impacting so many lives throughout Wisconsin, and we are proud to recognize her with this award."

Lo Lee will be recognized at the Packers' Inspire Change game on Monday, Dec. 23, against the New Orleans Saints.

As the award recipient, Lo Lee will receive a \$10,000 donation from the NFL Foundation to the nonprofit organization of her choice, which she will direct toward the Fox Valley Literacy Program.

For more information on Inspire Change and the Changemaker Award, visit NFL.com/Changemakers.



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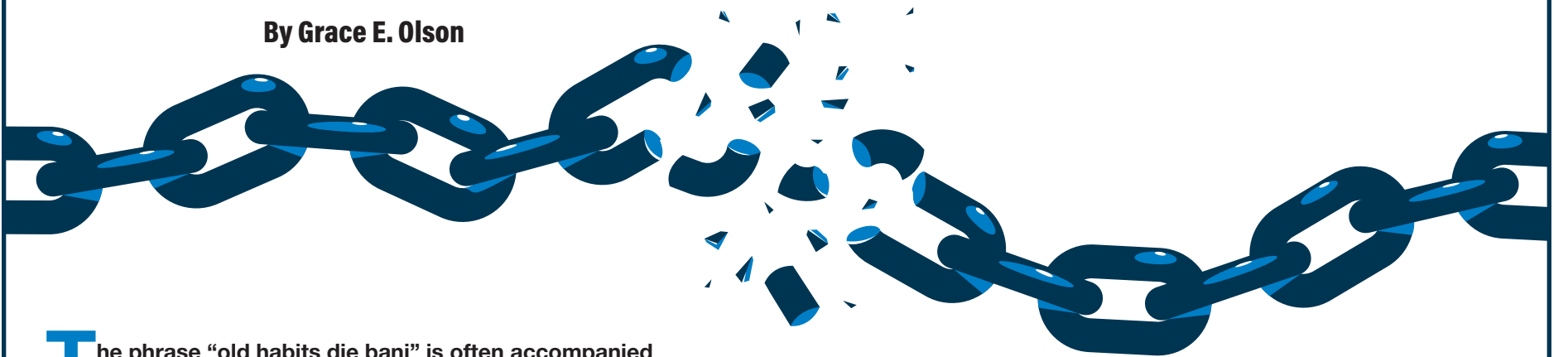
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Sick and tired of not reaching your goals?

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By Grace E. Olson



The phrase “old habits die hard” is often accompanied with a shrug of the shoulders, a sheepish grin and a chuckle or two. But feeling stuck isn’t funny.

It’s something Jay Luck, Master Hypnosis and neurolinguistic programming practitioner, sees in clients in varying circumstances every day. Whether it’s losing weight, quitting smoking or elevating your business or personal life, consistently not reaching goals holds us back and affects us in a variety of undesirable ways.

The owner of Wisconsin Hypnosis Center with locations in Green Bay and Appleton, and Apple Valley Hypnosis in Burnsville, MN began his career 39 years ago as a salesperson and sales trainer. He explains the surprisingly close connection between the two professions.

“My job now is to sell people on falling in love with themselves,” Jay says. “It’s the coolest sales job in the world. When you really love yourself, barriers go away. You start to think, ‘Of course I can learn that, of course I can do that.’ If we don’t like ourselves, we just don’t think we can accomplish things.”

Jay helps clients add self-love (sans arrogance!), while removing two common blocks: “It becomes about reducing shame and guilt,” he explains. “Shame and guilt prevent us from accomplishing things. They have no place moving forward in our lives.”

What do you want to solve? Why will hypnosis help?

Clients seek hypnosis for a variety of issues: weight loss, quitting smoking, confidence, chronic pain management, stress and anxiety, insomnia, procrastination and self-doubt, and others.

Wisconsin Hypnosis Center offers a free in-depth screening in order to determine a successful partnership between client and Jay. Being serious and committed to change is vital to finding success in their individualized programs. Screening are in person in clinic, one on one and often may be online.

“We ask them to imagine that what if they they never solve the problem they come in for, they continue doing what they’ve always done,” Jay explains. “You have to look in the mirror. You realize how bad this could be compared to how bad it already feels. How would you feel about yourself if you could have reversed all of this today and instead didn’t and you keep failing?”

In more than a few cases, clients have seen Jay for a particular problem they’re most struggling with and have seen positive side effects in other areas of their life, often such as sleeping better and less stress.

“I worked with a manager of 1,500 employees who was originally a client for weight loss,” Jay says. “He talks about how it changed his life. His stress level is lower than it’s ever been.”



“Grandmother goes from a painful size 24 to an 8 and has kept it off 10+ years so far.”
— Bev F., Green Bay

“Teacher loses 8 inches and 40 painful pounds.”
— Mary T., Burnsville, MN

“Horrible migraines gone after 3 sessions.”
— Jim M., Green Bay

“Nurse quits 40-year smoking habit.”
— Nancy B., Appleton

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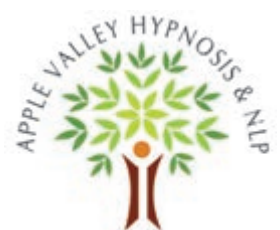
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Bringing holiday cheer to patients

Members of Green Bay Area Fire Fighters I.A.F.F. Local 141 in conjunction with the Green Bay Metro Fire Department (GBMFD) and Central Church contributed to another season of holiday cheer for patients at HSHS St. Vincent Children's Hospital in Green Bay. On Dec. 11, gifts collected by members of Central Church in Green Bay were delivered by the GBMFD to patients in their rooms at HSHS St. Vincent Children's Hospital, giving the children the opportunity to see and interact with the firefighters in some of their gear and even got a surprise visit from Santa. **HSHS photos**



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Press Times **CITY** pages™

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CELEBRATE
THE NEW YEAR
AT
TTNYE
PG. 2



BAMMY
NOMINATIONS
OPEN
PG. 3

SCENES FROM
SANTA
CYCLE
PG. 5

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**BAYLANDERS BARBERSHOP CHORUS BUILDS
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THE BUZZ



Titletown to celebrate the new year with TTNYE

For City Pages

Titletown is set to ring in the new year with its annual New Year's Eve celebration, TTNYE presented by Circle K, on Tuesday, Dec. 31, from 10 a.m. to 1 a.m.

The free, family-friendly event will feature extended tubing and skating hours, themed ice sculptures, live entertainment, various photo ops and two New Year's countdowns with fireworks to welcome the dawn of 2025.

Extended tubing and skating hours will take place from 10 a.m. to 12:30 a.m.

Guests are reminded to fill out their waivers online in advance at titletown.com/waivers.

Those planning to skate or tube during their visit to Titletown should visit titletown.com/visit/know-before-you-snow.

A midnight countdown will be projected onto the side of Lambeau Field, with an additional family countdown at 9 p.m., and fireworks following both the 9 p.m. and the midnight countdowns.

Free New Year's favors will also be provided as supplies last and food and beverage will be available for purchase throughout the event.

Community members can also enjoy the countdowns and fireworks from their vehicles in Lambeau Field Lots 5 and 6.

Guests can tune into 87.9 FM to hear the full soundtrack accompanying the countdown.

Titletown will also feature LED furniture, swings, cornhole, lite brite and mini golf for guests to enjoy until 1 a.m.

Ice sculptures will be situated throughout the park and an LED curling rink will be located on the game courts.

There will be live music and entertainment throughout the event, with Warden playing from 6 until 9 p.m. and Copper Box from 9:30 p.m. until 12:30 a.m.

Guests will also be able to enjoy a variety of beverages along the Champagne Walkway.

Fire pits and heating lamps will be placed throughout the park to keep visitors warm while outdoors.

Aside from skating and tubing admission and rentals, TTNYE activities are complimentary. All ages are welcome to attend. TTNYE is a part of Titletown's Winter Jubilee, presented by EUA and Shopko Optical.

Titletown's Winter Jubilee will last beyond the holiday season, with programming and events planned from January through March.

Beginning in January, winter programming will include yoga and fitness classes, skating lessons, children's activities, kicksled sessions, fireside drinks, mindful meditation, special ice skating theme days and more.

All activities are subject to change depending on weather.

Up-to-date information about activities and programming is shared through Titletown's social media platforms — Facebook, X and Instagram.

For more information about the event, visit titletown.com/events/titletown-new-years-eve. **CP**

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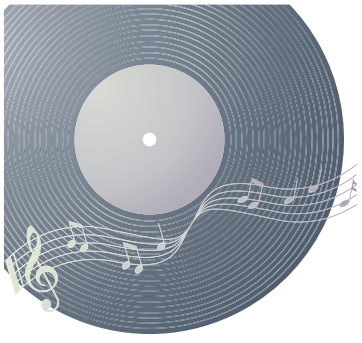
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THE BEAT

BAMMY nominations open for second annual awards

Awards show looks to recognize Northeast Wisconsin's music industry leaders

By City Pages Staff

The **Tarlton Theatre** will once again celebrate Northeast Wisconsin's musical talent in the second annual Bay Area Music Awards (the BAMMY Awards).

The BAMMY Awards, hosted by the Tarlton Theatre, aim to recognize and celebrate local leaders in the music industry and showcase the bands, musicians, performers and other music industry professionals making great accomplishments across more than 40 award categories.



This year's BAMMY Award categories are:

Industry Awards

- Original Artist of the Year
- Original Album of the Year
- Original Song of the Year
- Recording Studio/ Studio Producer of the Year
- Production Company of the Year
- Live Sound Producer of the Year
- Musical Artist Manager/Management Company of the Year
- Radio Station of the Year
- Music Festival of the Year
- Live Music Venue of the Year
- Instrument Store/ Instrument Repair of the Year
- Music Instructor of the Year
- Album Artwork/Album Design of the Year
- Music Photographer/ Music Videographer of the Year
- Concert Promoter/ Festival Promoter of the Year
- Breakthrough Artist of the Year

- Singer-Songwriter of the Year
- Classical Composer of the Year
- Lifetime Achievement

Musical Artist Awards

- Americana Artist of the Year
- Bass Music/ Dance Music Artist of the Year
- Bluegrass Artist of the Year
- Blues Artist of the Year
- Classical Artist of the Year
- Country Artist of the Year
- Hip-Hop/Rap Artist of the Year
- Jazz Artist of the Year
- Metal Artist of the Year
- Punk Artist of the Year
- Rock/Alternative Artist of the Year
- World/Latin/Reggae/ Ska Artist of the Year
- Jam Band of the Year
- Horn Band of the Year
- Cover Band/Artist of the Year

▲ This year's nominees and award winners will be recognized in an event spanning two days in March. File photos

Instrumentalist Awards


- Bassist of the Year
- Drummer of the Year
- Guitarist of the Year
- Keyboardist/Pianist of the Year
- Brass Instrumentalist of the Year
- String Instrumentalist of the Year
- Vocalist of the Year
- Classical Vocalist of the Year

Nominations for this year's BAMMY awards will be open through Jan. 1.

A public voting period will be held Jan. 1-Feb. 1.

This year's BAMMY Awards Show will span two dates this year: Wednesday, March 19, and Thursday, March 20.

Learn more about the BAMMY Awards and how to submit a nomination or vote at thetarlton.com. **CP**





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THE  STAGE
Thank you for the music
MANIA brings the songs of ABBA to the Meyer



By Janelle Fisher
City Pages Editor

▲ MANIA will bring the songs of ABBA to life on the Meyer Theatre stage on Jan. 2. Submitted photos

On Jan. 2, the Meyer Theater will be alive with the music of Swedish supergroup ABBA in a two-hour recreation of the group's last-ever concert.

"MANIA has been, from day one, one of the top tributes to ABBA," said Alison Ward, who plays Agnetha in the show and has been with the group for more than ten years. "We replicate one of their concerts, so we are bringing the same costumes — or as close as we possibly could — and we provide our best Swedish accents and all of the top hits. Over the years, ABBA had many fabulous releases, but we bring basically 20 of their top original favorites."

Attendees of the show can expect to hear all their favorite ABBA songs, including "Mamma Mia," "Voulez Vous," "Dancing Queen," "Winner Takes It All," "Waterloo," "Fernando," "Super Trouper" and many more.

"It's just great music," Ward said. "The music is so much fun in the audience and on stage. We're on the road and as a crew, we hear these songs hundreds of times, even thousands of times on every tour and it still brings us joy. The audience's reaction just says something about the melodies and the vibes and everything that [ABBA] did. 50 years later, you still get the same reaction to 'Mamma Mia' as it probably did when they released it."

With so many timeless classics on the set list, the MANIA show can be enjoyed by all ages, whether they learned about ABBA in the group's prime or from the more recent *Mamma Mia* films.

"It's crazy how we'll see a little girl with her mom and her sisters and their aunts and grandma — all ages — and they're all enjoying the show together," Ward said. "This concert and the show itself is for all ages. It's for a little girl who's probably seen *Mamma Mia* and knows the songs or she's heard 'Gimme Gimme' on Tik Tok — ABBA's come back now for the younger generation. And it's for the older generation who remember them from the beginning... Families come together [at this show] with a grandma and her granddaughter dancing away to a song like she may have danced to when she was a kid. It just works for everybody."

Throughout the concert, Ward said audience participation is welcome and encouraged.

"We definitely provide some dance moves to help get everybody involved," she said. "In 'Fernando,' everyone is swaying. When I sing 'Winner Takes it All,' we encourage everyone to get out their flashlights... For me, you come in and whatever happened that day, you leave it at the door. You're coming in and you're singing and you're dancing and everyone leaves the show smiling, including us... We encourage everyone to come, dance, join in and do what



▲ The MANIA show is a recreation of ABBA's last concert, complete with costumes and many fan-favorite songs.

they can. From start to finish, it's two hours and about 25-30 minutes of just pure fun, good energy and good vibes."

And that reaction from the audience is what Ward said has kept her coming back over her years of performing with the group.

"There's something about ABBA that makes me feel young," she said. "Over the years and in my life, the stories and the songs have made such an impact on me over my journey. They definitely hit harder in different times of my life, but now, 15 years later, the joy I get from the intro to 'Dancing Queen' hasn't changed... When we're on the tour bus, it can be sleepless nights on bumpy roads. But when we get on stage, we're ready to perform. We give 2,000% and when we do that, the audience's reaction is what makes me keep coming back. It's just so amazing how much they love the music and we love to perform for them, so it's a win-win."

More information about MANIA and tickets for the show are available at meyertheatre.org. CP

www.GoPressTimes.com



HUNDREDS OF SANTAS, GRINCHES AND OTHER FESTIVELY DRESSED CYCLISTS FILLED THE STREETS OF DOWNTOWN GREEN BAY ON SATURDAY, DEC. 14, FOR THE ANNUAL SANTA CYCLE CHARITY BIKE RIDE. THE SANTA CYCLE RIDE, NOW IN ITS EIGHTH YEAR, SERVES AS A FUNDRAISER BENEFITING CHILDREN'S WISCONSIN. JOHN CRAEMER PHOTOS

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COVER FEATURE



◀ In addition to building community within the group, the Baylanders Barbershop Chorus supports the local community, donating more than \$60,000 since 1995.

Ringing a chord



Baylanders Barbershop Chorus builds community in Brown County

By Janelle Fisher
City Pages Editor

For nearly eight decades, the Baylanders Barbershop Chorus has been building a community of musicians and keeping the barbershop style alive in Brown County.

Barbershop harmony is characterized as unaccompanied vocal music with four-part chords on every melody note.

"It's a different type of harmony that you don't get [anywhere else,]" said Paul Blair, president of the Baylander Barbershop Chorus. "The classics have a certain appeal to people, but it's the close, tight harmony that is different in barbershop as opposed to other types of music. In pop music, you may get one or two harmonic lines that go together, but with barbershop, you have four lines and each chord has its own role in where it carries the song forward."

Within the barbershop style, though, Blair said a wide range of music can be performed.

"It's the music and chording that make up our style, but we sing all different forms of music," he said. "We have religious songs, patriotic songs and pop songs. Anything from Beatles tunes to 1910 Vaudeville music and everything in between. We have arrangements of modern music as well."

Each year, the Baylanders Barbershop Chorus puts on a variety of performances to share the barbershop style.

"We've been around for almost 80 years," Blair said. "We're a part of the Barbershop Harmony Society based out of Nashville, Tenn. — an international organization. Our goal is to spread the barbershop style and encourage singing throughout the country and throughout the world."

All ages are welcome to join the barbershop groups within the Barbershop Harmony Society.

"At this point, we're mostly an older group in Green Bay," Blair said. "There are different ages, though, in other chapters throughout America. There are more than 20,000 members of the Barbershop Harmony Society in America and there are chapters internationally as well and they range anywhere from age 16 or 18 up to 95+."

Even with such a wide range of ages represented worldwide, Blair said connections between members are common.

"One of the nice things about the Barbershop Harmony Society is that oftentimes there are a lot of family ties and connections," he said. "My son, Michael Blair, sings barbershop as well and just last year his quartet won the District Championship... He's been singing for a number of years and I've been singing for 34 years."

And it's those very connections that have kept Blair and many other members coming back to barbershop year after year.

"You come for the music and stay for the fellowship," he said. "It's a great bunch of guys. Every chapter that I've



◀ **Top left:** The Baylanders Barbershop Chorus is a part of the Barbershop Harmony Society, with more than 20,000 members worldwide and a variety of ages. Submitted photos

◀ **Bottom left:** The Baylanders Barbershop Chorus has been bringing barbershop music to the Green Bay area for nearly eight decades.



been involved with has always been very welcoming.”

And the Baylanders Barbershop Chorus is no exception, with the door always open for new and prospective members to stop by a rehearsal and try it out.

“If you show up at a rehearsal, you’ll be welcomed at any time,” he said. “Just show up on any Monday night and we will welcome you. We will have music available for you and we’ll do a little bit of voice placement to see if you sing higher or lower... And we’ll encourage you to come back, listen to us a couple of times and sing with us. Most people, when they come in, they get hooked.”

With nearly eight decades behind them, Blair said the Baylanders Barbershop

▲ Paul Blair, second from left, started his venture into the world of barbershop music at a young age.

Chorus is focused on “just continuing to spread the joy of singing throughout the area both as a performance for an audience but also for the joy it brings for ourselves.”

“There’s something about what we call ‘ringing a chord’ — where you get the four voices that lock together and you get a great chord,” he said. “The sound just makes the hair on your arms stand up. It’s just a really cool feeling when that chord comes together and rings. And then there’s the joy of entertaining an audience, as well.”

More information about the Baylanders Barbershop Chorus can be found at baylanders.org. **GP**



▲ The Baylanders Barbershop Chorus recently held its annual Christmas concert, performing with The Chantelles and collecting food donations for Paul’s Pantry.

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PRESENTS

Pets of Brown County

Flynn

Meet Flynn, an almost-three-year-old Cavalier King Charles Spaniel. Flynn attends St. Norbert College with his human, serving as an emotional support animal. Flynn loves playing tug of war, bathing in the sun, going on walks, eating whipped cream, cuddling and sleeping the day away. Flynn is also very fond of the squirrels that live on the St. Norbert campus. Submitted photo

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Let Me Be Frank’s 25th all original Christmas show for the whole family! This year, it’s a boomer baby Christmas. *A Christmas Story* and *Leave It to Beaver* combine with all your favorite classic Christmas songs. Will there be a leg lamp in the window when the Johnsons come over for dinner at the Griswoldski house? Find out!

at Meyer Theatre

Friday, November 29th at 7:30pm	Friday, December 13th at 7:30pm
Saturday, November 30th at 1:00pm	Saturday, December 14th at 1:00pm & 7:30pm
Wednesday, December 4th at 7:30pm	Wednesday, December 18th at 7:30pm
Thursday, December 5th at 1:00pm	Thursday, December 19th at 1:00pm & 7:30pm
Friday, December 6th at 7:30pm	Friday, December 20th at 7:30pm
Saturday, December 7th at 7:30pm	Saturday, December 21st at 1:00pm & 7:30pm
Wednesday, December 11th at 7:30pm	Friday, December 27th at 7:30pm
Thursday, December 12th at 1:00pm & 7:30pm	Saturday, December 28th at 7:30pm

Tickets are available at meyertheatre.org, tickestaronline.com, by calling Ticketstar at 920-494-3401, or at the door (the Meyer Theatre box office opens one hour before each performance).

arts & entertainment
HIGHLIGHTS
 by Janelle Fisher



Holiday Pops

Dec. 20 and 21 | Weidner Center, Green Bay
 Christmas favorites performed by The Dudley Birder Chorale, Weidner Philharmonic and an array of special guests.
 Performances will take place on Friday, Dec. 20, at 7:30 p.m. and Saturday, Dec. 21, at 2 p.m.
 Tickets start at \$25.
 Head to weidnercenter.com to learn more and purchase tickets.



Breakfast With Santa

Saturday, Dec. 21
Daily Buzz, Green Bay
 Festive morning meal with Santa. Breakfast will include hashbrowns, scrambled eggs, sausage links and bacon, along with orange juice, hot chocolate or Door County Coffee. This event will begin at 9 a.m.
 Admission is \$12 for ages 12 and under and \$18 for ages 13 and up. See Daily Buzz Espresso Bar's Facebook page for more details. Call (920) 940-0130 to make a reservation.



Dash of SAGE Holiday Pop-Up

Sunday, Dec. 22
Bellin Building, Green Bay
 Wrap up your holiday gift hunt with local artists. This event will run from 11 a.m.-4 p.m.
 Find more details and sneak peeks of what will be available at the market on Create With SAGE's Facebook page.

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Sewing Lesson - Basic Mending and Buttons

Monday, Dec. 23
Wonders by Women, Green Bay
 Learn the basic things you need to know to fix your clothing items with minor damages. Bring in an item and learn how to fix it. Class will begin at 9 a.m.
 Registration is \$30 and includes a basic sewing kit to practice with in class and take home. Visit wondersbywomen.com to learn more and to register.



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Laundry Love Event

Friday, Dec. 27
Military Ave. Maytag Coin Laundry, Green Bay
 Free laundry washing for neighbors in need. Quarters, soap and dryer sheets will be provided. Each individual can wash up to two loads and each family can wash up to five loads. Bringing bedding is encouraged and will not be included in the load limits. Sign-in will run from 5:15-8:15 p.m. Laundry will be done from 5:30-9 p.m. on a first come, first served basis. For more information, head to laundrylovegreenbay.org.



Yoga with Kitties

Saturday, Dec. 28
Safe Haven Pet Sanctuary, Green Bay
 Yoga session led by Unknown Yogi with some rescue cats. Bring your own yoga mat. No previous yoga experience is needed. Class begins at 9:30 a.m.
 Tickets for this event are \$15. Proceeds benefit the cats at Safe Haven Pet Sanctuary. Find more details and register at safehavenpet.org.

