

Kieleidoscope

May 7, 2015

We are nearing the end of another school year and as I reflect back on this past year, the “highs” and the “lows” come to mind.

The “highs” are due to our outstanding students doing fantastic things in our schools. We have great kids in Kiel. They are talented and special and each one of them offers a unique personality and special contribution that makes our school district a wonderful place to be.

We have outstanding teachers who we celebrated this week during Staff Appreciation Week. Teachers who go above and beyond to challenge our young people in their learning and support them in their passions through academics, athletics, clubs, musicals, plays, CTE, music and/or art.

Our support staff is critical to our success. Cooks, bus drivers, custodians, secretaries and paraprofessionals influence our students in ways that make a huge impact on their lives.

And our administrators are professionals that are dedicated to providing each of our students a safe and personalized learning environment.

The relationships we develop with our families and the engagement we see is paramount to our success as a school district. We could not be successful without the support of our parents/guardians.

You can visit our schools, attend an event or follow us on Facebook or Twitter to observe the accomplishments we are fortunate to have in the Kiel School District.

I have been fortunate to serve as the Kiel District Administrator for the past five years. To witness all that we have to offer and to lead new initiatives that move us toward continuous improvement. It is an honor to work with the students, staff and parents as well as the Kiel Community; however, as a school district it is getting more difficult every year to maintain quality programs, upgrade facilities and sustain a competitive compensation package that keeps great teachers and administrators in Kiel.

This past year the Board had to make the difficult decision to close Meeme Leads Charter School. We also had to cut an additional \$447,000 dollars out of the budget due to the loss of state aid. In five years, we have cut expenditures by 2.5 million dollars! (See chart below). That is over ten percent of the annual budget.

Some people ask me, why are you closing a school? Why are you going to referendum for a new pool? Why do you need more money to exceed the revenue cap? Why can't you live within your means? Why is staff getting raises? Why aren't you taking care of the facilities, etc.?

Here are short responses to the above questions. We want to maintain, sustain and recruit quality staff into our district. We want to upgrade and maintain the buildings we have. We want to have safe, up-to-code, and visually pleasing facilities. We want to continue to provide comprehensive PK-12 educational programs. We want to continue to offer a variety of co-curricular offerings to our students and the

community. We want to bring more students to our district and we want to draw more people to the community. With all these wants along with the declining enrollment and declining state aid, the School Board and the Administration are forced to determine priorities and make difficult decisions.

These decisions are not always popular. I guess that is why I call them “lows”. We have to balance our responsibilities as leaders of a rural school district in Wisconsin with the funding provided to us at this point in time. Prior to believing everything you read in the reader’s opinion column, call the district to get the facts. The latest editorial stated that we are wasting \$52,000 on excavating the old tennis courts. The actual amount is \$14,000 and that includes top soil and seeding. I do not know where numbers come from at times. There are many different opinions of what should be priorities in our school district and I appreciate the feedback and input from our families and citizens of the district. As your District Administrator I will continue to put my effort toward enhancing the “highs” while taking care of business.

### **Kiel Area School District Budget Reductions 2011-2015**

#### **Reductions for 2011-12**

Teaching, and support staff reduction/B&G restructuring	\$458,670
Energy savings measures	\$28,500
Misc. reductions as outlined in reduction plans	\$125,353
Eliminate Chatterbox contract	\$18,070
Health insurance employee contribution (ACT 10)	\$145,000
WRS retirement employee contribution (ACT 10)	\$435,000
<b>Total for 2011-12</b>	<b>\$1,210,593</b>

#### **Reductions for 2012-13**

Administrator reduction - 1 FTE	\$127,095
Teacher staffing reductions	\$226,276
Health insurance employee contribution	\$52,800
Reduce personal days	\$12,800
<b>Total for 2012-13</b>	<b>\$418,971</b>

#### **Reductions for 2013/14**

Restructure Mentor/Mentee Program	\$4,300
Elementary teacher reduction - 1 FTE	\$76,549
Reduce MS art teacher to part-time	\$25,586
Eliminate part-time HS art teacher	\$9,077
Reduce HS computer science teacher contract	\$20,807
Reduce HS science teacher contract	\$23,193
Reduction of HS Foreign Language teacher through attrition	\$86,539
Reduce HS social studies teacher	\$89,143
Reduce 6 secretarial positions	\$32,819

Reduce 2 elementary paraprofessional positions	\$16,163
Reduce summer school to 4 days	\$5,200
Reduce 1 centralized copying machine	\$14,570
Reduce 411 building budgets	\$30,000
Eliminate pay for first responders	\$2,000
Restructure 4K busing	\$12,301
<b>Total for 2013-14</b>	<b>\$448,247</b>

**Reductions for 2014/15** No reductions

**Reductions for 2015/16**

Administrator reduction - 1 FTE	\$98,618
Special education teacher reductions - 1.5 FTE	\$136,567
Elementary teacher reductions - 3.93 FTE	\$248,325
Middle School teacher reductions - 1.2	\$92,547
Eliminate secretarial position - 1 FTE	\$36,575
Eliminate paraprofessional position - 1 FTE (attrition)	\$28,561
Teacher Reassignments - 1.2 FTE	-\$88,094
New teacher positions - 1.14 FTE	-\$77,651
New custodial position - .63 FTE	-\$27,962
<b>Total for 2015-16</b>	<b>\$447,486</b>

**Total 2011-2016** **\$2,525,297.00**