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Book Club With Cats

Monday, Dec. 30
Haven Books, Green Bay
 Discussion of *I'll Be Gone For Christmas* by Georgia K. Boone surrounded by cats. The discussion will begin at 5:30 p.m. Tickets to attend are \$10. All proceeds benefit the animals of Safe Haven Pet Sanctuary. Books are not provided, but are available for purchase through Amazon/Audible, Barnes & Noble, local bookstores and libraries. Learn more on Haven Book's Facebook page.



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Winter Arts and Crafts Workshops

Tuesday, Dec. 31
Urban Cultural Arts and Event Center, Green Bay
 Create holiday keepsakes to cherish. This event will run from 11 a.m.-4 p.m. Each project takes approximately one hour to complete. Registration is \$15 per participant. Children under age five will need a parent or guardian to assist with their project. See Urban Cultural Arts' Facebook page to learn more.

BiG GiDE

The largest list of art, dance, lectures, kids' stuff, movie schedules, music, theater, sports, workshops and many other activities in your community.

Submissions to the Big Guide are free

and must be received 10 days in advance. Items that are not received within this time frame cannot be guaranteed to be posted. Email your Big Guide submissions to Janelle at jfisher@mmclocal.com

LIVE MUSIC

Friday, Dec. 20

Horace Greene, Carlo Champagne & The Balcony Brothers and The Sinner and The Saint • At the Tracks, Green Bay. Alternative, indie rock, yacht disco, pop punk and emo pop music. 9 p.m. \$11. (Under 18 must be accompanied by an adult.) See At the Tracks on Facebook for more details.

Saturday, Dec. 21

Ifdakar with Peter Plumb • At the Tracks, Green Bay. Psychedelic rock, funk, jazz, folk rock and electronica music. 8 p.m. \$10. (Under 18 must be accompanied by an adult.) See At the Tracks on Facebook for more details.

Friday, Dec. 27

Smoke Free Home, Sons of Kong and TUK • At the Tracks, Green Bay. Garage rock, blues rock, punk rock and metal music. 8 p.m. \$10. (Under 18 must be accompanied by an adult.) See At the Tracks on Facebook for more details.

Saturday, Dec. 28

Acoustic Mayhem • Paradise North Distillery, Green Bay. '80s, '90s and modern rock covers. 5:30-8:30 p.m. Learn more on Acoustic Mayhem's Facebook page.

Rocke Brothers Christmas • CupOJoy, Green Bay. Christmas show featuring a mix of primarily southern gospel and acapella music. 7:30 p.m. Free admission. Reserved seating available for purchase. Learn more at cupojoy.com.

Sunday, Dec. 29

Paul Wilmet • Captain's Walk Winery, Green Bay. Country, folk and original music. 3-6 p.m. See Captain's Walk Winery's Facebook page for more information.



GREEN BAY JAZZ ORCHESTRA

THURSDAY, JAN. 2 | 6 P.M.
THE TARLTON THEATRE, GREEN BAY.

Performance by the area's premier jazz performers. Free admission. Donations appreciated. Head to thetarlton.com to learn more.

Friday, Jan. 3

AAC, The French Irish Coalition and The Royal Blue • At the Tracks, Green Bay. Indie rock, alt rock and blues rock. 8 p.m. \$10. (Under 18 must be accompanied by an adult.) See At the Tracks on Facebook for more details.

Ongoing

Jazz, Blues, and Brews • Copper State Brewing Co., Green Bay. Tuesdays at 6 p.m. No cover charge. Visit Copper State Brewing Co.'s Facebook page for more information.

ON STAGE/SCREEN

Saturday, Dec. 21

Movie Night at the Walk • Captain's Walk Winery, Green Bay. Screening of National Lampoon's Christmas Vacation. 7 p.m. See Captain's Walk Winery's Facebook for more details.



DARYL ROGERS FAMILY NIGHT

FRIDAY, JAN. 3 | 7 P.M.
CUPOJOY, GREEN BAY.

Magic tricks, illusions and sleight of hand. Free admission. Reserved seating available for purchase. Learn more at cupojoy.com.

Ongoing

ComedyCity Grown-Up Show • ComedyCity, De Pere. Fridays at 7:30 p.m., Saturdays at 8:30 p.m. (18+) See thetarlton.com for more details.

ARTS/EXHIBITS

Sunday, Dec. 22

Dash of SAGE Holiday Pop-Up • Bellin Building, Green Bay. Wrap up your holiday gift hunt with local artists. 11 a.m.-4 p.m. Find more details on Create With SAGE's Facebook page.

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Monday, Dec. 23

Make a Stuffed Sewing Lesson • Wonders by Women, Green Bay. Use a sewing machine and learn the basics of piecing together fabric pieces to make a stuffed animal. 5 p.m. \$35. Visit wondersbywomen.com to learn more and to register.

Tuesday, Dec. 31

Winter Arts and Crafts Workshops • Urban Cultural Arts and Event Center, Green Bay. Create holiday keepsakes to cherish. 11 a.m.-4 p.m. \$15. See Urban Cultural Arts' Facebook page to learn more.

Ongoing

Railroad Tools: Building for our Future • National Railroad Museum, Ashwaubenon. Exhibit featuring tools that were used for railroad building. Open during normal museum hours through Dec. 31. Included with daily admission. Find more details at nationalrrmuseum.org.

Sharks • Mulva Cultural Center, De Pere. Experience breathtaking shark models, learn about 180 shark species "swimming" in an immersive setting, view shark artifacts, view displays about indigenous cultures and connections with sharks and the impact that climate change has had on shark habitats. Open Oct. 5 through Jan. 5. \$20. Learn more and purchase tickets at mulvacenter.org.

Northeast Wisconsin Watercolor Society Monthly Meetings • St. John's Lutheran Church, Ashwaubenon. Monthly group meeting with social time and demonstrations. First Monday of the month at 6:30 p.m., Sept. through May. Find more details at newiswatercolors.com.

Green Bay Arts Unlimited Meetings • St. John's Lutheran Church, Ashwaubenon. Artist demonstrations, meeting, networking and fellowship. Second Tuesday of each month at 6:30 p.m. Contact Mary at (920) 676-6825 for more details.

HOLIDAY FESTIVITIES

Friday, Dec. 20

A Sweet Acoustic Christmas • CupOJoy, Green Bay. Four-piece classic acoustic rock-style Christmas music. 7:30 p.m. Free admission. Reserved seating available for purchase. Learn more at cupojoy.com.

Saturday, Dec. 21

Breakfast With Santa • Daily Buzz, Green Bay. Festive morning meal with Santa. 9 a.m. \$12 for ages 12 and under, \$18 for ages 13 and up. See Daily Buzz Espresso Bar's Facebook page for more details. Call (920) 940-0130 to make a reservation.

Photos with the Grinch • Petco, Green Bay. Holiday pet photos and event supporting Community Paws of Wisconsin. 11 a.m.-1 p.m. \$10. See Community Paws of Wisconsin's Facebook page to learn more.

Paint with Santa • Urban Cultural Arts and Event Center, Green Bay. Meet Santa, paint a Christmas picture and capture the moment with photos. 2-5 p.m. Free. See Urban Cultural Arts' Facebook page to learn more.

A Very Puppet Christmas • ComedyCity Theatre, De Pere. Step into a world of wonder as the merry band of puppet characters embarks on a quest to discover the true meaning of Christmas. 6:30 p.m. \$10. Find more details and purchase tickets at comedycity.net.

Snowy Mittens: An Improvised Holiday Romance • ComedyCity Theatre, De Pere. Holiday treat that's reminiscent of your favorite romantic holiday movies. 8:30 p.m. \$15. Find more details and purchase tickets at comedycity.net.

Thursday, Dec. 26

Boxing Day Scarf Exchange • Casuals, Green Bay. Celebrate Boxing Day and exchange scarves. 6:30 a.m.-4 p.m. See Casuals' Facebook page for more information.

Tuesday, Dec. 31

Rockin' New Year's Eve • Children's Museum of Green Bay, Green Bay. Celebrate the end of 2024. Countdowns at 11 a.m., 12 p.m. and 1 p.m. Included with regular admission. Head to gbchildrensmuseum.org to learn more.

New Year's Eve Party • Nightly Buzz, Green Bay. New Year's Eve party featuring Wisco YD, games and snacks. 10 p.m.-3 a.m. Head to The Nightly Buzz's Facebook page for more details.

TT NYE • Titledown, Ashwaubenon. Welcome in 2024 with extended tubing and skating hours, themed ice sculptures, live

entertainment, two new year's countdowns with fireworks and more. 10 a.m.-1 a.m. Free. For more information, visit titledown.com.

Ongoing

Holiday Pops • Weidner Center, Green Bay. Christmas favorites performed by The Dudley Birder Chorale and Weidner Philharmonic. Dec. 20 at 7:30 p.m., Dec. 21 at 2 p.m. \$25+. Head to weidnercenter.com to learn more and purchase tickets.

Christkindlmarket • Red Sculpture Park, Green Bay. Outdoor traditional-style holiday market with festive food and drink, gifts and programming. Fridays from 4-9 p.m. and Saturdays from 10 a.m.-3 p.m., through Dec. 21. Follow On Broadway, Inc. on Facebook for more information.

Santa's Titledown Mailbox • Titledown, Ashwaubenon. Celebrate the magic of the holiday season and share a note or drawing for Jolly Old Saint Nick. 7 a.m.-10 p.m., Nov. 29-Dec. 18. Free. For more details, head to titledown.com.

A Frank's Christmas • Meyer Theatre, Green Bay. 25th annual Christmas show by Let Me Be Frank Productions. Select dates and times Nov. 29-Dec. 28 \$40. Visit letmebefranks.com to find out more and to purchase tickets.

Merry and Bright Canopy Lights • NEW Zoo, Suamico. Experience the zoo during extended evening hours with festive, holiday lights strung through the treetops. Nov. 29 and 30, Dec. 6, 7, 13, 14, 20, 21, 22, 26, 27, 28 and 29. Regular canopy tour pricing applies. To learn more, see newzoo.org.

Garden of Lights • Green Bay Botanical Garden, Green Bay. Bright lights and fun nights featuring old favorites and new sights. Select nights Nov. 29-Dec. 30 from 4:30-9 p.m. \$14+ for adults, \$5+ for children under 12. Visit gbbg.org for more details and to purchase tickets.

Festival of Trees • National Railroad Museum, Ashwaubenon. Dozens of uniquely decorated trees created by local businesses and organizations nestled among the exhibits. Open during museum hours through Jan. 5. Included with regular admission. See nationalrrmuseum.org for more details.

Holiday Memories of Downtown Green Bay • Neville Public Museum, Green Bay. Exhibition of animated figures from H.C. Prange's department store along with the Enchanted Forest, the Snow Babies and charming forest animal collections. Open during normal museum hours, Nov. 23-Feb. 10. Included with general admission. Find more details at nevillepublicmuseum.org.

FOOD/DRINK

Saturday, Dec. 28

Cartoon Brunch • The Tarlton Theatre, Green Bay. Classic cartoons and brunch specials. 12-2 p.m. Free admission. Visit The Tarlton Theatre's Facebook page to learn more.



FETTUCCINE WITH FRIENDS AND FAMILY

TUESDAY, DEC. 31 | 6:30 P.M.
THE FLOUR POT LLC, DE PERE.

Learn to create a menu of fettuccini pasta with your choice of sauces, salad and garlic bread. \$85. To learn more and to register, visit flourpot-llc.com.

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Ongoing

Winter Wine and Beer Walk • Broadway District, Green Bay. Enjoy tastings from local wineries, breweries, and a few eateries while visiting businesses and exploring the Broadway District. Dec. 6, 13 and 20 from 4-9 p.m. \$35 in advance, \$40 day-of. (21+) Check out downtowngreenbay.com for more details and to purchase tickets.

Cruise In Thursdays • WINEaLOT Vineyards, Greenleaf. Evening of cool cars, wine/beer and food. Thursdays from 4-8 p.m. (All minors must be accompanied by an adult) Visit winealotvineyards.com for more information.

Dutch Treat Breakfast • Bay Family Restaurant, Green Bay. Opportunity for Lifelong Learning Institute members and non-members to socialize outside of the classroom setting. Fourth Wednesday of every month at 8:30 a.m. Contact Keith Pamperin at kjpamperin@aol.com for more details.

Brunch Special • WINEaLOT Vineyards, Greenleaf. First Sunday of every month from 12-3 p.m. (All minors must be accompanied by an adult.) Visit winealotvineyards.com for more information.

Afternoon Tea • Cultivate Taste Tea Salon, Green Bay. Sundays at 12 p.m. \$50 per person. Follow Cultivate Taste Tea Salon's Facebook page for more details and to purchase tickets.

GAMES/COMPETITIONS

Ongoing

Sunday Pokemon League • Gnome Games Green Bay East, Green Bay. Play, trade and earn prizes using your own Pokemon cards and video games. 1-4 p.m. Check out Gnome Games Green Bay East's Facebook page for more details.

Think and Drink Trivia • Zambaldi Beer, Green Bay. Tuesdays at 6:30 p.m. (21+) Follow Zambaldi Beer on Facebook for more details.

Brewery Bingo Night • Zambaldi Beer, Green Bay. Old-school bingo with prizes each round. Thursdays at 6:30 p.m. Free to play. See Zambaldi Beer's Facebook page for more information.

DJ Bingo Fridays • WINEaLOT Vineyards, Green Leaf. Put your music knowledge to the test. Fridays from 5:30-7:30 p.m. Visit winealotvineyards.com for more details.

OUTDOORS/RECREATION

Saturday, Dec. 21

Rooftop Yoga • Titledown Brewing Co., Green Bay. All-levels yoga class. 10 a.m. \$20, includes a beer. Head to titledownbrewing.com to learn more and to sign up.

CROSSWORD

Answers

N	O	T	E	H	O	C	O	P	T	I	C	O	P	E	D	P
A	R	A	H	O	M	I	N	A	O	M	N	D	E	M	E	D
P	O	H	A	T	C	R	A	T	S	C	R	A	T	S	G	A
S	A	M	E	S	E	S	R	E	R	I	E	R	T	O	T	S
E	A	T	E	R	A	D	I	A	T	E	S	A	T	S	A	T
R	E	A	R	I	H	E	A	R	P	E	T	P	E	T	E	A
E	E	S	M	E	R	E	H	R	E	S	H	R	E	S	A	D
E	O	R	E	N	A	I	N	S	S	T	A	I	N	S	P	O
N	C	A	N	V	L	C	A	N	B	O	O	L	A	Z	U	L
O	F	L	O	T	F	L	O	T	O	T	Q	U	E	P	I	Q
Y	I	T	T	I	S	S	I	S	O	N	A	S	S	I	O	N
T	R	E	S	P	E	C	T	R	E	S	I	V	E	R	E	S
I	F	I	T	G	N	I	N	G	B	R	I	N	G	M	I	N
E	S	E	P	I	A	S	E	P	I	A	S	E	P	U	V	U
L	E	G	A	S	S	T	S	A	S	S	T	S	A	M	A	N

continues on 12 ▶

HOMIE FOR THE holidays?

That would be nice!

Your gift can help us in our mission to raise \$10,000 to end homelessness throughout Wisconsin.

SCAN THE CODE OR SEARCH GoFundMe.com to donate: "Wisconsin Newspapers Supporting Homelessness"



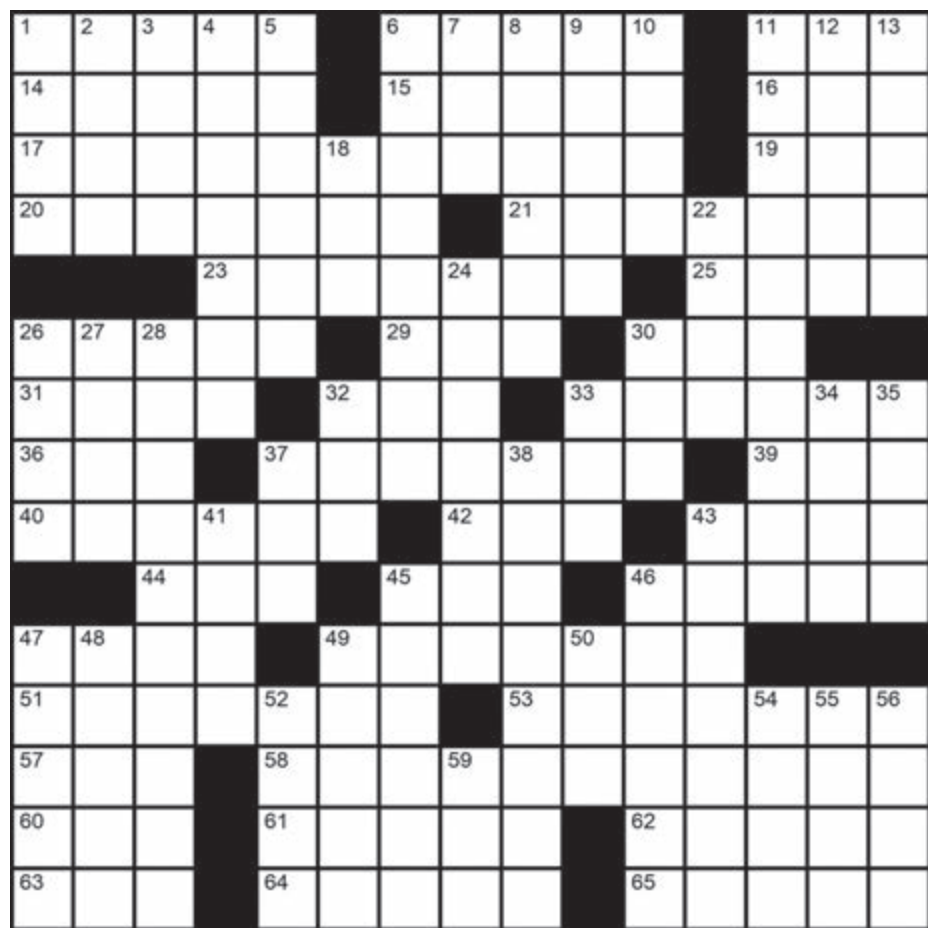
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“Reverse Routes”— if you switched them...



by Matt Jones

© 2024 Matt Jones

Crossword answers on page 11. No peeking!

Across

1. “___: The Hands of Fate” (“MST3K” classic)
6. Helpers, briefly
11. Relay section
14. Dangly throat thing
15. Antique photo tone
16. “___ just figured it out”
17. Portable brain?
19. Outburst
20. Bigger than big
21. 1967 spelled-out #1 hit
23. Jackie’s second married name
25. Microscopic
26. Arouse, as curiosity
29. Little kid
30. Progressive character
31. Color in the Atlético Madrid logo
32. Haunted house noise
33. Spock’s home planet
36. “Annabel Lee” poet
37. Keep up
39. Raw mineral
40. Certain ticket buyers
42. 1,000-plus-year realm, for short
43. “Hook” sidekick
44. ___ de parfum
45. Feeder user
46. “People tell me ...”
47. H.S. exams
49. Glow
51. Wedding cake specification
53. Bagel varieties
57. Live mascot of the Bulldogs
58. Dub some DJ turntablism over a Pixar movie?
60. “I finally made it through ___ school” (“Like a Surgeon” opener)
61. Actress Watts
62. Catherine who played Moira Rose
63. “___ XING”
64. Eye-related
65. “Grand” mountain

Down

1. G.H. ___ (name on champagne bottles)
2. Converse competitor
3. “Sister Act” group
4. Someone wise beyond their years, it’s said
5. Nicole Kidman’s role in “Moulin Rouge!”
6. Hazardous fireproofing material
7. Sun. lecture
8. Budget airline that filed for bankruptcy in late 2024
9. Fork points
10. Sinks under pressure
11. Your future?
12. Boot out
13. California art museum, with “the”
18. Eggs in a lab
22. Dispensary unit
24. Placated
26. Largest of the Three Bears
27. Polo shirt producer
28. Line up for first dibs using the plus sign?
30. A good time (hopefully had by all)
32. City transit
33. “La ___ en rose”
34. Measure of coverage
35. ___-do-well
37. “Rugrats” father
38. Skilled at sculpture, perhaps
41. “The ___ of Us”
43. Encase, as a sword
45. Bird in a Monty Python sketch
46. Summer complaint
47. Baffle
48. “Shucks, stop it!”
49. Quickly review
50. Agcy. spawned by the Manhattan Project
52. “Money ___ object”
54. Medieval defense feature
55. Word on Dutch coins
56. Bridge section
59. “What ___ made of money?”

◀ from 11

Saturday, Dec. 28

Yoga with Kitties • Safe Haven Pet Sanctuary, Green Bay. Uplifting morning yoga class with feline friends. 9:30 a.m. \$15. Bring your own yoga mat. See Safe Haven Pet Sanctuary’s Facebook page for more details and to purchase tickets.



HARLEM GLOBETROTTERS

MONDAY, DEC. 30 | 7 P.M.
RESCH CENTER, GREEN BAY.

Athleticism combined with theater and comedy. \$37+. Visit reschcomplex.com for more details and to purchase tickets.

Ongoing

Glow Skate • Hy-Vee Plaza, Ashwaubenon. Ice skate while brightly colored lights illuminate the rink. Thursdays from 4-8 p.m., through Feb. 27. Paid admission required. Head to titletown.com to learn more.

Green Bay Juggling Club • Howard Commons Activity Complex, Howard. Learn and practice juggling, unicycling and other circus arts. Second and fourth Mondays from 5-8 p.m. See the Green Bay Juggling Club’s Facebook page to learn more.

5 Stand, Skeet and Trap Shooting • Brown County Sportsmen’s Club, Green Bay. All are welcome. Free instructions. Open shooting on Wednesdays from 9 a.m.-1 p.m. and Saturdays from 12-4 p.m., league shooting on Tuesday, Wednesday and Thursday evenings. Visit skeetandtrap.com for more information.

LECTURES/WORKSHOPS

Monday, Dec. 23

Sewing Lesson - Basic Mending and Buttons • Wonders by Women, Green Bay. Learn the basic things you need to know to fix your clothing items with minor damages. 9 a.m. \$30. Visit wondersbywomen.com to learn more and to register.

Monday, Dec. 30

Book Club With Cats • Haven Books, Green Bay. Discussion of I’ll Be Gone For Christmas by Georgia K. Boone surrounded by cats. 5:30 p.m. \$10. Learn more on Safe Haven Pet Sanctuary’s Facebook page.

Ongoing

Iridian Moon • The Artemystic, Green Bay. Drop-in resource center for LGBTQ+ teens in the Green Bay area. Mondays at 11 a.m. Free. Find more details at wiartemystic.com.

Becoming My True Song: A Guided Meditation and Gong Experience • Celestial Sound, Green Bay. Group class hosted by CBD American Shaman. First Sunday of each month at 5 p.m., through Dec. 31. \$15 per class. Find more information at celestialsoundgb.com.

Becoming My True Song: A Guided Meditation, Gong and Reiki Experience • Celestial Sound, Green Bay. Group class hosted by Mindful Reiki and Meditation. Second Wednesday of each month at 6:30 p.m., through Dec. 31. \$40 per class. Find more information at celestialsoundgb.com.

Full Moon Gong Meditation • Celestial Sound, Green Bay. Monthly on the full moon at 7 p.m., through Dec. 31. Free. Gratuities appreciated. Find more information at celestialsoundgb.com.

FAMILY/KIDS

Friday, Dec. 20

Learn Through Play Literacy Day: Lights and Colors • Brown County Library - Central Branch, Green Bay. Promote literacy skills through playing with flashlights, experimenting with a light table and making a colorful craft. 10 a.m. Free. (Ages 3-5) Visit browncountylibrary.org for more details.

Monday, Dec. 23

Sanctuary Storytime • Green Bay Wildlife Sanctuary, Green Bay. Fox-themed story and a simple craft/activity geared towards preschoolers. 10 a.m. Register by calling (920) 391-3686. Learn more on Bay Beach Wildlife Sanctuary’s Facebook page.

Thursday, Jan. 2

Pretzel Making • The Flour Pot LLC, De Pere. Learn to make German pretzels. 4 p.m. \$25. (Ages 5+) To learn more and to register, visit flourpot-llc.com.

Saturday, Dec. 28

Storytime • Neville Public Museum, Green Bay. Reading of Raven: A Trickster Tale from the Pacific Northwest by Gerald McDermott. 10 a.m. Included with general admission. See nevillepublicmuseum.org to learn more.

Sunday, Dec. 29

Winter Carnival Food and Fun • The Flour Pot LLC, De Pere. Participate in winter themed games and craft activities. 1 p.m. \$20+. (Ages 5-15) To learn more and to register, visit flourpot-llc.com.

Monday, Dec. 30

Kids Pottery Workshop • Urban Cultural Arts and Event Center, Green Bay. Discover the joy of pottery. 11 a.m. \$20. See Urban Cultural Arts’ Facebook page to learn more.

Wacky Winter Science Show • Brown County Library - Central Branch, Green Bay. Dynamic and interactive science show led by Mad Science Milwaukee. 6 p.m. Free. Visit browncountylibrary.org for more details.

Ongoing

Wiggle, Move and Giggle • The Children’s Museum of Green Bay, Green Bay. Games, music and movement activities for toddlers. Thursdays at 9:30 a.m. \$8. (Ages 5 and under) Visit gbchildrensmuseum.org/programs for more information.

ComedyCity Family Fun Show • ComedyCity, De Pere. Saturdays at 6:30 p.m. Find more info at thegreenroomonline.com.

COMMUNITY EVENTS/RESOURCES

Friday, Dec. 27

Laundry Love Event • Military Ave. Maytag Coin Laundry, Green Bay. Free laundry washing for neighbors in need. 5:30-9 p.m. For more information, head to laundrylovegreenbay.org.



WINTER MARKET ON MILITARY

FIRST AND THIRD SATURDAYS,
NOVEMBER-APRIL,
9 A.M.-1 P.M.
725 S MILITARY AVE.,
GREEN BAY.

Indoor winter farmers’ market featuring hand crafted, homemade, locally grown and raised products. Free admission. Find more details at militaryave.org.

Ongoing

Brown County Community Women’s Club General Member Meeting • De Pere Community Center, De Pere. Learn about the nonprofit group and see if you’d like to join. Third Wednesday of each month at 12:25 p.m. For more information, see bccwc.org.

Green Bay Area Retired Men’s Club • Brown County Library - Central Branch, Green Bay. Weekly meeting with coffee, donuts and speakers. Monthly tours of area companies. Meetings are Tuesdays at 8:30 a.m. No meetings will be held Dec. 24 or 31. Meetings will resume Jan. 7. Dues are \$20 per year. Prospective members welcome. Visit gbretiredmensclub.com for more details.

Brothers Helping Brothers • Prohibition Spirits and Cigar Lounge, Green Bay. Mental health meet-up for men. Tuesdays from 6-8 p.m. For more information, see Prohibition Spirits and Cigar Lounge’s Facebook page.

Veterans Supporting Veterans • St. Elizabeth Ann Seton Parish, Green Bay. Veterans are invited to come together to talk, share stories, and find connections with other Veterans. First Wednesday of the month at 9 a.m. Free. Email mpeters@seasgb.org or call (920) 499-1546 ext. 109 for more information.

Gamblers Anonymous • Annunciation Parish, Green Bay. 5:30 p.m. Tuesdays, 7 p.m. Thursdays, 9 a.m. Saturdays. Free. Contact Brandon at 920-676-9498 or greenbaywisconsin.org.

Alcoholics Anonymous • The Bridge, Green Bay. Free. Find a schedule of meetings and more information at thebridgeofgb.com.

Al-Anon • Support group for people affected by someone else’s drinking. Visit al-anon.org/ meetings for a complete list of meeting locations and times or call 1-888-4AI-Anon (1-888-425-2666).



Meet Gimli

The Brown County Sheriff's Office recently introduced K9 Gimli. Gimli spent eight weeks training with handler Deputy Cooper Walker. The pair will now assist the department with patrol and narcotics work. The sheriff's office said that the K9 program is heavily supported by contributions from the Gene and Terry Roskam family.

Brown County Sheriff's Office photo



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Facilities crews work to prepare Ariens Hill for winter tubing last season. According to the latest release of data from the Outdoor Recreation Satellite Account from the U.S. Bureau of Economic Analysis, outdoor recreation contributed \$11.2 billion to the state's gross domestic product in 2023. **File photo**

State outdoor recreation industry is growing sector

FOR THE PRESS TIMES
NORTHEAST WISCONSIN— Gov. Tony Evers, Wisconsin Department of Tourism Secretary Anne Sayers and Wisconsin Office of Outdoor Recreation Director Cassie Mordini recently said that 2023 was another record-breaking year for Wisconsin's outdoor recreation industry.

"According to the latest release of data from the Outdoor Recreation Satellite Account from the U.S. Bureau of Economic Analysis (BEA), outdoor recreation contributed \$11.2 billion to the state's gross domestic

product (GDP) in 2023, growing 9.4% over the previous record set in 2022," a release from Evers' office stated.

"From our vast and valuable forests and pristine lakes and rivers to driftless bluffs, vibrant prairies, and urban green spaces, our outdoor recreation spaces are the gems of our state, and no matter where you go in Wisconsin, you're never very far from a park or trail," Evers said. "Not only is outdoor recreation good for our mental and physical health, it's also a powerful economic engine that supports thousands of jobs and

families across Wisconsin, bolsters local economies, and attracts visitors, businesses, and new residents alike. As we prepare for the 2025-27 budget, my administration and I will continue our efforts to make targeted investments to ensure our outdoor recreation spaces are available to be enjoyed today, tomorrow, and for generations yet to come."

In June, Gov. Evers announced that Wisconsin's tourism industry saw its second consecutive record-breaking year in 2023.

See RECREATION page 21



Quality of life investments

Pictured above and below are recent check presentations by Brown County to the Green Bay Public Market and Children's Museum projects. The Brown County Board of Supervisors approved gifting these ARPA funds to support both projects as part of its investment in local economic development and quality of life amenities. A check for \$250,000 was given to the Public Market, while \$100,000 was given to the Children's Museum. **Submitted photos**



12/27

MINIONS NIGHT & KIDS DISCOUNT

12/28

HAIR NATION NIGHT WITH GLAM BAND

12/31

NEW YEARS EVE PARTY & BUD NIGHT

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Webster development stalls over parking concerns

BY JANELLE FISHER
CITY PAGES EDITOR

ALLOUEZ – The Allouez Village Board unanimously voted to send a proposed development for the property at 1905 S. Webster Ave. back to village staff and the Plan Commission following a review of the site plan and the developer's request for several design exceptions.

The proposed development would feature two five-story, mixed-use buildings on the lot, including 152 residential units and 6,500 square feet of retail space.

The developer, Allouez Property Partners, requested eight design exceptions for elements of the project which would not meet village code requirements, including issues related to recessed entries, major facade materials, balcony integration, maximum building height, upper story setbacks, sloping facades, parking/drive width and driveway access location.

As the board reviewed both the site plan and the



A proposed development at 1905 S. Webster Ave. would include 152 dwelling units, resident amenities and 6,500 square feet of commercial space. **Excel Engineering rendering**

requested design exceptions, parking became a major point of concern.

Allouez Village Code requires a standard 1.25 spaces per dwelling unit with an additional .25 spaces per bedroom for units with two or more bedrooms.

For commercial retail use, one space is required per 400 square feet.

As presented, the proposed development would accrue a total parking requirement of 224 spaces and included a planned 220 dedicated parking spaces with an additional

nine spaces to be shared with an adjoining property.

With the shared spaces, the proposed development technically meets the village's code for residential and retail use, but if any of the commercial space was to be used for a restaurant, where one space is required for every four chairs, the current amount of parking may be prohibitive.

"I am and I have been excited about the project and I'm also excited about a main street development in our village center," said Village

President Jim Rafter. "When we started this process of defining what Allouez wants in 2015, we had the corridor study done and we invited our residents in to talk about what kinds of amenities they were looking for in Allouez... It was loud and clear what they wanted — they wanted restaurants, they wanted coffee shops and they wanted places to gather... Parking is a major concern of mine... People I talk to, when we're talking about this development, they ask what's going on in that first floor and what

kind of businesses will come in. They want restaurants and they want coffee shops and they want places to come and gather and this parking plan won't allow for that, so we've got to figure that out."

With this project intended to be the starting point for future development along Webster, board members recognized the weight the decisions made for this property would carry for the future of the area.

"We bought that site for a million dollars with hopes of putting a multi-million dollar attraction there—something that can really be a catalyst for future development. If we can't maximize it, we haven't done good for the taxpayers, either..." said Trustee Christopher Sampson. "It's time to get something on that corner, but we shouldn't rush into something that's really not quite what it could be... When we talk about retail, if we wanted a development with a few offices and all apartments, we could have had a development a couple

years ago. There have been developers who didn't want to do first-floor commercial and we respectfully declined the opportunity. These folks came forward and I still am very excited about [this project] and I believe we can get it done. I believe some of these exceptions probably can be dealt with, but for me... the first-floor commercial includes restaurants and places to gather and that's why we're doing this."

"It may appear like we're being difficult to work with but that's not our intent," said Trustee Rob Atwood. "We've got this beautiful piece of property... This is going to be a footprint for this village and we just want to get it right. We can't put a building here that we've made a lot of compromises on and not get it right."

With additional concerns being raised by the board over the distribution of materials used in the facade, the board ultimately voted to send the project back to the Plan Commission.

RECREATION from page 20

According to 2023 economic impact data, the tourism industry generated \$25 billion in total economic impact, surpassing the previous record year of \$23.7 billion set in 2022.

"The increase in outdoor recreation travel is a testament to Wisconsin's remarkable natural assets, our passionate guides and dedicated tourism professionals that

leverage our beautiful state, and our outdoor recreation offerings to attract visitors from near and far to discover the unexpected," Sayers added. "With the Office of Outdoor Recreation supporting this important sector, we can be confident the outdoors remain a top reason people choose to visit Wisconsin."

When using updated 2022 U.S. Bureau of Economic Analysis data, all top-line metrics for the outdoor recreation industry in Wisconsin

showed \$11.2 billion contributed to Wisconsin's GDP—up 9.4%; 96,867 jobs were supported—up 3.4% and \$5.4 billion in employee compensation—up 8.9%.

"Outdoor recreation is a powerful tool to create vibrant and thriving communities, to improve the health of our residents, and to drive economic impact statewide," said Office of Outdoor Recreation Director Mordini. "This growing sector has shown its resiliency in the face of chal-

lenges by continuing to grow, and our charge is to harness this potential for Wisconsin."

"The report showed that Wisconsin's outdoor recreation industry grew across the board, with all but one category increasing year over year. Top contributing sectors by activity in Wisconsin's outdoor recreation industry included: multi-use apparel and accessories: \$1.3 billion; motorcycling/ATV-ing: \$1.1 billion; boating/fishing: \$928 million; RVing: \$464

million; games areas: \$499 million; guided tours/outfitted travel: \$450 million; hunting shooting: \$320 million; and bicycling: \$157 million," the release stated.

"Additionally, travel and tourism spending associated with outdoor recreation trips of more than 50 miles from home also saw impressive growth of 11.7% over 2022, and local trips saw a notable increase of 5.8%.

"Nationally, the outdoor recreation industry grew to

\$1.2 trillion in gross output and, for the second year in a row, contributed more than \$1 trillion in gross output to the U.S. economy. The industry employed nearly 5 million people nationwide. When compared with national statistics, Wisconsin's 9.4% growth in the outdoor recreation industry outpaced the national average, which is 9%, and outpaced the overall state economy, which grew by 6.9% in 2023."



Tyson Schwiesow, MD Kurt Schwiesow, MD Matthew Thompson, MD Kunal Patel, MD Annette Giangiacomo, MD

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What today's buyers really pay their agents



Dear Monty

BY RICHARD MONTGOMERY
SYNDICATED COLUMNIST

READER QUESTION:

How much would a buyer's agent charge to make an offer on a property not listed with a broker?

Given the recent changes in real estate rules, I'd like to understand the current fees.

MONTY'S ANSWER

The shifting landscape of real estate has created interesting new dynamics for buyers like Tom Peterson, who recently navigated this exact situation. When Tom found his ideal property — a mid-century modern home being sold directly by the owner — he discovered that traditional commission structures had evolved significantly.

In the past, buyer's agents typically received their commission through a split with the listing agent.

However, today's market

demands transparency and direct fee negotiations, especially when dealing with For Sale By Owner (FSBO) properties.

Tom's experience revealed several common fee arrangements that buyers can expect.

Some agents charge differently

A few agents now offer flat-fee services for handling FSBO transactions, typically ranging from \$2,000 to \$5,000.

This straightforward approach appealed to Tom, who appreciated knowing precisely what he would pay.

Other agents still prefer percentage-based compensation, usually between 1.5% and 3% of the purchase price — notably lower than traditional commission splits since no listing agent is involved.

Tom's research led him to a veteran agent with two decades of experience.

She explained that her hybrid model included a \$2,000 base fee plus 1% of the sale price.

This structure, she explained, reflected both the fixed costs of handling any transaction and the variable effort required based on the property's price point.

Essential transaction services

- Property evaluation and comparative market analysis
- Offer preparation and submission
- Negotiation with sellers
- Transaction coordination and closing oversight
- Document review and due diligence management

Key fee considerations

- Payment timing (usually at closing)
- Service scope and customization options
- Market area adjustments
- Transaction complexity factors
- Agent experience level



Stock photo

She helped Tom understand that while comprehensive services on unlisted properties typically cost \$3,000 to \$7,500, this investment often proves worthwhile. Her expertise in negotiating helped Tom secure the property below the asking price, effectively offsetting her fee.

The current market may be pushing agents to be more creative and flexible

with their fee structures.

Some agents offer menu-based pricing, allowing buyers to select and pay for only the needed services.

Others provide full-service packages with transparent pricing that reflects the actual work involved rather than traditional commission percentages.

Tom's successful purchase highlighted how the evolution of agent compen-

sation is leading to more client-focused services.

Rather than working within rigid commission structures, some agents now customize their fees based on specific situations and client needs.

For buyers considering an FSBO purchase, discussing fee structures upfront and getting all agreements in writing is crucial.

Understanding exactly what services are included, how fees will be paid, and what additional costs might arise helps avoid surprises later in the transaction.

The downside to these changes is homebuyers cannot finance their commission as in the past and must budget for it as an additional purchase cost as sellers are no longer obligated to pay the buyer's broker.

While professional representation still requires a significant investment, buyers now have more options, one of which is to buy directly from the seller.

According to the National Association of Realtors (NAR), in 2023, over 280,000 buyers did exactly that.

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What you'll pay for Medicare in 2025



Savvy Senior

YOU ASK THE SENIOR QUESTION – WE FIND THE SAVVY ANSWER. SYNDICATED COLUMN

Dear Savvy Senior, I know there will be a small 2.5% cost-of-living increase in Social Security benefits next year, but what about Medicare?

What will the Medicare Part B monthly premiums be in 2025, and when do the surcharges kick in for higher income beneficiaries?

Medicare Beneficiary

DEAR BENEFICIARY,

The Centers for Medicare and Medicaid Services recently announced their cost adjustments for 2025 and the increases for premiums and out-of-pocket costs for most beneficiaries will be moderate.

But if you're a high earner, you'll pay significantly more. Here's what you can expect to pay in 2025.

Part B Premium

While Medicare Part A, which pays for hospital care, is premium-free for most beneficiaries, Part B, which covers doctor visits and outpatient services does have a monthly premium.

Starting in January, the standard monthly Part B premium will be \$185, up from \$174.70 in 2024.

That \$10.30 bump represents

a 5.9% increase, which is more than double the most recent Social Security cost-of-living adjustment which was 2.5%.

But if you're a high earning beneficiary, which makes up about 8% of all Medicare recipients, you'll have to pay more.

Medicare surcharges for high earners, known as the income-related monthly adjustment amount (or IRMAA), are based on adjusted gross income (AGI) from two years earlier, which means that your 2025 Part B premiums are determined by your 2023 AGI, which is online 11 of the IRS tax form 1040.

Here's how it breaks down.

If your 2023 income was above \$106,000 up to \$133,000 (\$212,000 up to \$266,000 for married couples filing jointly), your 2025 Part B monthly premium will be \$259.

Monthly Part B premiums for singles with an income between \$133,000 and \$167,000 (\$266,000 and \$334,000 for joint filers) will rise to \$370.

Individuals earning above \$167,000 up to \$200,000 (\$334,000 to \$400,000 for joint filers) will see their monthly Part B premium increase to



AARP photo

\$480.90.

Those with incomes above \$200,000 up to \$500,000 (\$400,000 to \$750,000 for joint filers), will pay \$591.90 per month in 2025. And single filers with income of \$500,000 or more (\$750,000 or more for joint filers) will pay \$628.90 per month.

Part D Premium

If you have a stand-alone Medicare (Part D) prescription drug plan, the average premium in 2025 will be \$46.50 per month for most beneficiaries, down from \$53.95 in 2024.

But again, for high earners with annual incomes above \$106,000 (\$212,000 for joint filers) you'll pay a monthly surcharge of \$13.70 to \$85.80 (based on your income level) on top of your regular Part D premiums.

How to contest income

Beneficiaries that fall into any of the high-income categories and have experienced certain

life-changing events that have reduced their income since 2023, such as retirement, divorce or the death of a spouse, can contest the surcharge.

For more information on how to do this, see "Medicare Premiums: Rules for Higher-Income Beneficiaries" at [SSA.gov/benefits/medicare/medicare-premiums.html](https://www.ssa.gov/benefits/medicare/medicare-premiums.html).

Other Medicare increases

In addition to the Part B and Part D premium increases, there are other cost increases you should be aware of.

For example, the annual deductible for Medicare Part B will be \$257 in 2025, which is \$17 more than the 2024 deductible of \$240.

And the deductible for Medicare Part A, which covers hospital services, will increase to \$1,676 in 2025.

That's \$44 more than the 2024 deductible of \$1,632.

There are no surcharges on Medicare deductibles for high earners.

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Seymour Middle School was among several Wisconsin middle school student groups awarded Character Playbook Community Impact Grants from the Green Bay Packers. Seymour School District photo

Seymour Middle School is Packers Character Playbook grant recipient

BY PRESS TIMES STAFF

SEYMOUR – Seymour Middle School was among several Wisconsin middle school student groups awarded Character Playbook Community Impact Grants from the Green Bay Packers.

“Seymour Middle School eighth graders will engage in small acts of kindness by visiting and playing bingo with students at the elementary school and residents of a local retirement home, as well as creating and delivering cards and crafts to the local veteran’s manor,” a Packers release stated.

“Student groups, under the guidance of a Wisconsin school or nonprofit organization, were invited this fall to develop a service project to help their school, neighborhood or surrounding community. After the project proposals were submitted and reviewed, 10 group project ideas were selected to receive a grant.

“Groups selected receive grant awards up to \$500 through funds from the NFL Volunteerism Grant to help finance implementation of the project.

Other recipients included Hi-Mount Community

School in Milwaukee, Kiel Middle School, Youth Impact Club at Badger Middle School, Poynette Middle School HOPE Squad, members of the Pollinator People, a student group from Harborside Academy in Kenosha, Gaenslen School in Milwaukee, St. Clare Catholic School in Wrightstown, Mineral Point Middle School and Waterloo Intermediate/Middle School.

Each group selected has a project supervisor who will help guide the students in their project and to serve as the communication liaison with the Packers.

UNPACKING History



The Green Bay Packers Hall of Fame generously opened their vault to share pieces of Packers history with the Press Times to be highlighted each week for our readers. For more information on the Hall of Fame, visit www.packershofandtours.com. If you would like to donate Green Bay Packers memorabilia to the Packers Hall of Fame, contact Katie at (920) 965-6986 or katief@gbphof.com.

Former Packers Defensive End Vonnie Holliday’s No. 90 Nike jersey, in a size 56, that he wore during the 1999 season. Holliday began his five-year Packers career in 1998 as a first-round draft pick. He recorded eight sacks in his first season — the second-most for a Packers rookie. Katie Foust photo

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Last-minute gifts for outdoor enthusiasts



In the Outdoors

BY KEVIN NAZE
GUEST COLUMNIST

Still looking for the perfect stocking-stuffer for the outdoor enthusiasts on your Christmas shopping list?

Gift cards to a favorite store or online site are always a solid go-to; but if you want something that'll pack a fancy bag or box, you'll need to step up your game.

Two of the hottest gift ideas this year — no pun intended — are heated jackets or vests.

If that's not in the budget, think heated socks or gloves.

And if that's still too much, well, those disposable hand and toe warmers certainly have saved the day on more than one winter outdoor adventure.

Trail cameras — regular ones are the most cost-efficient, but cell cams are becoming more popular — are appreciated by many hunters. You can



Yellow perch have been targeted in some of the nearshore shallows of protected bays, harbors and marinas on lower Green Bay this week, but ice conditions could deteriorate quickly with another extended thaw in the forecast next week.

Kevin Naze photo

get decent quality cameras for \$50-\$100, but the more expensive ones will have faster trigger speeds and more megapixels.

Binoculars, a multi-use tool, LED lantern, merino wool socks, and polarized sunglasses are among the many other possibilities.

If you're not sure what quality, style or color, get a hint — or perhaps a special card announcing that you'll be taking them shopping so they can pick the gift out.

Finally, you can order a new subscription to a biking, camping, hiking, fishing, hunting or photography magazine and announce that via a card with a printed online receipt.

The Department of Natural Resources is offering a \$5 special through the end of the year on a one-year subscription to Wisconsin Natural Resources magazine, a colorful, quarterly publication packed with great photography and outdoor stories.

You can visit wnrmag.com or call 1 (800) 678-9472 to give a gift.

Hunters top 300K deer

Wisconsin deer hunters have registered more than 300,000 whitetails through all seasons.

Hunters in Brown, Door, Kewaunee, Oconto and Marinette counties have combined to harvest more than 20,000 to date.

While the bow and crossbow seasons are ongoing, some counties are included in another antlerless-only firearm deer hunt Dec. 24-Jan. 1.

Among others, that includes all of Brown, Door, Kewaunee, Manitowoc and Outagamie, and the farmland zone portion of Oconto County.

The archery and crossbow hunts end Jan. 5 in most counties, but run until Jan. 31 in many others, include those previously mentioned.

Meanwhile, all the duck hunting seasons are over for the year, as is northern zone goose hunting.

The Canada goose hunt in the southern zone reopens Dec. 21 and runs through Jan. 9.

Wild turkey hunting is closed in the northern

zones, but remains open until Jan. 5 in Zones 1-5.

That's the same closing date as the pheasant and Zone A ruffed grouse seasons.

The Zone B grouse hunt ended Dec. 8.

Ongoing hunting seasons include cottontail rabbit, gray and fox squirrel, crow, raccoon, fox, coyote and bobcat (with permit).

Monarch listing

One of the nation's most beloved species, the monarch butterfly, could be listed as threatened with protections and flexibilities to encourage conservation under the Endangered Species Act (ESA).

The U.S. Fish and Wildlife Service is proposing to list the monarch and designate critical habitat.

After publishing in the Federal Register Dec. 12, a 90-day comment period will open.

Service Director Martha Williams said the proposal invites and builds on public participation in shaping the conservation efforts.

"The iconic monarch butterfly is cherished

across North America, captivating children and adults throughout its fascinating lifecycle," Williams said. "Providing monarchs with enough milkweed and nectar plants, even in small areas, can help put them on the road to recovery. Working together, we can help make this extraordinary species a legacy for our children and generations to come."

For more information about the proposal and how to help monarchs, visit <https://www.fws.gov/initiative/pollinators/save-monarch>.

Annual bird counts

Want to take part in the 125th Christmas Bird Count?

Since 1900, this winter bird census has expanded to reach over 20 countries and includes nine counts in Brown, Door, Kewaunee, Oconto and Marinette counties.

Volunteers identify and count birds in their circle during a 24-hour period, or one calendar day selected between Dec. 14-Jan. 5.

To learn more, go to <https://www.audubon.org/community-science/christmas-bird-count> and click on "Join the Christmas Bird Count," then zoom in and click the circle you're interested in to find out the date and who to contact.

Water levels update

As of Dec. 13, Lake Michigan water levels were down eight inches in the past 12 months, and three inches since mid-November. Water levels were five inches below the 100-year average, 40 inches below the record December high (1986) and 25 inches above the record monthly low (2012).

Weekly Fishing Report

brought to you by Smokey's on the Bay bait and tackle

Explore with caution

First and foremost, no ice is ever safe ice.

I know a lot of folks are itching to get on ice, especially since we have had such mild winters as of late.

A couple cold snaps in the last couple weeks surely got us started in the right direction; but, with that said, extreme caution should be used on any of this early ice on Green Bay no matter what the location. You should plan on limiting your travel to walking for your first adventures out.

Just because you may see other people, never assume you can just head out onto that area.

Check the ice yourself and use caution.

Use a spud bar and use it to work your way out slowly; wear a life jacket or float suite; have your ice picks ready; use the buddy system and let others know exactly where you are venturing out to.

As far as locations around Green Bay, there are reports of folks walking out by Joliet Park and Volks Reef and also reports of a few folks on the Fox River going into the weekend.

All of these locations should be evaluated daily as we experienced some rain and a slight warm up the last couple days, especially the Fox River; there is more current than you may think.

If you are considering heading to the Green Bay to get your ice fishing done, my advice is to wait for more cold weather to really begin to firm things up.

Even though the last few weeks did provide us with a good start to making some ice, no areas are in mid-winter form and should be all approached with extreme caution.

I cannot over state that fact.

Many local inland waters have also seen ice from 3-6 inches and are less dynamic than the Green Bay waters.

I suggest you explore with caution.

Also be advised that shipping traffic out on Green Bay does continue and can create a high potential for issues even near shore.

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EDITORIAL & OPINION

The opinions expressed on this page are those of the authors. They do not purport to reflect the opinions or views of The Press Times or its parent company Multi Media Channels.

PUBLISHER'S LETTER

A New Year with New Beginnings

Dear Reader,

As the calendar turns to another New Year, we find ourselves at a familiar crossroads, a time for renewal and reflection. It's a time when we take stock of our lives, weighing the good against the bad, and consider the impact we've had on the world around us. The New Year offers a chance to set new goals and make resolutions in the hopes of becoming the best versions of ourselves.



Yet, as many of us know, the resolve we feel on January 1st can be fleeting. How often do we revisit our resolutions a year later, only to find they've been forgotten, buried under the weight of daily routines and unexpected challenges? Despite our best intentions, life has a way of diverting our focus, and those grand plans can slip away unnoticed.

But perhaps that's okay. The beauty of the New Year lies not just in our ambitions but in the grace we grant ourselves when we fall short. It's a time to acknowledge our humanity, to understand that growth is not always linear, and that the journey itself—full of missteps and lessons—is what truly matters.

So as we step into this New Year, let's embrace the opportunity to dream, to set intentions, and to strive for better. But let's also be kind to ourselves when we stumble, and remember that each new day brings with it the possibility of renewal.

Wishing you a joyous New Year, full of hope, reflection, and the endless potential of new beginnings.

PATRICK J. WOOD
Publisher

Author of "Reflections" a new book now available on Amazon.

BE OUR GUEST

We still have the power

BY TONY SCHUMACHER
GREAT LAKES WEATHER SERVICE CHIEF
METEOROLOGIST



Schumacher

When I studied meteorology 35 years ago, many didn't believe climate change was real.

Now, many know it is real, and humans are the primary driver.

Mainly from the burning of fossil fuels the levels of carbon dioxide since 1750 in the atmosphere have risen by about 50%.

Carbon-based gases prevent some of the infrared heat emitted from Earth's surface from reaching space.

The Earth's hottest 10 years since reliable measured records began in the 1800s have all been since 2014.

At the current pace, Wisconsin could have a climate similar to present day St. Louis by the end of the century.

Hotter summers will increase our air conditioning costs and make it harder on outdoor workers, as well as livestock herds.

The economic loss to recreation and tourism from warmer winters with less reliable snow and ice has been felt for many years already around here and will get even more drastic.

Things that once seemed unimaginable are becoming common.

This past summer Phoenix had 113 days in a row of high temperatures of at least 100 degrees Fahrenheit, smashing their old record of 76 days.

Precipitation, as correctly predicted by climate models 20 years ago, is becoming more extreme.

In October, Spain had 19 inches of rain (a whole

year's worth for them) in just eight hours.

Imagine the catastrophic toll to human and animal life, infrastructure and farmland if Wisconsin got 20 plus inches of rain in a day.

It is more likely to happen with every 10th of a degree that our planet warms.

In between the wet bursts, prolonged intense droughts will increase wildfires destroying valuable timber and property.

There will be more days of poor air quality which will take a toll on our health.

New insects and diseases will move in, further threatening our crops and forests.

As disasters pile up around the region, insurance costs will skyrocket.

The list could go on and on.

Contact your officials all the way up to the president and press them to work urgently on sound climate policy.

Even if that means fossil fuels can't be completely phased out, our leaders can still provide funding and a good framework for carbon capture techniques, research and adaptation strategies here and abroad to grow.

We still have the power to slow the climate crisis.



BE OUR GUEST

Put safety first during the holidays

FROM THE WISCONSIN STATE PATROL

The Wisconsin State Patrol is joined by law enforcement agencies throughout the state stepping up patrols to stop impaired driving during the "Drive Sober or Get Pulled Over" campaign.

The national effort began on Dec. 13 and runs through New Year's Day.

With the holiday season approaching and celebrations in the works, drivers are urged to plan for a sober ride ahead of time.

Impairment can cloud judgement, so designate a sober driver prior to celebrating.

If you are the designated driver, take that responsibility seriously.

If you're hosting a gathering, consider how your guests will get home.

Identify rideshare op-

tions before you get to the celebration. There is no reason to drive impaired.

During the last holiday season (Dec. 15 - Jan. 1), there were 393 crashes involving impaired drivers in Wisconsin. Those incidents killed 12 people and injured 197 others.

"Getting behind the wheel while impaired is a dangerous decision with consequences that can harm yourself and others," Wisconsin State Patrol Superintendent Tim Carnahan said. "Law enforcement officers will be out with a greater presence this holiday season to keep the roads safe for everyone, but drivers need to take the first step and make responsible choices."

The Wisconsin State Patrol works to assist local law enforcement agencies with obtaining specialty

training to detect impairment and get dangerous drivers off the road.

Over 7,500 officers in Wisconsin are trained in Advanced Roadside Impaired Driving Enforcement (ARIDE) and the state has among the most Drug Recognition Experts (DREs) in the nation, with nearly 400 officers who have completed DRE training.

Impaired driving has many consequences for a driver in addition to the potential for a crash.

OWI convictions can cost around \$10,000, including fines, court costs, lost time at work, higher insurance rates and vehicle services.

A driver can also lose their license and vehicle because of an OWI conviction.

The State Patrol encourages drivers to put safety

first during the holidays:

- Always drive sober.
 - Identify a sober designated driver. If you're feeling the effects of alcohol or another substance, you likely are over the 0.08 BAC limit and should not drive.
 - Take the bus, call a taxi, or use a rideshare service instead of getting behind the wheel. Use the Safe Ride program to find a ride home.
 - If you have a friend who is about to drink and drive, step in. Take the keys away and help them get home safely.
 - If you suspect a driver is impaired, safely gather as much info as you can about the vehicle, driver, and location and then call 911.
- Plan for a safe ride this holiday season.

BE OUR GUEST

The holidays and Alzheimer's

FROM THE ALZHEIMER'S ASSOCIATION WISCONSIN CHAPTER

Holiday celebrations are often joyous occasions that families look forward to all year, but they can be challenging for the millions of people living with Alzheimer's disease and dementia.

Alzheimer's disease affects an estimated 110,900 people in Wisconsin and more than 205,000 family and friends serving as caregivers.

"Changes in the daily routine, large gatherings and noisy environments — all holiday hallmarks — can create extra anxiety for someone living with Alzheimer's and other dementia," said Wendy Betley, senior program director, Alzheimer's As-

sociation Wisconsin Chapter. "Someone living with Alzheimer's may also feel a special sense of loss during the holidays because of the changes he or she has experienced. It's important to plan ahead and keep your loved one in mind."

To help families navigate holiday-related challenges, the Alzheimer's Association is offering these simple tips to ensure an enjoyable holiday for all:

- Familiarize others with the situation: The holidays are full of emotions, so it can help to let friends and family members know what to expect. Cross talk or simultaneous conversations can be challenging for people living with Alzheimer's, so try engaging them one-on-one or in

smaller group settings.

- Build on traditions and memories: Take time to experiment with new traditions that might be less stressful or a better fit with your caregiving responsibilities. If evening confusion and agitation are a problem, turn your holiday dinner into a holiday lunch or brunch.

- Involve the person living with Alzheimer's: Depending on abilities and preferences, make sure to keep the person with Alzheimer's involved in the celebrations, such as packing cookies in tins or helping wrap gifts.

- Plan ahead: When attending a holiday party, prepare the host for special needs, such as a quiet room for the person to rest when

they get tired, away from the noise and distractions.

- Adapt gift giving to ensure safe and useful gifts: Diminishing capacity may make some gifts unusable or even dangerous to a person with dementia. If someone asks for gift ideas, suggest items people living with the disease can easily enjoy, such as comfortable clothing, favorite music, videos and photo albums.

More holiday tips can be found by visiting the Alzheimer's Association website at alz.org.

The Alzheimer's Association 24/7 Helpline also provides reliable information and support to all those who need assistance.

Call the toll-free Helpline anytime, even holidays, at (800) 272-3900.

The Press Times welcomes readers to share their thoughts and opinions as a letter to the editor.

Letters must be no more than 400 words and be emailed to kleonhardt@mmcllocal.com with the subject line "letters to the editor."

Letters must be received by Monday in order to be included in the Friday edition.

LEGALS

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 Notice is hereby given that the following application has been received by the Clerk of the Village of Ashwaubenton: Class "A" Beer/Class A" Liquor (Cider Only) License – Ridgeway LLC, dba Jaguar Shell, 2300 South Ridge Road, (Santosh Upadhyaya, agent). /s/ Kris A. Teske, Village Clerk
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THE GREEN BAY AREA PUBLIC SCHOOL DISTRICT 2025-26 NOTICE OF EDUCATIONAL OPTIONS FOR CHILDREN WHO RESIDE IN THE SCHOOL DISTRICT AND SPECIAL NEEDS SCHOLARSHIP PROGRAM
 The Green Bay Area Public School District educates all students to be college, career and community ready, inspired to succeed in our diverse world. The District offers students a variety of educational options throughout their 4K-12 educational experience. The District's primary educational pathway and instructional program for students involves a progression from 4-year-old kindergarten through 12th grade, leading to a high school diploma. The District's schools are listed below with their corresponding DPI-issued report card overall accountability score, unless no score was issued. The state provides a star rating to each of the District's schools: 5 stars – significantly exceeds expectations, 4 stars – exceeds expectations, 3 stars – meets expectations, 2 stars – meets few expectations, 1 star – fails to meet expectations.
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 ● Elmore ★★★★★
 ● Fort Howard ★★
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 ● Kennedy ★★★
 ● King ★★
 ● Langlade ★★★
 ● Leonardo da Vinci School for Gifted Learners ★★★★★
 ● Lincoln ★★★★★
 ● MacArthur ★★★★★
 ● Martin ★★★
 ● McAuliffe ★★★★★
 ● Nicolet ★★★
 ● OAK Learning Center (N/A)
 ● Red Smith ★★★
 ● Sullivan ★
 ● *Tank ★★★★★
 ● Webster ★★★
 ● *Wequiock ★★★★★
 ● Wilder ★★★
Middle Schools (grades 6 - 8):
 ● Aldo Leopold ★★★★★
 ● Edison ★
 ● Franklin ★
 ● Leonardo da Vinci School for Gifted Learners ★★★★★
 ● Lombardi ★★★
 ● Red Smith ★★★
 ● Washington ★
High Schools (grades 9 - 12):
 ● East ★★★★★
 ● Preble ★★★★★
 ● Southwest ★★
 ● West ★★★★★

Legals 7700
 *Keller, Tank and Wequiock schools were closed at the end of the 2023-24 school year.
District-affiliated (instrumentality) charter schools:
 ● John Dewey Academy of Learning ★
 ● Northeast Wisconsin School of Innovation ★★
District Alternative Schools:
 ● Dr. Rosa Minoka Hill (Satisfactory Progress)
Note: The District offers its 4K program at one or more community-based locations other than the elementary school(s) that are listed above.
 Note: The District's Bayview school received Satisfactory Progress on its state issued report card.
 Some of the specific educational programs offered to eligible students who are enrolled in and attending the District's schools include the following:
 ● Head Start (for students who are 3 and 4 years old and meet income eligibility requirements)
 ● Early childhood special education (for students who are at least 3 years old but not yet school-age)
 ● Special education for students with disabilities
 ● English learner (EL)
 ● Dual language program
 ● Gifted and talented education
 ● Career and Technical Education (CTE) programs
 ● Individualized program and curriculum modifications
 ● Alternative education program(s)
 ● At-risk education (e.g., for students identified as being at-risk of not graduating from high school)
 ● Summer school programming
 ● Fine Arts Pathway
 ● International Baccalaureate for grades K-12
 ● Bay Link Manufacturing@
 ● City Stadium Automotive@
 ● Bridges Construction and Remodeling
 ● Advancement Via Individual Determination (AVID)
 ● Science Technology Engineering and Math (STEM) Education
 ● GPS
 ● After school programs
 ● Intra-District transfer program (i.e., the opportunity to apply for approval to attend a District school outside of the student's assigned attendance area)
 ● Youth Apprenticeships
 The full version of the District's most recent school and school district accountability report, as issued by the Wisconsin Department of Public Instruction under Wis. Stat. § 115.385, can be accessed via the District's website "About GBAPS" page and on each of the corresponding school's home pages.
 Educational options for students who are enrolled in the Green Bay Area Public School District that involve part-time attendance at an educational institution other than a school of the Green Bay Area Public School District include the following:
 ● Part-time Open Enrollment
 o A pupil enrolled in grades 9-12 at a public high school may attend a public school in a nonresident school district to take a course offered by the nonresident district.
 o A student may take no more than two (2) courses per semester in nonresident school districts.
 ● Start College Now Program
 o Allows students in grades 11-12 the opportunity to take college courses at Wisconsin Technical Colleges.
 ● Early College Credit Program
 o Allows students in grades 9-12 the opportunity to take courses at an institution of higher education for high

Legals 7700
 school and/or college credit.
 o Includes institutions within the University of Wisconsin System, tribally-controlled colleges, or private, non-profit institutions of higher education located in the state.
 Additional educational options for children who reside in the District that involve full-time enrollment/attendance at a school, program, or other educational institution that is not a school or instrumentality of the Green Bay Area Public School District include the following:
 ● High school students meeting certain age and other eligibility requirements may be permitted to attend a technical college or certain other programs for the purpose of completing a program leading to the student's high school graduation or to a high school equivalency diploma.
 ● Full-time Open Enrollment involves physical attendance in a public school of a nonresident school district or attendance through a virtual charter school that is associated with a nonresident school district.
 ● A child with a disability who meets the program's specific eligibility requirements may apply to attend an eligible, participating private school under a scholarship awarded through the state's "Special Needs Scholarship Program," as established under Wis. Stat. § 115.7915.
 ● Enrollment in a private school participating in the Wisconsin parental choice program. The following participating private schools are located within the District's boundaries, and their accountability score is provided (5 stars – significantly exceeds expectations, 4 stars – exceeds expectations, 3 stars – meets expectations, 2 stars – meets few expectations, 1 star – fails to meet expectations). Where available, the scores below are the Choice Students Report Card.
 – Bay City Christian School ★★★★★
 – Father Allouez Catholic School (N/A)
 – Green Bay Adventist Junior Academy (N/A)
 – Green Bay Trinity Lutheran School ★★★★★
 – Holy Cross School (N/A)
 – Holy Family School (N/A)
 – N.E.W. Lutheran High School ★★★★★
 – Notre Dame de la Baie Academy (N/A)
 – Pilgrim Lutheran School ★★★★★
 – Saint Bernard Grade School (N/A)
 – Saint John Paul II Classical School (N/A)
 – Saint John the Baptist (N/A)
 – Saint Mark Lutheran School (N/A)
 – Saint Paul Lutheran School ★★★★★
 – Saint Thomas More School (N/A)
 ● Enrollment in a private school of the family's choosing (at the family's own cost, as applicable).
 ● Enrollment in a home-based private educational program as provided under state law. Educational options for children who reside in the Green Bay Area Public School District, but who are enrolled in and attending a private school or home-based private educational program include the following:
 ● Such students have the opportunity to attend summer school classes/programs offered in the District.
 ● Such students have the opportunity to enroll and attend the 21st Century Community Learning Center (21CCLC) programs.
 ● Such students have the opportunity to participate in middle school after school athletic activities.

Legals 7700
 ● Private school students in the high school grades have the opportunity to apply for approval to take up two courses per semester in a District school, pursuant to Wis. Stat. § 118.145(4).
 ● Students who are enrolled in a home-based private educational program have the opportunity to:
 – Apply for approval to take up two courses per semester in public schools as provided under Wis. Stat. § 118.53.
 – Participate in District interscholastic athletics and other District extracurricular activities as provided under Wis. Stat. § 118.133.
 The State of Wisconsin has established the Special Needs Scholarship Program for students with disabilities. Under this scholarship program and as further specified in state law, a child with a disability who has been denied the opportunity to attend a nonresident school district under the full-time open enrollment program may be eligible to receive a scholarship from the Department of Public Instruction (DPI) that allows the child to attend an eligible private school that is participating in the Special Needs Scholarship Program. This is a state-administered program. A parent or guardian who is interested in the Special Needs Scholarship Program should independently verify the participating private schools and the specific terms, eligibility criteria, and application procedures of the scholarship program with the DPI.
 The Special Needs Scholarship Program is further defined under Wis. Stat. § 115.7915. However, special eligibility requirements not found in that statute exist for program scholarships that are awarded for private school attendance. Additional information about the program is available at the DPI website at <http://dpi.wi.gov/sms/special-needs-scholarship>.
 For more information about any of the educational options listed in this notice, please contact the District's Deputy Superintendent at 920-448-2000 or the Wisconsin Department of Public Instruction at (608) 266-3390 or (800) 441-4563.
 Publish 12.20.24 WNAJLP

Bids and Request for Proposals 7705
Ashwaubenton
 WNAJLP
ADVERTISEMENT FOR BIDS FOR ASH TREE REMOVAL SERVICES
 Sealed bids for the removal of trees will be received by the Village of Ashwaubenton, 2155 Holmgren Way, Ashwaubenton, WI 54304, at the office of the Village Clerk until **10:30 AM on January 14, 2025**, at which time they will be opened. The bids will then be forwarded to January 28, 2025, Village Board meeting for their review. After the Village Board has considered said quotes, an award may be made to the successful lowest responsible bidder or bidders.
 All bids shall be submitted on Village bid forms and shall be sealed in an envelope which will be plainly marked "**Bid for Tree Removal – 2025**" and the name of the bidder. Bid forms and specifications may be obtained at the Ashwaubenton Parks, Recreation & Forestry Department, 900 Anderson Drive, or sent by mail or email upon request.
 The Village has the right to waive any informality in any bid, the right to reject any or all bids and award multiple bids.
 Dated this 18th day of

Bids and Request for Proposals 7705
 December 2024.
 Timothy Bauknecht, Village Forester
 Run: December 20, 2024 and January 3, 2025 WNAJLP

Ashwaubenton
 WNAJLP
VILLAGE OF ASHWAUBENON ADVERTISEMENT FOR BID SITE WORK FOR FUTURE PARK ON ELEMENT WAY
 The Village of Ashwaubenton will accept sealed bids up to 10:00 a.m. CST, on Tuesday, January 14th, 2025, in the office of the Village Clerk, in the Ashwaubenton Village Hall, 2155 Holmgren Way, Ashwaubenton, WI 54304-4605.
Future Park site on Element Way. Work to include earthwork, grading, flatwork, water line installation, drainage, and some equipment/amenity installation. The project is listed on Quest: cdn# 9356068. Detailed specification and proposal forms are also on file and may be obtained at the Ashwaubenton Parks, Recreation and Forestry office, 900 Anderson Drive, Ashwaubenton, WI 54304-4605.
 The Village of Ashwaubenton reserves the right to accept and/or reject any and all proposals. Proposals will be opened and publicly read at 10:00 a.m., in Conference Room A of Ashwaubenton Village Hall on Tuesday January 14th, 2025. Each proposal must be accompanied by a Bid Bond or Certified Check equivalent to 5% of the maximum proposal. The contract shall be subject to Section 66.293 of the Wisconsin Statutes pertaining to municipal wage scales.
 Dated at the Village of Ashwaubenton, Wisconsin, on this 10th day of December 2024.
 BY:
 REX MEHLBERG,
 DIRECTOR
 PARKS, RECREATION AND FORESTRY DEPARTMENT
 VILLAGE OF ASHWAUBENON
 Publish 12.13.24 & 12.20.24
 WNAJLP

Hobart
 WNAJLP
SECTION 00 11 13 ADVERTISEMENT FOR BIDS
 VILLAGE OF HOBART
 2990 S. PINE TREE ROAD
 HOBART, WI 54155
 The Village of Hobart will receive sealed bids for the following work:
2024 Utility and Street Reconstruction Contract No. 2320-24-03 Bids will be received until 1:00 p.m. Local Time, on Monday, January 6, 2025.
 For this project, bids will be received and accepted via the online electronic bid service through QuestCDN vBid Online Bidding, only. **Paper bids will not be accepted.** To submit a vBid online bid you must download the project bid document file from QuestCDN, which will add you to the plan holders list and gain you access to vBid Online Bidding. Contact QuestCDN.com at 952-233-1632 or info@questcdn.com for assistance in setting up a free standard membership registration, downloading this digital project information, and submitting your bid via the vBid Online Bid Portal. The online bid portal (Live Bid Schedule Document) will be open when documents uploaded for viewing.
There is a non-refundable fee of \$50 for a set of digital contract documents. (This fee includes both downloading of digital plans/specs and online bidding.)
 The unconfirmed bid results will be publicly read aloud

Bids and Request for Proposals 7705
 after the bid portal closes on **Monday, January 6, 2025 at 1:00 p.m. local time. The bid opening will be held by teleconference. Any interested Contractors or members of the public that would like to participate in the teleconference will need to call 1-414-877-0020 and enter the code 872098 when prompted.**
 A pre bid meeting will not be held.
Project Description: The project includes the urbanization of Schuering Road and S. Pine Tree Road. Included in the project is the construction of new base aggregate, concrete curb and gutter, storm sewer, culverts, watermain, asphalt pavement, asphalt trail paving, wet detention pond, and landscape restoration. The project also includes asphalt trail on CTH EE/Orlando Drive with gravel shoulders, storm sewer, and landscape restoration in accordance with the plans and specifications.
Prospective bidders must be on the plan holders list through QuestCDN for bids to be accepted. Robert E. Lee & Associates, Inc. requires bidders to prequalify 5 calendar days prior to bid opening. Contract documents for this project may be examined online or downloaded at: www.questcdn.com. The QuestCDN eBidDoc Number for this project is: 9369609
 Each bid must be accompanied by a Bid Bond or certified check equivalent to 5% maximum proposal. **If a check is submitted, it must be received in Robert E. Lee & Associate's office by the posted bid date/ bid time.**
 The Owner reserves the right to reject any or all bids or any part of a bid. Further, the Owner reserves the right to waive any informality in any bid. The Owner reserves the right to increase or decrease the quantity of any item or portion of the work, or to omit portions of the work as may be deemed necessary by the Owner; and the same shall in no way affect or make void the contract, except that the appropriate additions to or deductions from the contract price will be made.
 The owner encourages DBEs including MBEs and WBEs to submit bid proposals. The Bidding Documents may be examined for free at:
 – QuestCDN.com or www.releinc.com/bid list - enter eBidDoc number 9369609
 If you are interested in purchasing a paper copy, you may do so by contacting Blue Print Service Company for paper sets (contact Appleton 920-733-4539 or Green Bay 920-494-4539). Downloaded plans are not scaleable, neither the owner nor the engineer shall be held responsible for the scale of downloaded plans. Only printed plans obtained from Blue Print Service Company shall be considered to be scaleable plans.
 No Bidder may withdraw his bid within **60 days** after the actual date of the opening thereof.
 The letting of the work described herein is subject to the provisions of the Wisconsin State Statutes, in particular 62.15, 66.0901, and 66.0903.
Aaron Kramer, Village Administrator
 Village of Hobart Publish 12.13.24 & 12.20.24 WNAJLP

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Ashwaubenton
 WNAJLP
 VILLAGE OF ASHWAUBENON
 VILLAGE HALL-2155 HOLMGREN WAY
 Village Hall - Boardroom 2155
 Legal continues on page 28

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Holmgren Way, Ashwaubenon, WI 54304 VILLAGE BOARD OF TRUSTEES MEETING MINUTES- TUESDAY, NOVEMBER 26, 2024, 6:00 PM

Call to Order: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke.

Also, Present - Patrick Leigl (Village Attorney), Joel Gregozeski (Village Manager), Brian Rickert (Director of Public Works), Greg Wenholz (Finance Director), Aaron Schuette (Community Development Director), and Rex Mehlberg (Parks, Recreation & Forestry Director). Other: Ted Hunt, Nancy Mattle, Patty Cohrell, Oliva Heiden, Jennifer Watermaken.

Pledge of Allegiance: The Pledge of Allegiance was recited.

Action on Agenda: Motion (Atkinson, Krueger) to Approve the Agenda as presented. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Chris Atkinson

SECONDER: Trustee Jay Krueger

AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

Action on Minutes: a. Consider/Discuss/Act on the Minutes of the November 12, 2024, Joint Finance & Personnel Committee and Village Board Meeting. Motion (Flucke, Atkinson) to Approve the November 12, 2024, Joint Finance & Personnel Committee and Village Board Meeting. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Gary Paul

SECONDER: Trustee Chris Atkinson

AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

c. Consider/Discuss/Act on the Minutes of the October 22nd, 2024, Village Board meeting. Motion (Atkinson, Servais) to Approve the Minutes of the October 22nd, 2024, Village Board meeting. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Chris Atkinson

SECONDER: Trustee Kelly Servais

AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

Comments from Public: Barbara Lemense - Shared her safety concerns about the need to add a crosswalk near Packerland AVE. Sarah Draeger - She expressed concerns regarding the potential presence of sex offenders residing at the Arena Motel.

Written Communications and/or Announcements: a. Recognition of Recently Promoted Public Safety Supervisors. Department Chief Nick Kozloski has officially recognized and promoted several dedicated public safety supervisors within the Ashwaubenon Public Safety Department. This initiative reflects a commitment to enhancing leadership and operational effectiveness within the department.

Action on Consent Agenda: Motion (Paul, Atkinson) to Approve the Consent Agenda as presented not including item 8.a). Motion carried

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unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Gary Paul

SECONDER: Trustee Chris Atkinson

AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

a. Consider/Discuss/Act on Class "B" Beer/"Class B" Liquor License Exception Request for Pope's Pizza, LLC dba Pope's Pizza. Motion (Krueger, Atkinson) to Approve Class "B" Beer/"Class B" Liquor License Exception Request for Pope's Pizza, LLC dba Pope's Pizza. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Jay Krueger

SECONDER: Trustee Chris Atkinson

AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

b. Consider/Discuss/Act on a Regular (Not Exception) Class "B" Beer/"Class B" Liquor License Request for Cowboy Mac's Country Club, LLC dba Cowboy Mac's Country Club. c. Consider/Discuss/Act on Class "B" Beer/"Class B" Liquor License Exception Request for Fire & Fir Event Hall, LLC dba Fire & Fir Event Hall.

d. Consider/Discuss/Act on the non-renewal of the Class "B" Beer/"Class B" Liquor License for Tajin Mexican Grill VR, LLC d/b/a Tajin Mexican Grill.

e. Consider/Discuss/Act on the Non-renewal of the Class "B" Beer License of Syps & Scrybbles LLC.

f. Consider/Discuss/Act on Budgeted Expenditures for Period Between 10/17/2024 to 11/20/2024.

g. Receive/Accept: October 2024 Investment Report.

h. Receive/Accept: October 2024 Financial Statements.

i. Receive/Accept: November 2024 Public Works Department Report.

j. Receive/Accept: November 2024 Parks, Recreation and Forestry Department Reports.

Public Hearings: a. Public Hearing on Ordinance O11-4-24 Regarding a FINAL Planned Unit Development (PUD) Request for a Multi-Use Senior Residential Development at 460 Marina Lane, Parcel VA-132-13. There were no comments from the guests on this item. Motion (Paul, Atkinson) to Approve closing the hearing. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Gary Paul

SECONDER: Trustee Chris Atkinson

AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

EXCUSED: Chris Zirbel

b. Public Hearing on a Conditional Use Permit (CUP) Request for Automobile Sales at Packerland Tire, 2660 Packerland Drive, Parcel VA-228-8-508. There were no comments from the guests on this item. Motion (Paul, Atkinson) to Approve closing the hearing. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Gary Paul

SECONDER: Trustee Chris Atkinson

AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

EXCUSED: Chris Zirbel

c. Public Hearing on 2025 Village of Ashwaubenon Proposed Budget. There were no comments from the guests on this item. Motion (Servais, Atkinson) to Approve close the hearing. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Kelly Servais

SECONDER: Trustee Chris Atkinson

AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

EXCUSED: Chris Zirbel

Action Items:

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Consider/Discuss/Act on Ordinance O11-4-24. Regarding a FINAL Planned Unit Development (PUD) Request for a Multi-Use Senior Residential Development at 460 Marina Lane, Parcel VA-132-13. There were no comments from the guests on this item. Motion (Paul, Atkinson) to Approve closing the hearing. Motion carried unanimously. There were no comments from the guests on this item. Motion (Servais, Atkinson) to Approve close the hearing. Motion carried unanimously. Aaron Schuette (Community Development Director) stated that Alliance Construction & Design, as applicant for owner BayMar Holdings LLC, has requested final planned unit development (PUD) review for a proposed multi-use residential development including a memory care community based residential facility (CBRF), townhomes, and senior living apartment building at 460 Marina Lane, Parcel VA-132-13. It should be noted that this property has a closed environmental case and approved Voluntary Party Liability Exemption (VPLE) on file with the Wisconsin Department of Natural Resources (WDNR), and all development will be performed in accordance with WDNR rules and regulations. A PUD overlay is necessary to accommodate the varied uses on one parcel of land. The subject property is currently vacant and zoned B-3 Community Business. Adjacent uses and zoning include the Residence Inn hotel (B-3) immediately adjacent to the development, the O.C. restaurant (B-3 with PUD) and Riverway Marina (B-3 with PUD) to the south, National Railroad Museum (P-Public Use) to the north, and Packer Fastener (I-1 Heavy Industry) to the west. An existing stormwater pond and Fox River are to the east of the development. The requested PUD overlay on the subject property would allow for the development of the townhomes and senior living apartment building in addition to the CBRF, which is permitted use within the underlying B-3 zoning district. A public trail easement currently exists along the west side of the stormwater pond as a future Ashwaubomay River Trail extension to the north. A map with the adjacent zoning is included for reference. Driveway access to the development is to be from Marina Lane and South Broadway. As South Broadway is a Brown County Highway, a driveway access permit and boulevard alteration will need to be approved by the Brown County Highway Department. The 19,851 square foot six-unit attached townhomes and 28,917 square feet, (approximately) 44-unit CBRF will both be single-story buildings. The 5-story, 299,262 square foot, 124-unit senior apartment building will be approximately 56 feet in height (five stories), which is below the maximum 120 feet allowable within this area of the Village; however, under Brown County code, any building located within Airport Zone "C" and greater than 50 feet in height is required to obtain a height permit from the Green Bay - Austin Straubel International Airport Director. Additional amenities proposed for the development include drive-in, covered first floor parking for the senior apartment building, pickleball court, pool, and grilling/patio station. The property will be developed in the following planned phases: Phase 1: CBRF / memory care building with parking and driveway access to S. Broadway and Marina Lane starting in December 2024 with completion estimated for December 2025. Phase 2: Townhome development with

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parking and driveway access to Phase 1 starting in December 2024 with completion estimated for December 2025. Phase 3: Apartment building and site amenities construction starting in April 2025 with completion estimated for December 2026. Exterior materials for the CBRF will include a mixture of stone veneer, brick, vertical board and batten siding, and asphalt shingle roof. An exterior courtyard will face the north and will include 7' high aluminum fencing for security. Condensing units will be located within the courtyard space and a mechanical unit mounted on the roof. Under 17-2-200(C)(1)(k) Ashwaubenon Municipal Code, any ground or roof-mounted mechanical units visible from a street right-of-way or property boundary will need to be screened. The six-unit attached townhome building will also include stone veneer, brick, vertical board and batten siding, and asphalt shingle roof. Each condensing unit outside the townhome will be screened with a 4' high cedar fence. The senior apartment building exterior materials will generally consist of horizontal wave metal wall panels on upper floors and concrete masonry unit (CMU) on the first floor and accent upper floors. All apartment units on floors 2-5 will have walkout porches. Under 17-2-200(C)(1)(e&f) Ashwaubenon Municipal Code, all metal wall panels are to utilize fully concealed fasteners and have a minimum three-foot from finished grade masonry wainscot. Bicycle parking is located at the northwest corner of the apartment building. The preliminary PUD was recommended for approval with staff conditions by the Village Board at their August 27, 2024, meeting. The Planned Unit Development review objectives found in Section 17-3-500(B)(6) of the Ashwaubenon Municipal Code are addressed by the applicant within the cover letter for the Final PUD application. Both Site Plan Review Committee and Planning Commission unanimously recommended approval of the final PUD with staff conditions at their respective meetings following discussion that centered around CBRF security for their memory care residents. Motion (Krueger, Servais) to Approve Ordinance O11-4-24. Regarding a FINAL Planned Unit Development (PUD) Request for a Multi-Use Senior Residential Development at 460 Marina Lane, Parcel VA-132-13. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Jay Krueger

SECONDER: Trustee Kelly Servais

AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

b. Consider/Discuss/Act on a Conditional Use Permit (CUP) Request for Automobile Sales at Packerland Tire, 2660 Packerland Drive, Parcel VA-228-8-508. Aaron Schuette (Community Development Director) stated that Shaun Clarmont, owner of Packerland Tire at 2660 Packerland Drive, Parcel VA-228-8-508, is requesting a conditional use permit for automobile sales at the subject property, which is zoned I-1 Light Industry. Under Table 17-4-100(A) Ashwaubenon Municipal Code, the Table of Allowed Uses indicates that automobile sales are conditional use within the I-1 Light Industry zoning district. Section 17-4-300(E)(10) of the Ashwaubenon Municipal Code further identifies required standards for vehicle sales including the following and should be included as conditions, should the CUP be approved: Not have more than

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one vehicle display pad for everyone hundred feet of street frontage. The vehicle display pad may be elevated up to two feet above adjacent displays or grade level; Have no racks that tilt vehicles in any way to show the underside, unless located inside a showroom; Not display vehicles or other similar items on top of a building; Have no outdoor speaker or public address system that is audible off-site; Display no other materials for sale between the principal structure and the street; and Not test drive vehicles on residential streets. Furthermore, Mr. Clarmont has indicated the following on the CUP application and should be included as additional conditions, should the CUP be approved: Have for sale no more than four vehicles at any one time; Locate the vehicles for sale around the northeast corner of the building as indicated in the application; Not perform any vehicle body work such as industrial painting or salvage reconditioning. The Planning Commission discussion centered around whether there would be adequate parking for the business if up to four spaces were used for vehicle sales. Mr. Clarmont has indicated via email that he has the ability to park any excess auto repair vehicles on the south side of the property near the Wisneski Vehicle Sales lot, should additional space be needed. The Planning Commission recommended approval of the CUP with listed conditions on a 3-1 vote. Motion (Krueger, Paul) to Approve Conditional Use Permit (CUP) Request for Automobile Sales at Packerland Tire, 2660 Packerland Drive, Parcel VA-228-8-508 Motion Approved. RESULT: APPROVED MOVER: Trustee Jay Krueger

SECONDER: Trustee Gary Paul

AYES: Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

NAYS: Mary Kardoskee

c. Consider/Discuss/Act on Resolution R11-3-24, Adopting the Village of Ashwaubenon 2025 Budget. Greg Wenholz (Finance Director) stated that Resolution No. R11-3-24 is adopting the 2025 annual budget and establishing the property tax levy for the Village of Ashwaubenon, Brown County. See the attached resolution and budget summary for the adoption of the Village of Ashwaubenon 2025 budget. Member Flucke requested that the Bicycle & Pedestrian Committee review where a crosswalk be placed on Packerland and a update the Bike and Pedestrian Plan. Motion (Krueger, Atkinson) to Approve Resolution R11-3-24, Adopting the Village of Ashwaubenon 2025 Budget. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Jay Krueger

SECONDER: Trustee Chris Atkinson

AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

d. Consider/Discuss/Act on Resolution R11-2-24, Authorizing the Issuance and Establishing Parameters for the Sale of not to Exceed \$2,890,000 General Obligation Promissory Notes, Series 2024C. Greg Wenholz (Finance Director) stated Brad Viegut from RW Baird will be present to review and discuss the process for the issuance of not to exceed \$2,890,000 of general obligation promissory notes. After the presentation, the board will take action on Resolution R11-2-24. The proceeds for the sale of the \$2,890,000 GO Promissory Notes will be used for the following projects. Street Construction Capital Projects Fund Cormier Road sidewalk

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replacement (Ridge Road to Shady Lane) Village Buildings Capital Projects Fund Public Works Garage HVAC replacement Parks, Recreation, & Forestry Capital Projects Fund Street enhancements - EAB Removal Equipment Replacement Fund Public Safety - Fire Truck Public Works - Articulating Loader with winter equipment Public Works - Tandem Axle Dump Truck with winter equipment Public Works - Tandem Axle Dump Truck All items listed above are included in the 2025 budget. Motion (Paul, Krueger) to Approve Resolution R11-2-24, Authorizing the Issuance and Establishing Parameters for the Sale of not to Exceed \$2,890,000 General Obligation Promissory Notes, Series 2024C Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Gary Paul

SECONDER: Trustee Jay Krueger

AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

e. Consider/Discuss/Act on Ordinance O11-3-24, Regulating Temporary Video Boards. Aaron Schuette (Community Development Director) stated with the upcoming NFL Draft, Village staff has been receiving requests for temporary video boards. Historically, temporary video boards have been used within the Sports & Entertainment District by various establishments for viewing of Packers games and within Ashwaubenon Parks and Tiletown for movie nights. The proposed ordinance will provide a regulatory framework within which temporary video boards would be allowed within the Sports & Entertainment (SE), Public Use (P), and Tiletown PUD zoning districts as these are the areas that have historically utilized temporary video boards. Having a regulatory framework in place will allow Village staff to enforce the standards should any issues arise. The Public Works & Protection Committee unanimously recommended approval of the draft ordinance. Motion (Krueger, Flucke) to Approve Ordinance O11-3-24, Regulating Temporary Video Boards. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Jay Krueger

SECONDER: Trustee Tracy Flucke

AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke

f. Consider/Discuss/Act on Ordinance O11-1-24, Amending Enforcement of Special Event Parking. Patrick Leigl (Village Attorney) stated that The Departments of Public Works and Public Safety have expressed concerns relating to the fine amounts for individuals violating traffic laws for special events and packer game days. Individuals have deliberately violated this parking ordinance because they do not believe the fine is excessive and would prefer to park in areas of the street rather than in lots/yards. The current fine for violating parking during packer game is \$50, which is like parking in areas surrounding Lambeau Field. The parking regulations are imposed to alleviate heavy traffic congestion during major/special events. Village staff believe increasing the fine will create a stronger deterrent for violating the parking laws at or near special events and packer games. The Public Works/Protection Committee recommended the ordinance for approval with increasing the initial fine to \$150, with \$25 increments for late payments. Motion (Krueger, Servais) to

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 Approve Ordinance O11-1-24, Amending Enforcement of Special Event Parking but raising to \$200 not \$150. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Jay Krueger
SECONDER: Trustee Kelly Servais AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke g. Consider/Discuss/Act on Resolution R11-1-24 and Ordinance O11-2-24, Authorizing Relocation of Polling Place for Wards 9 & 10. Patrick Leigl (Village Attorney) stated that The Village Clerk is requesting a change in polling location for Wards 9 & 10. The request is to move Wards 9 & 10 from St. John's Lutheran Church to the Ashwaubenon Community Center, Bukowski Activity Room, 900 Anderson Drive. Motion (Krueger, Flucke) to Approve Resolution R11-1-24 and Ordinance O11-2-24, Authorizing Relocation of Polling Place for Wards 9 & 10. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Jay Krueger
SECONDER: Trustee Tracy Flucke AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke h. Consider/Discuss/Act on Vibrant Spaces Grant for the Bandshell Project at Klipstine Park. Marcus Rennie (Management Analyst) stated that WEDC launched the Vibrant Spaces Grant as a pilot program to provide matching funds to communities looking to implement placemaking projects in 2023. The program was well-received, attracting nearly 90 applications. The 34 projects that were ultimately funded represented a broad cross-section of the state, including all geographic areas. The Vibrant Spaces pilot was specifically designed to accommodate true placemaking initiatives and embrace the "lighter, quicker, cheaper" ethos of making incremental changes to improve a space and respond to community feedback. To accomplish this, the grant provided for a one-to-one project match up to \$50,000, with no preference given to project size, although identified and secured sources of match funding did boost an applicant's score Motion (Paul, Atkinson) to Approve Vibrant Spaces Grant applications for the Bandshell Project at Klipstine Park. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Gary Paul
SECONDER: Trustee Chris Atkinson AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke i. Consider/Discuss/Act on Draft Ashwaubenon Comprehensive Outdoor Recreation Plan. Rex Mehlberg (Parks, Recreation & Forestry Director) stated that Staff & the Ashwaubenon Park Board has been working to update the Village of Ashwaubenon's Comprehensive Outdoor Recreation Plan (CORP). This process occurs every 5 years. The document is used as a planning tool for the Village during the normal budget cycles. It is also used as a "vision" for how to proceed with our park system. A series of seven community "meetings" were offered where staff had the opportunity to talk with the public and collect surveys regarding what "new" park/recreation amenities they would like to see offered in our community. A survey form was handed out at these 7 meetings, as well as it was posted for the summer on the

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 Villages' website (and advertised on our Facebook page w/ connecting link). Over 70 surveys were collected, and dozens more of our community members engaged in conversation with staff. All written comments are listed in the plan. General Village statistics (2020 Census) have been added, park inventories have been updated, and suggested projects added to the individual park descriptions listed therein. Requested amenities were vetted by the Park Board, and select items were placed in a "10 year" budget submission plan. This document is also a required item for any grant request submissions to the Wisconsin DNR. Motion (Krueger, Servais) to Approve Draft Ashwaubenon Comprehensive Outdoor Recreation Plan and send to the DNR. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Jay Krueger
SECONDER: Trustee Kelly Servais AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke j. Consider/Discuss/Act on Request to Amend the Village Code to Regulate Performance Standards for Noise, Vibration, External Lighting, Odor, Particulate Emissions, Visible Emissions and Hazardous Pollutants. Joel Gregozeski (Village Manager) stated that the request of Trustee Flucke, the following item is being presented for Village Board discussion and possible action. Trustee Flucke requested the Village Board discuss performance standards, primarily for industrially zoned districts related to matters of noise, vibration, external lighting, odor, particulate emissions, visible emissions and hazardous pollutants. The attached draft language was prepared to support this request. Draft language was crafted after reviewing other ordinance related to industrial performance standards. By-in-large, the language incorporates established standards adopted under Wisconsin Administrative Code. This item is for discussion and direction only. No formal action can be taken at this time to adopt the language. A final Ordinance would need to be drafted, and adopted following a properly noticed public hearing Motion (Krueger, Flucke) to Approve Request to Amend the Village Code to Regulate Performance Standards for Noise, Vibration, External Lighting, Odor, Particulate Emissions, Visible Emissions and Hazardous Pollutants. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Jay Krueger
SECONDER: Trustee Tracy Flucke AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke k. Consider/Discuss/Act on Request from Ashwaubenon School District to Provide Funding Support for Wayfinding and Community Pool Signage on District Campus. Joel Gregozeski (Village Manager) The Ashwaubenon School District is completing a campus wayfinding signage project at the High School campus which includes not only the high school, but also the PAC and Community Pool. The district is requesting financial assistance from the Village in support of the project. The district is requesting approximately 1/3 of the overall cost, or \$9,500. This item was not budgeted by the Village and is being requested only as a partner with the district on shared facilities like the PAC and Community Pool. Attached are: Initial proposal from Elevate97 ("V1..." attachment)

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 Final proposal from Elevate97 ("Signed off..." attachment) Contract with project prices, showing price breakdown ("Updated..." attachment). The project encompasses: Second building sign on the Ashwaubenon PAC, facing Willard Dr & Cormier Rd Second building sign on Community Pool, facing Anderson Dr Replacement of Ashwaubenon High School building sign, facing Willard Dr, removing current wall digital sign and replacing with lettering to match PAC and Pool Naming of South and East campus lots to Lot A and Lot B for improved navigational purposes Addition of seven directionals around campus to direct traffic to High School, Field House, PAC, Community Pool, and Parking Lots A & B. Where room allows, lettering offering directions to the Community Center could also be added at an additional cost. Wall signage at the front of the High School labeled "Jaguar Way" (proposed initially as "Principals Way") to honor past AHS principals. This portion of the project to be funded through the Ashwaubenon Alumni Association. Our thanks to Aaron Schuette for his informational guidance on this project. The district also received proposals from Creative Sign and Jones. Of note, Elevate97 was the only vendor who provided a proposal offering wayfinding and signage solutions that also fell within Village ordinance requirements. Motion (Krueger, Paul) to Approve Request from Ashwaubenon School District to Provide Funding Support for Wayfinding and Community Pool Signage on District Campus. Motion carried unanimously RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Jay Krueger
SECONDER: Trustee Gary Paul AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke Items for Next Agenda: Closed Session Items: During the meeting, the Village Board of the Village of Ashwaubenon may convene into Closed Session pursuant to:
 a. Wisconsin Statute Section 19.85(1)(g) conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.
 b. Wisconsin Statute Section 19.85(1)(c) for considering employment, promotion, compensation or performance evaluation data of any public employee over which the Village Board has jurisdiction or exercises responsibility Item A: No Action. Information Only Item B: Motion to approve payment incentive for Chief 390 (Servais, Paul); unanimous Motion to forward recommendation of interim chief to Police/Fire Commission (Servais, Paul); unanimous Others Present: Gregozeski, Leigl Aaron Schuette and Will Engels (as to Item A only) Motion (Krueger, Atkinson) to Approve Move to Closed Session. Motion carried unanimously RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Jay Krueger
SECONDER: Trustee Chris Atkinson AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke Reconvene into Open Session: The Village Board may thereafter reconvene in open session pursuant to Wisconsin Statute Section 19.85(2) to report the results of the closed session and consider the balance of the agenda

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 Motion (Paul, Krueger) to Approve reconvened into Open Session. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Gary Paul
SECONDER: Trustee Jay Krueger AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke Adjourn: Motion (Paul, Krueger) to Approve adjourn at 9:04 pm. Motion carried unanimously. RESULT: APPROVED [UNANIMOUS] MOVER: Trustee Gary Paul
SECONDER: Trustee Jay Krueger AYES: Mary Kardoskee, Kelly Servais, Gary Paul, Chris Atkinson, Jay Krueger, Tracy Flucke Publish 12.20.24 WNAXLP

De Pere WNAXLP
December 10, 2024, USDD Special Board of Education Meeting Minutes The Unified School District of De Pere Board of Education held a Special Meeting on Tuesday, December 10, 2024, at 6:00 PM in the District Office Board Conference Room. Board President Adam Clayton opened the meeting with: This is a special meeting of the Board of Education of the Unified School District of De Pere being held in the District Office Board Conference Room. Before this meeting, notice was given to the public by posting at the appropriate places, & copies of the notice of this meeting were forwarded to local news media. A copy of the notice was provided to the official newspaper of the District, The Press Times. **Roll Call:** Present – Brittony Cartwright, Clayton, Jeff Dickert, Matt Petersen, Melissa Niffenegger, & Brandy Tollefson. Chad Jeskewitz excused. Quorum declared. Clayton called the meeting to order at 6:02 PM. **Agenda:** Petersen moved to approve the agenda & Cartwright seconded. The motion to approve the agenda passed, 6-0. **Motion to Move to Close Session:** Tollefson motioned to move to Close Session and, Cartwright seconded. The motion passed on a roll call vote of 6/0. Entered Closed Session at 6:04 PM. **Motion to Adjourn Executive Session:** Niffenegger motioned to adjourn Executive Session & Petersen seconded. Motion passed on a roll call vote of 6/0. Adjourned at 7:10 pm. **Motion to adjourn:** Cartwright motioned to adjourn the meeting & Tollefson seconded. Motion carried, 6/0—adjournment at 7:11 PM. Submitted December 16, 2024, for approval by Joanne DiSalvi, Project Manager. BOE approved, Jeff Dickert, Clerk. Publish 12.20.24 WNAXLP

De Pere WNAXLP
December 2, 2024, USDD Public Hearing & Special Board of Education Meeting Minutes **Public Hearing:** Purpose of Hearing: As required by State Statute 118.38, the Board is holding a public hearing to request a waiver from the WI DPI to commence the 2025-26 school year before September 1, 2025. **Roll Call:** Present – Brittony Cartwright, Clayton, Jeff Dickert, Chad Jeskewitz, Matt Petersen, Melissa Niffenegger, & Brandy Tollefson. Quorum declared. Clayton called the meeting to order at 6:02 PM. **Review:** Christopher Thompson, EdD, Superintendent, presented a review of the waiver & the proposed calendar for the 2025-26 school year. **Public Comment On the Waiver to WI DPI to begin the 2025-26 school year before Sept. 1, 2025:** No comments. **Hearing Closed:** 6:04 PM The Unified School District of De Pere Board of Education

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 held a Special Meeting on Monday, December 2, 2024, at 6:00 PM in the De Pere High School Community Room. Board President Adam Clayton opened the meeting with: This is a special meeting of the Board of Education of the Unified School District of De Pere being held in the De Pere High School Community Room. Before this meeting, notice was given to the public by posting at the appropriate places, & copies of the notice of this meeting were forwarded to local news media. A copy of the notice was provided to the official newspaper of the District, The Press Times. **Roll Call:** Present – Brittony Cartwright, Clayton, Jeff Dickert, Chad Jeskewitz, Matt Petersen, Melissa Niffenegger, & Brandy Tollefson. Quorum declared. Clayton called the meeting to order at 6:05 PM. **Agenda:** Cartwright moved to approve the agenda & Tollefson seconded. The motion to approve the agenda passed, 7-0. **Review of the 2024-25 District & School Report Card:** Nick Joseph, Dir. of Secondary Curriculum & Instruction, & Kathy VanPay, Dir. of Secondary Curriculum & Instruction, reviewed the 2023-24 State Report Card & the data DPI used to score our district. USDD achieved a "Significantly Exceeds Expectations" score of 83.2 & placed 9th among the State's other similar K4-12 districts. **Motion to Approve High School Community Room Audio Enhancement:** Curt Pieschek, Dir. of Technology, presented two quotes for audio enhancement in the DPHS Community Room recommending approval of the Camera Corner bid. Cartwright motioned to approve the bid & Niffenegger seconded. Motion passed, 7-0. **Motion to Approve Wiscnet Internet Contract Extension for the 2025-2026 School Year:** Pieschek presented a contract extension with a guarantee of an additional year at the same price & recommended approving the extension. Cartwright motioned to approve the extended contract & Petersen seconded. Motion passed, 7-0. **Motion to Approve District Safety Plan Update/Revisions:** Jerry Nicholson, Dir. of Student Services, brought the revised District Safety Plan to the Board for approval. Cartwright motioned to approve the plan as presented, & Jeskewitz seconded. Motion passed, 6-0-1; Tollefson abstained. **Resolution Authorizing the Issuance & Sale of a \$15,000,000 Bond Anticipation Note Pursuant to Section 67.12(1)(b), Wisconsin Statutes:** Dawn Foeller, Dir. of Finance, reviewed & discussed the resolution to approve the issuance of a Bond Anticipation Note in the amount of \$15M requesting the Board approve the resolution. Dickert motioned to approve the resolution as presented & Cartwright seconded. Motion passed, 7-0. **Resolution Authorizing the Issuance of a Portion of & Establishing Parameters for the Sale of Not to Exceed \$22,000,000 General Obligation Promissory Notes:** Foeller reviewed the Parameters Resolution that will refinance the BAN issued in December 2024 & issue the remaining \$7M referendum authority that will fund the 2024 Approved \$22M Critical Maintenance Capital Referendum requesting the Board to approve the resolution. Tollefson motioned to approve the resolution & Dickert seconded. Motion passed, 7/0. **Resolution to Approve the 2025-26 Calendar DPI Waiver Request to Start School before September 1, 2025 (Start date: August 28, 2025):** Thompson presented a

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 review of the waiver & the proposed calendar for the 2025-26 school year requesting the Board approve the waiver. Jeskewitz motioned to approve the waiver as presented & Cartwright seconded. Motion passed, 7/0. **Presentation & Motion to Approve the District Library Plan:** School librarians, Stephanie Karker, Tina Kiekhaefer, Kira Shockley, & Donna Young presented the Library Plan for the 2025-2028 school years requesting the Board for approval. Dickert motioned to approve the plan as presented & Petersen seconded. Motion passed, 7/0. **Presentation & Motion to Approve an Artificial Intelligence Teacher Tool:** Van Pay, Joseph, Pieschek, Meghan Damsheuser, Tech. Integration Coach, Pearson, Kiekhaefer, Young, Wautlet, & Karker presented on artificial intelligence (AI) in the classroom asking for approval to purchase, Brisk, for K-12 teachers & 7-12 students. Dickert motioned to approve the purchase & Petersen seconded. Motion passed, 6/1; Cartwright voted nay. **Executive Session:** Dickert motioned to close the public meeting & enter into executive session pursuant to Wisconsin Statute 19.85(1)(b)(c)(f) for Superintendent mid-year review. Tollefson seconded. Motion passed on a roll call vote, 5/2; Cartwright & Niffenegger voted nay. **Motion to Adjourn Executive Session:** Tollefson motioned to adjourn Executive Session and Jeskewitz seconded. Motion passed on a roll call vote, 7/0. Adjourned at 7:58 pm. **Motion to adjourn:** Cartwright motioned to adjourn the meeting & Dickert seconded. Motion carried, 7/0—adjournment at 7:59 PM. Submitted December 16, 2024, for approval by Joanne DiSalvi, Project Manager. BOE approved, Jeff Dickert, Clerk. Publish 12.20.24 WNAXLP

De Pere WNAXLP
Monday, November 18, 2024 Business Board of Education Meeting Minutes A Business Meeting of the Unified School District of De Pere Board of Education was held in the De Pere High School Community Room on Monday, November 18, 2024, at 6:00 PM. School Board President Adam Clayton opened the meeting with the following announcements: This is a business meeting of the Board of Education of the Unified School District of De Pere. Prior to this meeting, notice was given to the public by posting at the appropriate places, & copies of the notice of this meeting were forwarded to local news media. A copy of the notice was forwarded to the District's official newspaper, The Press Times. **Roll Call:** Present – Brittony Cartwright, Clayton, Chad Jeskewitz, Melissa Niffenegger, Matt Petersen, & Brandy Tollefson. Excused; Jeff Dickert. Quorum declared. Clayton called the meeting to order at 6:02 PM. **Agenda:** Cartwright motioned to approve the agenda. Petersen seconded. Agenda was approved: 6/0. **Public Comment:** Eight community members addressed the board on various topics, including board policies, board member actions, & requests for investigation, censure, & the resignation of a board member. Other topics discussed were congratulations to the district for achieving "Significantly Exceeds Expectations" on the State Report Card, congratulations for the successful passage of the referendum, concerns regarding student cell phone use & dress codes, & the proposal to record board

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meetings.
Motion to Approve October 28 & November 4, 2024, Board Meeting Minutes: Tollefson motioned to approve the Oct. 28 meeting minutes & Jeskewitz seconded.
Cartwright motioned to approve the Nov. 4 meeting minutes & Petersen seconded. Motion passed, 5/0/1, Tollefson abstained.
Second Reading Board Policy 2522: Library Media Centers: Christopher Thompson, Superintendent, Nick Joseph, Dir. of Secondary Curriculum & Instruction, Jill Pearson, High school Librarian, & Jerry Nicholson, Dir. of Student Services, reviewed the policy & the changes requested for the second reading. The policy will be brought to the next business meeting for a vote.
Second Reading of Policy 9130.1: Public Requests, Suggestions, or Complaints Regarding Instructional Materials: Thompson, Joseph, & Nicholson presented the new policy with the requested changes.
Second Reading of Policy 9130.2: Public Requests, Suggestions, or Complaints Regarding Non-Instructional Matters: Thompson, Joseph, & Nicholson presented the new policy with the requested changes & reminded them po 9130 was pulled apart to create po9130.1 & po9130.2 at their request. A vote to maintain the current policy without creating two new policies will be scheduled for the next business meeting following a discussion.
Presentation by the District's Finance Advisor, RW Baird on Financing Plan for the 2024 Capital Referendum: Dawn Foeller, Dir. of Finance, & Jordan Masnica from RW Baird, presented to the Board the financing plan for the approved \$22M Capital Referendum.
Review & Motion to Move our Financial Software Hosting to Skyward / ISCorp: Foeller & Curt Pieschek, Dir. of Technology, presented information regarding the Skyward Financial & HR Software the district uses & requested approval to move our current Skyward environment from being hosted on-premise to having Skyward host the District's Financial & HR Software. Petersen motioned to approve the request & Jeskewitz seconded. Motion passed 6/0.
Approval to Move Forward with Moving from Skyward PAC to Skyward Qmlativ: Foeller & Pieschek presented information regarding the current Skyward Financial & HR Software & requested to transition to Skyward's Qmlativ financial software. Cartwright motioned to approve the request & Tollefson seconded. Motion passed 6/0.
Discussion on Innovative Grant Applications for the 2025-26 School Year: Joseph reviewed the Innovative Grant process & the budgeted amount for the program. Staff will submit grants beginning in January 2025.
Presentation of & Motion to Approve the District Academic & Career Plan (ACP): Joseph presented the ACP/E4E Plan & recommended approving the plan as presented. Cartwright motioned to approve the request & Petersen seconded. Motion passed 6/0.
Motion to Approve the 2025-26 Academic Calendar & 2026-27 Thanksgiving, Winter Holiday, & Spring Break Vacation Dates: Thompson presented the proposed 2025-26 school year calendar & requested approval to present the calendar with the early start to the State for approval. Cartwright motioned to approve the request & Jeskewitz seconded the motion. Motion passed 6/0.
Motion to Approve October

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Financial Report: Foeller presented the October Financial Reports. Tollefson motioned to approve the vouchers as presented & Jeskewitz seconded. Motion passed; 6/0.
Motion to Approve October Vouchers: Foeller presented the October vouchers. Tollefson motioned to approve the vouchers as presented & Petersen seconded the motion. Motion passed; 6/0.
Upcoming Topics & Discussion: Clayton & Petersen praised the DPHS production of *Annie*, highlighting the exceptional talent & poise of everyone involved. Petersen reminded the board that the DPMS is presenting a production of *The Outsiders* & encouraged everyone to attend. Petersen also commended the DPHS Culinary Arts class for preparing Thanksgiving meals for local families. Niffenegger requested Open Meetings Law & Roberts Rules training, & that a discussion on Dress Code be added to a future meeting. Tollefson requested a review of censure procedures be added to the agenda in response to public comments. Clayton asked to consult with the legal team before it is included. Cartwright expressed dissatisfaction with how Public Comments are handled & requested that this be added as an agenda item. Petersen suggested the legal team should be present for this discussion, & Clayton confirmed it would be added to the agenda at the appropriate time.
Motion to Adjourn: Petersen motioned to adjourn the meeting & Tollefson seconded. Motion passed, 6/0. Adjourned at 8:40 PM.
Submitted for approval December 16, 2024, Joanne DiSalvi, Project Manager. Approved by BOE, Jeff Dickert, Board Clerk. Publish 12.20.24 WNAXLP

Green Bay WNAXLP
Board of Education Work Session: 12/9/2024 @ Immediately Following Special Board Meeting (Monday, December 9, 2024)
Members present: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson
Members excused: Kou Lee
Others present: Vicki Bayer, Superintendent; Kinsey Lehr, Executive Assistant to the Superintendent of Schools and Board of Education; David Johns, Associate Superintendent; Lori Blakeslee, Director of Communications and Public Relations; Cale Pulczinski, Chief Operations Officer; Melissa Thiel Collar, Legal Counsel; Mike Friis, Executive Director of Human Resources; Angie Roble, Chief Finance Officer; Andres Mora, ICSC Representative; Paige Miller, ICSC Representative
Meeting called to order at 5:20 p.m.
1. Opening Activities
A. Welcome
The Board of Education met in the Green Bay Area Public School District Office Building located at 200 S. Broadway, Green Bay, WI 54303. The open session meeting took place in room #331 which is located on the 3rd floor. Some individuals joined via zoom and the meeting was live-stream broadcasted on the Green Bay Area Public School District YouTube Channel: https://www.youtube.com/channel/UCrBxEp_9xzauvGy_UydBvV9g.
B. Roll Call
Members present: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson, Kou Lee (not present at Roll Call - arrived at 5:14p.m.)
2. Open Forum

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A. Public Forum
No individuals spoke during the Open Forum.
3. Updates
A. Referendum Updates
Cale Pulczinski, Chief Operations Officer, presented to the Board.
Discussion ensued regarding auditorium renovations and training.
4. Education
A. Head Start Youth Apprenticeship Positions Transfer from District Budget to Head Start Budget
Vicki Bayer, Superintendent, reviewed the attachment. This item will be brought forward for discussion and potential action at the Regular Board Meeting on December 16, 2024.
B. Annual Progress Report Review
Vicki Bayer, Superintendent; David Johns, Associate Superintendent; Shana Pociask, Director of Elementary Education; Jess VandenHeuvel, Associate Director of Assessment and Data; Angie La Combe, Director of Curriculum; Toni Lucia, Associate Director of Multilingual Learner Programs; Jackie Hauser, Director of Special Education; Ingrid Parker-Hill, Director of Engagement & Inclusion; and Jennifer Tremblay, Associate Director of Multilingual Learner Bilingual Programs, presented to the Board.
Discussion ensued regarding transition planning, definition of multilingual learner and impact on daily education, languages spoken in the District, Act 20 impact on Summer School, career ready indicators, and transportation for cocurricular participation.
C. Strategic Planning and Portrait of a Graduate Update
David Johns, Associate Superintendent; Ingrid Parker-Hill, Director of Engagement & Inclusion; Rick Crosson, Board Trustee; and Lynn Gerlach, Board Trustee, presented to the Board.
Board members shared their appreciation to the Board Members and staff who've lead this work.
5. Operations
A. 2025-26 School Calendar Proposal
Vicki Bayer, Superintendent, and Mike Friis, Executive Director of Human Resources, reviewed the attachment. Discussion ensued regarding calendar committee process, asynchronous learning, high school graduation dates, and high schools on semesters vs. trimesters.
This item will be brought forward for discussion and potential action at the Regular Board Meeting on December 16, 2024.
6. Policy and Governance
A. Revisions to Board of Education Rule 433 - Intradistrict Transfer Procedures
Melissa Thiel Collar, Legal Counsel, reviewed the attachments.
Discussion ensued regarding number of students who intra district transfer.
This item will be brought forward for discussion and potential action at the Regular Board Meeting on December 16, 2024.
B. Revisions to Board of Education Policies and Rules in the 300 and 400 Series Policies
Melissa Thiel Collar, Legal Counsel, reviewed the attachments.
Discussion ensued regarding the definition of discipline and the increase of membership to Intra City Student Council.
This item will be brought forward for discussion and potential action at the Regular Board Meeting on December 16, 2024.
C. Adoption of Board of Education Policies and Rules in the 300 and 400 Series Policies
Melissa Thiel Collar, Legal Counsel, reviewed the attachments.
This item will be brought forward for discussion and

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potential action at the Regular Board Meeting on December 16, 2024.
D. Repeal of Board of Education Policies and Rules in the 300 and 400 Series Policies
Melissa Thiel Collar, Legal Counsel, reviewed the attachments.
This item will be brought forward for discussion and potential action at the Regular Board Meeting on December 16, 2024.
7. Agenda Setting
The attached schedule reflects upcoming Board of Education meetings.
Bryan Milz mentioned that East High School was currently collecting food for Eats for East food drive.
8. Adjournment
Motion to adjourn made by Lynn Gerlach, seconded by Rick Crosson.
Motion carried with all Board Members voting in favor by jointly reciting "aye".
Meeting adjourned at 6:36 p.m. Publish 12.20.24 WNAXLP

Green Bay WNAXLP
Regular Board of Education Meeting: 11/25/2024 5:00 (closed session) @ 6:00 p.m. (open session) & Adjourn into Closed Session (Monday, November 25, 2024)
Members present: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson, Kou Lee
Also Present: Vicki Bayer, Interim Superintendent; David Johns, Associate Superintendent; Cale Pulczinski, Chief Operations Officer; Melissa Thiel-Collar, Legal Counsel; Kinsey Lehr, Executive Assistant to the Superintendent of Schools and Board of Education; Angie Roble, Chief Financial Officer; Lori Blakeslee, Director of Communications and Public Relations; Mike Friis, Executive Director of Human Resources; Andres Mora, ICSC Representative; Amber Gabryel, ICSC Representative
Meeting called to order at 5:00 p.m.
1. Meeting Access
A. Convene in Open Session at 5:00 p.m.
The Board of Education met in the Green Bay Area Public School District Office Building located at 200 S. Broadway, Green Bay, WI 54303. The open session meeting took place in room #331, the closed session meeting took place in room #337, both of which are located on the 3rd floor. Some individuals joined via zoom and the meeting was live-stream broadcasted on the Green Bay Area Public School District YouTube Channel: https://www.youtube.com/channel/UCrBxEp_9xzauvGy_UydBvV9g.
B. Roll Call
Members present: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson, Kou Lee
C. Convene in Closed Session at 5:00 p.m.
MOTION: That the Board convene in Closed Session pursuant to Wisconsin Statute Wisconsin Statute 19.85 (1)(e) – Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever reasons require a closed session, more specifically, to: potential acquisition and divestment of real property. Motion by Lynn M Gerlach, second by Rick Crosson. Final Resolution: Motion Carries
Yes: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson, Kou Lee
D. Convene in Open Session at 6:00 p.m.
The Board convened into

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Closed Session at 5:02 p.m. The Board re-convened into Open Session at 6:00 p.m.
2. Opening Activities
A. Welcome
The Board of Education met in the Green Bay Area Public School District Office Building located at 200 S. Broadway, Green Bay, WI 54303. The meeting took place in room #331 which is located on the 3rd floor. Some individuals joined via zoom and the meeting was live-stream broadcasted on the Green Bay Area Public School District YouTube Channel: https://www.youtube.com/channel/UCrBxEp_9xzauvGy_UydBvV9g.
B. Roll Call
No roll call needed after closed session.
C. Pledge of Allegiance
Board of Education members stood, faced the flag, and recited the pledge of allegiance.
D. Mission Statement
Bryan Milz recited the district mission statement, "we educate all students to be college, career and community ready, inspired to succeed in our diverse world."
E. Land Acknowledgement Statement.
Laura McCoy read the Land Acknowledgement Statement.
3. Open Forum
A. Intra-City Student Council Report
Andres Mora and Amber Gabryel, ICSC Representatives, gave a good news report.
Discussion ensued regarding the new band uniforms.
B. Public Forum
No individuals spoke during the Public Forum.
4. Updates
A. Superintendent's Update
Vicki Bayer, Interim Superintendent, gave an update to the Board related to the Strategic Priorities.
B. Board Members' Updates
Discussion ensued regarding the continuation or discontinuation of Board Members' Updates agenda item at future board meetings, purpose and intent, and parameters.
Board Members' provided updates on school visits and intentional community engagement.
C. Legislative Update
Bryan Milz, Legislative Liaison, provided an update.
D. Clean Energy Advisory Committee Update
Cale Pulczinski, Chief Operations Officer, provided an update to the Board.
5. Discussion
A. Sommerville Presentation on West Side Elementary School
Cale Pulczinski, Chief Operations Officer; Melanie Parma, Sommerville Senior Vice President / Director of Client Relations & Education Studio Leader; Duane Grove, Sommerville Project Architect; and Dan Wiitanen, Sommerville Senior Project Architect, presented to the Board.
Discussion ensued regarding playground, color scheme, solar array return on investment at other school districts, traffic flow, community space opportunity in design, design flexibility, soccer field ownership and public utilization, ability to open windows, and next steps.
B. Naming of District Facilities
Vicki Bayer, Interim Superintendent, summarized the naming of district facilities procedures and shared a timeline with the Board.
Discussion ensued regarding student involvement and committee membership.
C. Report of Canvassers
Bryan Milz, Board Clerk, read the Certification of the Board of Canvassers out loud.
6. Consent Agenda Approval
A. Consent Agenda Approval
MOTION: That the Consent Agenda Items, as presented, be approved.
Motion by Bryan Milz, second

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by James Lyerly.
Final Resolution: Motion Carries
Yes: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson, Kou Lee
The below Consent Agenda items were approved:
B. Bills
C. Gifts
D. Minutes
E. Personnel Action
7. Items Withdrawn from Consent Agenda
No items were withdrawn from the Consent Agenda.
8. Action Items
A. Resolution Establishing Parameters for the Sale of Not to Exceed \$14,000,000 General Obligation Promissory Notes
Mike Clark, Baird Public Finance, presented to the Board.
Discussion ensued regarding plan to payoff debt.
MOTION: That the Resolution Establishing Parameters for the Sale of Not to Exceed \$14,000,000 General Obligation Promissory Notes, as presented, be approved.
Motion by Bryan Milz, second by James Lyerly.
Final Resolution: Motion Carries
Yes: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson, Kou Lee
B. Resolution Establishing Parameters for the Sale of Not to Exceed \$33,000,000 Taxable General Obligation Promissory Notes
MOTION: That the Resolution Establishing Parameters for the Sale of Not to Exceed \$33,000,000 Taxable General Obligation Promissory Notes, as presented, be approved.
Motion by Bryan Milz, second by James Lyerly.
Final Resolution: Motion Carries
Yes: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson, Kou Lee
C. Approval of Human Growth & Development Advisory Committee Membership
MOTION: That the Human Growth & Development Advisory Committee Membership, as presented, be approved.
Motion by Bryan Milz, second by Rick Crosson.
The Board thanked the members of the community who will serve on this committee.
Final Resolution: Motion Carries
Yes: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson, Kou Lee
D. Approval of Long Range Library Plan
MOTION: That the Long Range Library Plan, as presented, be approved.
Motion by Rick Crosson, second by James Lyerly.
Final Resolution: Motion Carries
Yes: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson, Kou Lee
E. Revisions to Board of Education Policies and Rules in the 300 and 400 Series Policies
MOTION: That the revisions to Board of Education Policies and Rules in the 300 and 400 Series Policies, as presented, be approved.
Motion by Andrew Becker, second by James Lyerly.
Final Resolution: Motion Carries
Yes: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson, Kou Lee
9. Agenda Setting
A. GBAPSD Board Meeting Schedule
The attached schedule reflects upcoming Board of Education meetings.
10. Adjournment
A. Motion to Adjourn Into Closed Session
MOTION: That the Board adjourn into closed session pursuant to Wisconsin Statute 19.85 (1) (c) - considering the employment, promotion,

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 compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; to wit: Interim Superintendent Contract. Motion by Lynn M Gerlach, second by Rick Crosson. Final Resolution: Motion Carries
 Yes: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson, Kou Lee
 Publish 12.20.24 WNAXLP

Green Bay WNAXLP
Special Board Meeting:
 12/9/2024 @ 5:00 p.m.
 (Monday, December 9, 2024)

Members present:
 Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson
Members excused:
 Kou Lee
Others present:
 Vicki Bayer, Superintendent; Kinsey Lehr, Executive Assistant to the Superintendent of Schools and Board of Education; Lori Blakeslee, Director of Communications and Public Relations; Melissa Thiel Collar, Legal Counsel; Mike Friis, Executive Director of Human Resources; Angie Roble; Chief Finance Officer; David Johns, Associate Superintendent; Cale Pulczynski, Chief Operations Officer

Meeting called to order at 5:00 p.m.

1. Meeting Access

A. Welcome

The Board of Education met in the Green Bay Area Public School District Office Building located at 200 S. Broadway, Green Bay, WI 54303. The open session meeting took place in room #331 which is located on the 3rd floor. Some individuals joined via zoom and the meeting was live-stream broadcasted on the Green Bay Area Public School District YouTube Channel: https://www.youtube.com/channel/UCrBxEp_9xzauvGy_UydBvV9g.

B. Roll Call

Members present:
 Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson

2. Action Items

A. Superintendent Contract

MOTION: That the issuance of the Superintendent contract to Vicki Bayer for the term November 11, 2024, to June 30, 2026 unless terminated sooner pursuant to the provisions contained in the contract for the amount of \$231,750 pro rated, and that such contract shall supersede the 2024-2025 Interim Superintendent contract between the Board and Vicki Bayer as presented, be approved.

Motion by Bryan Milz, second by Lynn M Gerlach. Final Resolution: Motion Carries

Yes: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson

B. Employment of Staff

MOTION: That the employment of staff, as presented, be approved. Motion by Bryan Milz, second by Lynn M Gerlach. Final Resolution: Motion Carries

Yes: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson

C. Resignation of Staff

MOTION: That the resignation of staff, as presented, be approved.

Motion by Bryan Milz, second by Lynn M Gerlach. Final Resolution: Motion Carries

Yes: Andrew Becker, Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson

D. Retirement of Staff

MOTION: That the retirement of staff, as presented, be approved.

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 Motion by Bryan Milz, second by Lynn M Gerlach. Final Resolution: Motion Carries
 Yes: Laura McCoy, James Lyerly, Bryan Milz, Lynn M Gerlach, Rick Crosson
 Abstain: Andrew Becker
3. Adjournment
 Motion to adjourn and take a 10 minute break made by Bryan Milz, seconded by Lynn Gerlach. Motion carried with all Board Members voting in favor by jointly reciting "aye".
Meeting adjourned at 5:05 p.m. Publish 12.09.24 WNAXLP

West De Pere WNAXLP

SCHOOL DISTRICT OF WEST DE PERE REGULAR BOARD MEETING WEST DE PERE HIGH SCHOOL TECH ED AUTO SHOP November 13, 2024 5:30 PM

Board members present: Fuss, Borley, Van Den Heuvel, Dorn, Van Deurzen
 Board members excused: None

The meeting was called to order at 5:30 PM by Board President Fuss followed by the Pledge of Allegiance. President Fuss stated that the area news media had been notified of the meeting as required by open meeting law and state statutes.

It was moved by Scott Borley and seconded by Barbara Van Deurzen to accept the agenda. Voting Yes: 5 Voting No: 0 Motion carried.

The board recognized and congratulated two High School students who competed at State for Cross Country; Kate Schmoll and Carson Samson.

The meeting was opened to the floor to enable district residents to bring items of general concern to the attention of the Board. No concerns were presented.

It was moved by Scott Borley and seconded by Ryan Van Den Heuvel that the October 16, 2024 regular and annual meeting minutes be approved as presented. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Scott Borley and seconded by Ryan Van Den Heuvel that the Treasurer's Report be approved. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Barbara Van Deurzen and seconded by Scott Borley that previously paid bills to Vos Electric, VDH Electric, and Best Built be approved. Motion carried. Voting Yes: 4 Voting No: 0

Ryan Van Den Heuvel abstained. Motion carried. It was moved by Scott Borley and seconded by Ryan Van Den Heuvel that previously paid bills be approved excluding bills from Vos Electric, VDH Electric, and Best Built. Voting Yes: 5 Voting No: 0 Motion carried.

Old Business
 It was moved by Ryan Van Den Heuvel and seconded by Scott Borley to adopt the following policies as previously presented:
 ● 5400.1 Early College Credit/Youth Options Program
 ● 54001. (R) Early College Credit Program Eligibility Guidelines
 Voting Yes: 5 Voting No: 0 Motion carried.

Committee Chair, Scott Borley gave a verbal update regarding the Finance Committee Meeting. Committee Chair, Barbara Van Deurzen reviewed the November 7, 2024 Curriculum and Policy Committee report. Jean Born, Neola Representative, gave the Board an overview of the Neola Program, which assists school districts with cooperative policy development. Discussion ensued. The Board requested to revisit the topic at its December regular meeting. The Principals reviewed their

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 2023-2024 year-end goals with the Board. The Board thanked them for the update and all their hard work. The Board was given an update on the School Nutrition Programs Fall Health Inspections. Dr. Lau stated his appreciation for a perfect inspection and the staffs continued commitment to the students.

The Board was given an update on the Driver's Education Program. Due to cost and limited availability, the behind the wheel portion will no longer be offered. The classroom portion of driver's education online, will still be available as part of the summer school program. It was moved by Ryan Van Den Heuvel and seconded by Scott Borely to approve the Annual Safety Drill memos as presented. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Barbara Van Deurzen and seconded by Scott Borely to approve the High School AP Biology Course as presented. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Scott Borley and seconded by Ryan Van Den Heuvel to approve the High School Business/Marketing Courses as presented. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Scott Borley and seconded by Ryan Van Den Heuvel to approve the memo regarding van purchases as presented. Voting Yes: 5 Voting No: 0 Motion carried.

President Fuss read the Initial Resolution authorizing general obligation bonds in an amount not to exceed \$9,925,000.

BE IT RESOLVED by the School Board of the School District of West De Pere, Brown and Outagamie Counties, Wisconsin that there shall be issued pursuant to Chapter 67 of the Wisconsin Statutes, general obligation bonds in the amount not to exceed \$9,925,000 for the public purpose of paying the cost of a school building and facility improvement project consisting of: construction of an addition for technical education space, renovations and site improvements at the High School; district-wide capital maintenance and building infrastructure improvements; and acquisition of furnishings, fixtures and equipment.

It was moved by Ryan Van Den Heuvel and seconded by Barbara Van Deurzen to approve the Initial Resolution authorizing general obligation bond in the amount not to exceed \$9,925,000 as presented. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Scott Borley and seconded by Ryan Van Den Heuvel to approve the Resolution providing for a Referendum Election on the question of the approval of an Initial Resolution authorizing the issuance of general obligation bonds in the amount not to exceed \$9,925,000 as presented. Voting Yes: 5 Voting No: 0 Motion carried.

Megan Prestebak from Miron Construction shared an update on the communication plan for the approved referendum for the High School Tech Ed Project. Discussion ensued. It was moved by Ryan Van Den Heuvel and seconded by Scott Borley to approve all staffing items as presented. Voting Yes: 5 Voting No: 0 Motion carried.

The Board discussed preparation for the upcoming 2025 Wisconsin State Education Convention. President Fuss offered to be the delegate and Barbara Van Deurzen agreed to be the alternate delegate. The Board was presented with various reports and communications: such as

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 updates, various thank you's, invitations, and calendar items. Discussion Followed. It was moved by Barbara Van Deurzen and seconded by Scott Borley at 6:52 PM that the Board adjourn into closed session as previously stated. Voting Yes: 5 Voting No: 0 Motion carried. The Board reconvened at 7:50 PM. It was moved by Scott Borley and seconded by Jennifer Fuss at 7:51 PM that the meeting be adjourned. Voting Yes: 5 Voting No: 0 Motion carried
 Barbara Van Deurzen Clerk Publish 12.20.24 WNAXLP

Ordinances 7740

Ashwaubenon WNAXLP

VILLAGE OF ASHWAUBENON ORDINANCE O12-1-24 REZONING VA-838
 Date of Enactment: 12/17/24 Rezoning Ordinance O12-1-24 – Summary

The Village of Ashwaubenon has rezoned property located on W Main Ave. (VA-838) from BP Business Park to P Public Use.

A full text of the Ordinance and map may be obtained or reviewed by contacting the Office of the Village Clerk of the Village of Ashwaubenon at 2155 Holmgren Way, Green Bay, Wisconsin, 54304, Phone (920)492-2302. The full text of the Ordinance and map may also be reviewed on the Village of Ashwaubenon's website under Ordinances at www.ashwaubenon.gov. This ordinance summary is published pursuant to Wis. Stat. Section 61.50(3). Dated this 17th day of December, 2024. /s/Kris A. Teske, Village Clerk (Run) December 20, 2024 WNAXLP

De Pere WNAXLP

The following is a summary of Ordinance 24-25, entitled AMENDING SECTION 6-3 OF THE DE PERE MUNICIPAL CODE REGARDING RULES OF ORDER; adopted on a vote of 8-0 on December 17, 2024 and effective December 21, 2024. A complete copy of the ordinance is available in the Clerk's Office at 335 S. Broadway St., De Pere, WI or by calling 920-339-4050 or online at <http://www.deperewi.gov>. This ordinance adds the ability for the governing body to include a consent agenda, which allows them to adopt routine matters in one motion rather than each item individually. Publish 12.20.24 WNAXLP

De Pere WNAXLP

The following is a summary of Ordinance 24-26, entitled AMENDING SECTION 10-5 OF THE DE PERE MUNICIPAL CODE REGARDING CITY OFFICER POSITIONS; adopted on a vote of 8-0 on December 17, 2024 and effective December 21, 2024. A complete copy of the ordinance is available in the Clerk's Office at 335 S. Broadway St., De Pere, WI or by calling 920-339-4050 or online at <http://www.deperewi.gov>. This ordinance renames and reassigns some City Officer positions in accordance with the recently adopted change to a City Manager form of government. Publish 12.20.24 WNAXLP

Suamico WNAXLP

NOTICE OF ORDINANCE ADOPTION VILLAGE OF SUAMICO, BROWN COUNTY WI Notice is hereby given that the Suamico Village Board enacted Ordinance 2024-15 on December 16, 2024, an Ordinance amending Chapter §19.06 of the Floodplain

Ordinances 7740

District Regarding Nonconforming Uses as follows:

Amend Chapter 19.06(1)(b)8.A.(3) Shall be constructed with electrical, heating, ventilation, plumbing, and air-conditioning equipment and other service facilities must be elevated to or above the flood protection elevation.

This complete ordinance may be obtained at the Village Clerk's office, located in the Suamico Municipal Services Center, 12781 Velp Avenue, Suamico WI or via the Village of Suamico's website, www.suamico.org. Michelle Bartoletti, Village Clerk Publish 12.20.24 WNAXLP

Suamico WNAXLP

NOTICE OF ORDINANCE ADOPTION

VILLAGE OF SUAMICO, BROWN COUNTY WI Notice is hereby given that the Suamico Village Board enacted the following ordinance on December 16, 2024:

Ordinance 2024-14 amending the Official Zoning Map to rezone Lot 1 of the CSM on Parcel SU-322 located at 2970 School Lane, from Agriculture to Rural Residential.

This Ordinance shall take effect and be in full force after its passage and posting. This complete ordinance may be obtained at the Village Clerk's office, located in the Suamico Municipal Services Center, 12781 Velp Avenue, Suamico WI or via the Village of Suamico's website, www.suamicowis.gov. Michelle Bartoletti, Village Clerk Publish 12.20.24 WNAXLP

CLASSIFIEDS

Announcements 7005



Farm Fresh Food Delivered To Your Door! Place Order By 10 pm Wednesday for Friday Delivery. www.farmfreshxpress.com

Miscellaneous Merchandise 7266

Donate your car, truck, boat, RV and more to support our veterans! Schedule a FAST, FREE vehicle pickup and receive a top tax deduction! Call Veteran Car Donations at 1-888-425-2108 today!

Eliminate gutter cleaning forever! LeafFilter, the most advanced debris-blocking gutter protection. Schedule a FREE LeafFilter estimate today. 20% off Entire Purchase. Plus 10% Senior & Military Discounts. Call 1-855-948-3442

Prepare for power outages today with a Generac Home Standby Generator. Act now to receive a FREE 5-Year warranty with qualifying purchase. Call 1-888-355-6955 today to schedule a free quote. It's not just a generator. It's a power move.

Dogs 7272

MILLERS PRECIOUS PUPS Has Absolutely Adorable Westies, Beautiful Petite Yorkies And Cross/Bred Black Scotties. All Are Smart, Gentle And Loving. Shots-Vet Exam-Manner Training Begun. \$995-\$1,500 Cash. 715-850-2535



Purebred Jack Russell Terrier puppies. First shots and dewormed. \$350 each. 715-921-2989



Green Bay Phoenix women's basketball fell to Creighton University on Saturday, Dec. 14. **Green Bay Athletics photo**

Green Bay drops Saturday contest to Creighton

BY GREEN BAY ATHLETICS FOR THE PRESS TIMES

GREEN BAY – The Green Bay women's basketball team fell 74-52 to the Creighton Bluejays at home Saturday afternoon.

Natalie McNeal paced the Phoenix (7-5) with a season-high 19 points and six rebounds. Jenna Guyer chipped in with seven points on three of five shooting off the bench.

Molly Mogensen led Creighton with 18 points and seven rebounds. Morgan Maly added 17 points including three threes made, and Lauren Jensen had 15 points.

How it happened

Green Bay struggled early, falling beyond 11-0 before Maddy Schreiber made a pair of free throws. Green Bay ended the frame on an 8-3 run but still trailed 14-8 after the first quarter. The Phoenix started faster in the second stanza, scoring four quick points. Green Bay eventually cut the deficit to six after Guyer made a layup with 3:31 remaining in the second quarter, but Creighton went on an 11-2 run going into halftime, and the Phoenix looked to climb out of a 37-22 hole.

Green Bay's deficit continued to grow after halftime, surrendering a 10-0 run in the final 3:38 of the quarter and went into the final 10 minutes down 54-31. Green Bay trailed by no fewer than 20 points the entire fourth quarter and fell to Creighton 74-52.

Game notes

Creighton outrebounded Green Bay 36-35.

Cassie Schiltz tied a season-high with five rebounds.

Green Bay had 30 points in the paint compared to Creighton's 16.

For the latest and most up-to-date information on Green Bay Athletics, please visit GreenBayPhoenix.com.

Wanted to Buy 7524

AUTOMOBILES WANTED: Running or not. Cash on the spot. Same day pick up. Paying Top Dollar. Call 920-290-6662.

Office 7155

Administrative Associate The Ashwaubenon School District is seeking a candidate for the full-time position of Administrative Associate at the District Office. For complete job description and application information, please visit posting located at <https://tinyurl.com/ASDSupportPostings> or contact the District Office at 920-492-2900.

CALL TODAY TO PLACE YOUR CLASSIFIED AD! 920-799-4687

Preble Hornets down Pulaski Red Raiders in final seconds



Bryce Wotruba drives past Preble's Peyton Kuehn on Tuesday night at Green Bay Preble High School. Preble secured the 71-70 win with a final go-ahead layup with three seconds remaining to stay on top.



Preble's Michael LaLuzerne is able to grab a defensive rebound between Pulaski's Joseph Mijal and Ethan Schmidt. See more photos online. **Jason Coisman photos**



Oneida Nation upsets, Cloud hits 1,000 points

Oneida Nation's Mariah Cloud drives through a pair of Lena defenders on her way to the basket and her 1,000th career point as a Thunderhawk on Tuesday, Dec. 18, as Oneida Nation took down the Wildcats by a final of 60-58. **Josh Staloch photo**



Schultz gets 1,000th career point

Above, Pulaski's Colin Schultz on his way to a 27-point night that saw him surpass the 1,000th point career milestone. Left, Pulaski fans congratulate Colin Schultz on reaching his 1,000 point milestone on Tuesday, Dec. 17. **Jason Coisman photos**



FRCC-North All-Conference Teams

**Football
First Team - Offense**

Patrick Greisen*, West De Pere, 11, Quarterback
 Alex Warden*, Bay Port, 12, Offensive Line
 Alex Michels*, Bay Port, 12, Offensive Line
 Brock Osbahr, De Pere, 12, Offensive Line
 Lucas Ruechel, Pulaski, 12, Offensive Line
 Jayden Peters*, West De Pere, 12, Offensive Line
 Gus Newel, Ashwaubenon, 12, Running Back
 Brady Moon, Bay Port, 11, Running Back
 Evan Ott, West De Pere, 12, Running Back
 Jaden Laboy, Ashwaubenon, 12, Receiver
 Sawyer Torp, Bay Port, 12, Receiver
 Brock Story, West De Pere, 12, Receiver
 Ben Lemirand, West De Pere, 12, Receiver
 Bennett Deppeler*, Bay Port, 12, Tight End
 James Williams, Bay Port, 11, Fullback
 Brandon Schaefer, West De Pere, 12, Kicker
 Curtis Danforth*, Green Bay Southwest, 12, Return Specialist
 (*) Unanimous selection

Offensive Player of the Year: Patrick Greisen, West De Pere, Quarterback
Co-Offensive Linemen of the Year: Alex Warden and Alex Michels, Bay Port

Receiver of the Year: Brock Story, West De Pere
Coach of the Year: Chris Greisen, West De Pere
Officiating Crew of Recognition: Mark Jandrin, Todd Gutzman, Bill Gosse, Lee Kornaus and Tim Nies

Second Team - Offense

Malcolm MacGrath, Ashwaubenon, 12, Quarterback
 Aiden Dirksen, Bay Port, 11, Offensive Line
 Logan Barker, De Pere, 12, Offensive Line
 Chris Pace, De Pere, 12, Offensive Line
 Jack Dahlke, Green Bay Preble, 12, Offensive Line
 Tony Nooyen, Pulaski, 12, Offensive Line
 Luke Schmechal, West De Pere, 12, Offensive Line
 Lucas Koskey, De Pere, 12, Running Back
 Braylon Schadt, Green Bay Preble, 12, Receiver
 Calan Bock, Pulaski, 11, Tight End
 Kevin Rafferty, De Pere, 12, Fullback
 Mason Bratonia, De Pere, 11, Kicker
 Mason Werner, West De Pere, 11, Return Specialist

Honorable Mention - Offense

Matt Stevens, Bay Port, 11, Quarterback
 Jaxsen Siudzinski, Ashwaubenon, 11, Offensive Line
 Lucas Weyenberg, Bay Port, 11, Offensive Line
 Jake Koch, West De Pere, 12, Offensive Line
 Brock Weidemann, Pulaski, 11, Running Back
 Brayden Weidemann, Pulaski, 11, Fullback
 Nic Tischer, West De Pere, 12, Fullback
 Beckett Koerten, Bay Port, 11, Kicker

First Team - Defense

Calvin Veriha, Green Bay Preble, 12, Defensive End
 Easton Deschane*, West De Pere, 12, Defensive End
 Max Romenesko, Bay Port, 12, Defensive Line
 John Kersten, West De Pere, 12, Defensive Line
 Brock Gauthier*, Bay Port, 11, Outside Linebacker
 Braxton Murphy, Green Bay Southwest, 12, Outside Linebacker
 Bryce Borowicz, West De Pere, 12, Outside Linebacker
 Nick Hawker, Bay Port, 12, Inside Linebacker
 Cayden Cavanaugh, De Pere, 10, Inside Linebacker
 Anthony Torres, Green Bay Preble, 12, Inside Linebacker
 Justice Stewart, Ashwaubenon, 12, Defensive Back
 Carter Kaufmann*, De Pere, 12, Defensive Back
 Ty Gerard*, Green Bay Preble, 12, Defensive Back
 Curtis Danforth, Green Bay Southwest, 12, Defensive Back
 BJ Griffin*, West De Pere, 12, Defensive Back
 Noah Vanderheyden*, De Pere, 11, Punter
 (*) Unanimous selection

Defensive Player of the Year: Easton Deschane, West De Pere, Defensive End
Defensive Back of the Year: Carter Kaufmann, De Pere
Linebacker of Year: Nick Hawker, Bay Port, Inside Linebacker

Second Team - Defense

Conley Hattendorf, De Pere, 11, Defensive End
 Kahli Davis, West De Pere, 12, Defensive End
 Alex Warden, Bay Port, 12, Defensive Line
 Matthew Gripenrog, Ashwaubenon, 12, Outside Linebacker
 Liam Fieber, De Pere, 10, Outside Linebacker
 Quinn Bauer, West De Pere, 12, Inside Linebacker
 Omar Sanchez Juarez, Green Bay Preble, 12, Defensive Back
 Mason Werner, West De Pere, 11, Defensive Back
 Patrick Greisen, West De Pere, 11, Punter

Honorable Mention - Defense

John Littleton, De Pere, 12, Defensive Line
 Gavin Heintz, Pulaski, 12, Defensive Line
 Jack Cygan, West De Pere, 12, Defensive Line
 Ian Aoki, Ashwaubenon, 12, Inside Linebacker
 Zak Sullivan, De Pere, 12, Inside Linebacker
 Lucas Popp, Ashwaubenon, 12, Defensive Back
 Max Cavanaugh, De Pere, 12, Defensive Back
 Ryan Wettstein, De Pere, 12, Defensive Back
 Bryce Wotruba, Pulaski, 12, Defensive Back
 Miller Marquardt, West De Pere, 12, Defensive Back

Community sports online.

Press Times

www.GoPressTimes.com

www.facebook.com/PressTimesGreenBay

Nicolet NATIONAL BANK PRESENTS Senior Spotlight

Morgan Stewart, Green Bay Southwest, volleyball, basketball, track

Parents' names: Tara Stewart, Mike Stewart
Siblings: Brandin (brother) and Nicole (foster sister).

Position or events: Pin hitter (volleyball), post (basketball), track and field 300m hurdles and relays.

Snap: morgans13

Instagram:

@mostewart2025

Career Highlight: When I signed to play Division I volleyball at DePaul University.

At what age did you start playing your main sport?

When I was four years old. My mom was a volleyball coach and I always went to the gym with her. Eventually I started working on skills with her and never looked back. I fell in love with the sport immediately.

Who introduced you to the sport?

My mom. I went to the gym with her and to watch her play leagues.

Has this always been your favorite sport?

Yes! I love it!!

How has the balance between academics and athletics changed for you from freshman to senior year?

I've discovered more effective ways to organize my assignments, tests, and projects. Additionally, I've developed improved study habits for exams. Certain teachers, including my

mom, have been invaluable in assisting me with assignments and helping me stay organized.

What is your favorite part about this sport?

The friendships I build and how much joy it brings me.

What about it has caused you to stick with it for this long?

With me being a neurodiverse athlete, volleyball has always been my safe space to get away from things that I might be struggling with. Playing the sport centers me. I have also had tons of support like my family and the coaches I've had along the way.

Is there a professional athlete you look up to? If so, why?

Kerri Walsh Jennings. I always watched her play and I saw how much passion she had for the game, the way she would cheer when they scored a point, and the way she would work out and keep giving it everything she had made me believe that I could do the same.

What would you say is your biggest asset on the court/field?

The way that I am always aggressive, giving everything I have to the game. The way I cheer when my teammates make big plays and that I always take big swings in the game but also know when to take those certain shots when it is needed. I bring a lot of in-



Stewart

tense, but positive energy to the court and to my teams.

What has been your most memorable experience in high school sports so far?

When I hit two huge milestones, 1000 kills my Junior year and 1,500 kills my senior year. My teammates and coaches, the parents and the student section all cheered so loud and were so happy for me.

How does it feel as a senior, to look back throughout high school and see your growth (as a person and athlete)?

It's shocking but also exciting the way that I have grown so much in maturity and the level that I'm playing volleyball at right now

is crazy to me. Freshman me would be proud of the athlete and person I am now.

Do you have any pre-match rituals/routines/superstitions?

I have to listen to the same songs on game day. For high school, I always needed to have some type of braids in my hair. For club, I need to always have a slick back hairstyle. I also always say the same quote in my head every game day: "I don't want to be better than you or her or him I want to be better than I am right now" - Kerri Walsh Jennings.

Do you take any extra steps to prepare for a big match/game/meet,

outside of regular practices?

I use a lot of positive self-talk and remind myself that it's ok to make mistakes. What matters is how I come back from those mistakes and how quickly I can. I also make sure to center myself throughout the week. I'll often talk with mom about how excited I am and how I can't wait for the day to come. Skills-wise I will get another session in with my personal trainer or do some extra drills at home. Just to make sure that I feel personally ready and to help my mind to center as well. Then on game days, I just make sure that I do the same routine every single time - same playlist, same hair, same quote in my head and then I hit the court.

Any memorable coaches or teammates you'd like to shout out?

The best coach I've ever had that I would like to shout out is Kris Pulka-Schuh. After having a rough freshman year with the coach we had, I was slowly losing my passion for volleyball and she came in the next year and made me see why I am doing this sport and how much joy it brings me and the joy I bring to people and how talented I am. A teammate I would like to shout out is Alexa Hernandez. She made all my milestones in volleyball possible, all the memories we have made of

how she always found ways to make me laugh and the chest bumps we would have when we both made really big plays in the games. We were the Dynamic Duo together and close to being unstoppable. Alexa was my rock all through high school and I love her for that. The last one is Coach Marie for believing in me and my uniqueness and giving me the opportunity to play for her at DePaul. From the beginning she saw me, the true me, and has this amazing skill where she can make me feel ten feet tall and like I can do anything that I put my mind to. Plus, she encourages my fire and passion on and off the court. She's pretty fiery too though which is awesome. Coach Marie has a big vision and huge goals and I'm super excited to take that journey with her.

Any hobbies outside of sports?

I like to paint and listen to music.

Favorite song?

"Die with a Smile" by Bruno Mars and Lady Gaga.

Sports drinks like Gatorade and Powerade or water?

Body Armour.

Future Plans? (college, major, career, etc.)

I'm going to Depaul University to play volleyball and major in exercise science to become a high school athletic trainer.

FRCC-South All-Conference Teams

Football

First Team- Offense

Asa Poister*, Notre Dame Academy, 12, Offensive Line
 Carson VandenHouten, Notre Dame Academy, 12, Offensive Line
 Andrew Rader, Notre Dame Academy, 12, Offensive Line
 Christian Collins*, Notre Dame Academy, 12, Running Back
 Dakotah Montez*, Green Bay West, 12, Receiver
 James Flanigan*, Notre Dame Academy, 12, Tight End
 Nicholas Gruesen*, Notre Dame Academy, 12, Kicker

(*) Unanimous selection

Co-Offensive Player of the Year: James Flanigan, Notre Dame Academy, Tight End and Elijah Gigl, Menasha, Running Back

Offensive Lineman of the Year: Asa Poister, Notre Dame Academy

Offensive Back of the Year: Christian Collins, Notre Dame Academy

Receiver of the Year: Dakotah Montez, Green Bay West

Coach Of the Year: Mike Rader, Notre Dame Academy

Officiating Crew of Recognition: Ryan Alfson, Kyle Christiansen, Casey Pivonka, Steve Luedeman Jr. and Steven Luedeman III

Second Team - Offense

Sam Hemery, Green Bay West, 12, Quarterback
 Calvin McLaurin, Green Bay West, 12, Offensive Line
 Charlie Hornacek, Notre Dame Academy, 12, Receiver

Honorable Mention - Offense

Kayden Fenlon, Green Bay East, 12, Receiver
 Jackson Whitehouse, Notre Dame Academy, 10, Fullback

First Team - Defense

James Flanigan*, Notre Dame Academy, 12, Defensive End
 Asa Poister, Notre Dame Academy, 12, Defensive End
 Charlie Hornacek, Notre Dame Academy, 12, Outside Linebacker
 Abe Augustine, Notre Dame Academy, 12, Inside Linebacker
 Kayden Fenlon, Green Bay East, 12, Defensive Back
 Jack Collins, Notre Dame Academy, 12, Defensive Back
 Asa Poister*, Notre Dame Academy, 12, Punter

(*) Unanimous selection

Defensive Lineman of the Year: James Flanigan, Notre Dame Academy

Second Team - Defense

Richie Flanigan, Notre Dame Academy, 10, Defensive Line
 Carter Bankes, Green Bay West, 12, Inside Linebacker
 Dakotah Montez, Green Bay West, 12, Defensive Back

Honorable Mention - Defense

Carson Drefcinski, Green Bay West, 12, Defensive End

Allen, hot shooting from Vang leads Ashwaubenon to victory over Bay Port

BY RICH PALZEWIC
 CONTRIBUTING WRITER

SUAMICO - Ashwaubenon boys' basketball player Amari Allen - a Division I commit to the University of Alabama - got his points, but it was junior Kingston Vang who made the difference in the Jaguars' 81-74 Fox River Classic Conference victory over Bay Port on Thursday, Dec. 12.

Vang hit five three-pointers in the second half as part of his 15-point night to help Ashwaubenon stay undefeated overall (4-0) and win its FRCC opener.

"Bay Port is our rival - it's been that way for many years," Vang said. "There's always energy from both teams - it was a fun time."

The Pirates (1-3 overall, 0-1 FRCC) led 43-42 with 12 minutes remaining in the game before Vang caught fire.

The junior guard hit three consecutive three-pointers to help the Jaguars jump ahead, 51-45.

After Allen hit a three, Vang connected again on a three to bump the lead to 57-46.

Vang hit his fifth three-pointer of the night a few minutes later.

"I thank my team," Vang said. "They find me open and I know I have to hit the shots - shooters shoot.



Bay Port's Caden Hendricks, with ball, is guarded by Ashwaubenon's Amari Allen. The Jaguars won the FRCC contest, 81-74.

Rich Palzewic photo

Obviously, Amari is a four-star recruit to Alabama, but we have a lot of other good players, too."

Allen ended the night with 37 points, including 14 free throws.

He ended the game by scoring the Jaguars' last six points from the charity stripe.

"Tonight was a great atmosphere, but we knew it would be coming in," first-year Ashwaubenon Coach DeVante Blanks said. "Bay Port plays hard, but we're grateful to come out with a win."

With the Pirates up 4-2, Allen scored the Jaguars' next seven points, including two on a breakaway dunk.

Bay Port's Connor Ger- ing pumped in 12 first-half

points, including the first seven points of the game for the Pirates.

In the second half, Bay Port's Mondes Kelly drove the lane and threw down a dunk of his own giving his team a one-point lead, 38-37.

The game stayed close until Vang got hot.

The Pirates got to within 74-71 late in the game, but the Jaguars ended the contest with a 7-3 spurt to seal the victory.

Gehring ended with 17 for Bay Port, while Maddox Cornette added 15 on five three-pointers.

Caden Hendricks (14), Kelly (13) and Sawyer Durkee (13) also scored in double figures for the Pirates.

Elijah Fenner added 16 points for Ashwaubenon.



Jaden Ciesielczyk secured 12 points for her team to propel their record to 6-1 overall and 3-0 in the FRCC. **Tori Wittenbrock photos**

BASKETBALL
from page 36

good players that can hurt you and if our details aren't good with our communication, our positioning and our confidence on offense it is going to put us in a bad spot. I'm hoping we learn from that so we are ready to go for Friday."

The Redbirds are 6-1 overall and 3-0 in the FRCC so far this season.

Abigail Toussil drives in towards the hoop in De Pere's game against Sheboygan North.



PACKERS
from page 36

times where we were running the ball pretty effectively in the second half — it was just too inconsistent."

According to LaFleur, there was one moment in particular that created a big enough shift in the game to give the Packers the momentum they needed to stay on top.

Carrington Valentine snatched his first career interception from quarterback Geno Smith just before the half to give his team the final scoring drive of the half.

"He didn't want to catch it the play before," joked LaFleur.

"There are very few times in life you get a second chance to redeem yourself and he did. That was a spectacular interception. He's got to work on ball security a little bit. It was really loose — probably should have stayed back in the endzone — but it was a heck of a play. Talk about a big momentum shift. You're up 17-3 and it's either going to be 17-6 or 17-10. Getting the ball back and us being able to get some points and go up 20-3 before the half — that was a big shift."

Overall, the defensive



The Green Bay Packers look forward to facing the New Orleans Saints at home on Dec. 23 following a 30-13 win over the Seattle Seahawks. **Tori Wittenbrock photo**

performance for the Packers gave a solid glimpse into what they will strive for going into their final games against the Saints, the Vikings and the Bears.

The Packers defense tallied 12 QB hits, 10 tackles for loss and held the Seahawks to just 208 yards.

"I'm not even worried about the playoffs. I'm worried about us continuing to get better, staying in the moment, focusing on what's right in front of us by attacking our practices the right way and building our habits. It's all about how we improve throughout this process," said LaFleur.

However, LaFleur also admitted that he is passion-

ate about the direction his team is headed.

"I just love our style of play. It's not perfect — it's never going to be perfect," said LaFleur.

The cohesiveness and drive of the defense no doubt was the difference maker in this matchup and LaFleur said he looks forward to carrying this chemistry into their next game.

"I thought our run defense was really solid. All in all I thought we did a great job and did what we needed to do. It was 11 guys playing as one," said LaFleur.

"I think every game is a new opportunity and new challenge and you can't just rest on what you've done."

Green Bay Area takes on Brillion Wrestling Invite



West De Pere Senior Kaelie Mabie-Wangerin brings down her Peshtigo opponent Friday night at the Brillion Girls Wrestling Invite. **Jason Coisman photos**



Ariana Bongel, Preble senior, works on the mat Friday night at the Brillion Girls Wrestling Invite on the way to a 4th place finish. See gopresstimes.com for complete photo gallery.

Bay Conference All-Conference Teams

Football
First Team - Offense

Carson Staffeldt, Seymour, 2026, Wide Receiver
Blake Duchateau, Seymour, 2025, Offensive Line
Xavier Salzman*, Seymour, 2026, Running Back
(* Unanimous)

Second Team - Offense

Alex Marsh, Seymour, 2025, Full Back
Tristan Drath, Seymour, 2026, Offensive Line

Honorable Mention

Brock Socha, Seymour, 2025, Offensive Line
Cayden Staffeldt, Seymour, 2026, Quarterback

First Team - Defense

Mason Bunnell*, Seymour, 2025, Defensive Line
Alex Marsh*, Seymour, 2025, Defensive End
Jordan Thompson, Seymour, 2026, Inside Linebacker
Wyatt Bunnell, Seymour, 2025, Outside Linebacker
Carsen Staffeldt*, Seymour, 2026, Defensive Back
(* Unanimous)

Defensive Lineman of the Year: Alex Marsh, Seymour, 2025, Defensive End

Second Team - Defense

Lander Wilkens, Seymour, 2025, Defensive Lineman

Honorable Mention

Brady Poch, Seymour, 2025, Outside Linebacker
Cayden Staffeldt, Seymour, 2026, Defensive Back

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Defense makes the difference in Seattle



BY TORI WITTENBROCK
SPORTS EDITOR

SEATTLE, WASH. – A 30-13 win over the Seattle Seahawks has set the Green Bay Packers in a good position as they head into the final three games of the regular season with a record of 10-4.

Though they have a solid winning record, the Packers still sit in third place in the NFC-North Division behind the 12-2 Minnesota Vikings and the 12-2 Detroit Lions.

Even with putting 30 points on the board, head coach Matt LaFleur said that he felt his defense was the difference maker in their game against the Seahawks.

Yet, there is still much to be improved.

“I think there are opportunities that we’re not taking advantage of — specifically that first drive in the second half. That was disappointing,” said LaFleur.

“We have to execute better. Certainly there’s times where we, as coaches, have to put our guys in better positions. That’s why both teams get paid. They’re going to make adjustments and we have to try to stay one step ahead of them.”

There were no doubt flashes of productivity and efficiency in the second half on both sides of the ball.

“I do think there were some

The Packers defense, led by defensive coordinator Jeff Hafley, has been strong this season and contributed significantly to their 10-4 record. Edgerrin Cooper and Carrington Valentine both had their first career interception against the Seahawks.

Tori Wittenbrock photo

See PACKERS page 34

De Pere Redbirds top Sheboygan North

BY TORI WITTENBROCK
SPORTS EDITOR

DE PERE – The De Pere Redbirds girls basketball team secured a 70-48 win over Sheboygan North on Tuesday, Dec. 17.

“I was proud that we found a way to win. It wasn’t a clean game. It was a game that I would have liked to see a better response from our players. We were very sloppy with our defensive positioning, our communication, and trying to stay on the same page,” said head coach Jeremy Boileau.

“They did a good job of trying to slow down our defense. We struggled to move the ball and find scores. I feel like the energy on our press left a gap with our scoring and kept the game out of reach a little bit. For that, I’m proud that we were able to get that stretch, but we’ve got to be much better as we continue in the conference.”

Top scorers for the night were Aubree Fischer with 16 points and Jaden Ciesielczyk with 12 points.

Boileau said that although

there were some lashes from what he saw in his team’s performance, he was glad to see his starters widen their lead enough to be able to give some of his players coming off the bench more experience and game minutes.

“It’s important to fill those girls in. We’ve had some teams this year that haven’t allowed us to get deep into our bench. That’s important for those girls that are in that rotation to hopefully give us a gap so those other girls get an opportunity to play and work on their skills. I’m proud of the way that they battled and demonstrated a good effort,” said Boileau.

Despite the 22-point win, Boileau said the Redbirds are looking to pick up the slack in certain areas and focus in on certain aspects of their game before facing the highly competitive Bay Port Pirates on Friday, Dec. 20.

“The attention to details. We were slow with our details and our communication wasn’t great. We know that Bay Port is a very good team and they have a lot of

See BASKETBALL page 34



De Pere’s Allie Neuenfeldt takes the ball up the court in the Redbirds’ 70-48 win over Sheboygan North on Tuesday, Dec. 17.

Tori Wittenbrock photo

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