

# Waterloo School District



**SEPTEMBER 28, 2020**

**BUDGET HEARING – 6:00 P.M.**

**ANNUAL MEETING – 6:30 P.M.**

**WATERLOO HIGH SCHOOL CAFETERIA**

**813 NORTH MONROE STREET**

**WATERLOO, WISCONSIN**

**BOARD OF EDUCATION:**

Matt Schneider, President  
Nancy Thompson, Vice President  
Eugene Kegler, Treasurer  
Debra Stein, Clerk

Kate Lewandowski, Director  
Jim Setz, Director  
Karen Stangler, Director



September 28, 2020

*Welcome to the Budget Hearing and Annual Meeting of the Waterloo School District. Your interest, input and support are appreciated.*

*Wisconsin Statute 65.90(4) requires common school districts to hold a Budget Hearing in conjunction with the Annual Meeting. The purpose of the budget hearing is to provide an overview of the proposed budget and allow eligible electors an opportunity to ask questions.*

*Common school districts are directed by Wisconsin Statute 120.08 to conduct an Annual Meeting in a school building on the 4th Monday in July at 8:00 p.m., unless otherwise directed by the electors of the district, but not before May 15th or after October 31st. At the September 23, 2019 Annual Meeting, the electorate voted to hold the 2020 Annual Meeting on September 28, 2020. The powers of annual meeting are limited to those specified in Wisconsin Statute 120.10.*

*Eligible electors (voters) are residents of the Waterloo School District who are 18 years of age or older and who have lived in the school district for a minimum of 28 days prior to the annual meeting. If any person's qualifications as an elector are challenged, the chairperson of the meeting shall administer the required oath of affirmation. Any challenged person who refuses to take such oath of affirmation may not vote.*

*Robert's Rules of Order will be observed during the Budget Hearing and Annual Meeting to facilitate orderly conduct of business. We ask that electors of the District please move to a microphone, wait to be recognized by the chair, and give their name when they wish to address those in attendance. The chair reserves the right to limit debates and limit speakers to given time limits as deemed appropriate. The chair will call for voice votes on motions and may, at the chair's discretion, call for a show of hands. Secret ballots may be requested from the floor.*

*Thank you for attending.*

*Sincerely,*

*Brian Henning  
District Administrator*

**WATERLOO SCHOOL DISTRICT**  
**Table of Contents**

	<u>Page</u>
Welcome Letter .....	1
Table of Contents.....	2
Budget Hearing and Annual Meeting Agenda.....	3
Notice of Annual Meeting.....	4
Recommended Resolutions .....	4-5
Powers of the Annual Meeting.....	7
2019 Annual Meeting Minutes.....	8-9
<b>Financial Report</b>	
Fund Definitions .....	10
Clerk’s Report .....	11-14
Treasurer’s Report.....	15
2020-2021 Budget Message.....	15
2020-2021 Revenue Limit Calculation.....	16
Student Enrollment Report .....	17
2020-2021 General Fund Expenditure Budget.....	18-19
2020-2021 General Fund Expenditure Chart .....	19
2020-2021 General Fund Revenue Budget .....	20
2020-2021 General Fund Revenue Chart .....	21
Proposed 2020-2021 Tax Levy.....	22
School Tax Levy Distribution Chart.....	22
School Tax Levy Distribution by Fund Chart .....	23
Mill Rate/Area School Mill Rate Comparison .....	23
Projected Growth – Equalized Value .....	24
History of Equalized Value and Mill Rate .....	24
2019-2020 Municipal Taxes Receivable .....	25
Operational “Cash-Flow” Borrowing.....	25
Waterloo School District – Fund 39 Summary of Indebtedness.....	25
<b>District Report</b>	
Forward/2020-2021 District Goals .....	26
Report to the Electorate-	
PK-8/Curriculum and Instruction.....	27-29
High School .....	30-31
Pupil Services/Special Education.....	32-33
Fitness Center .....	34
Community Pool.....	35
Building and Grounds.....	36
Food Service Program .....	37
Technology .....	38
District .....	39
2020-2021 District Personnel.....	40-41

## OFFICIAL/LEGAL

### BUDGET HEARING AND ANNUAL MEETING AGENDA

Waterloo School District  
Waterloo High School Cafeteria  
813 North Monroe Street  
Waterloo, Wisconsin 53594

Monday, September 28, 2020  
6:00 P.M. Budget Hearing / 6:30 P.M. Annual Meeting

1. Budget Hearing
  - A. Call to Order – Matt Schneider, Board President
    - (1) Introductory Remarks
    - (2) Review Ground Rules
    - (3) Designation of Parliamentarian
  - B. Reading of Budget Hearing and Annual Meeting Notice – Debra Stein, Board Clerk
  - C. Budget Review – Brian Henning, District Administrator  
Sharon Peterson, Business Manager
  - D. Budget Discussion
  - E. Adjournment
  
2. Annual Meeting
  - A. Call to Order – Matt Schneider, Board President
  - B. Election of Chairperson Pro Tem\*  
\*Board President or Vice-President may serve in this capacity if nominated and agrees to accept
  - C. Adoption of Agenda
  - D. Presentation/Adoption of 2019 Annual Meeting Minutes – Debra Stein, Board Clerk (The reading of the minutes may be omitted if the electorate so desires.)
  - E. Presentation/Adoption of the Clerk's Report – Debra Stein, Board Clerk (The reading of the Clerk's Report may be omitted if the electorate so desires.)
  - F. Presentation/Adoption of Treasurer's Report – Gene Kegler, Board Treasurer (The reading of the Treasurer's Report may be omitted if the electorate so desires.)
  - G. Resolutions:
    - (1) Salaries of School Board Members
    - (2) Reimbursement of School Board Members
    - (3) Transportation
    - (4) Legal Proceedings
    - (5) Tax for Operation and Debt Service
    - (6) Furnish Textbooks for Students
    - (7) Acquire by Purchase or Condemnation Real Estate
    - (8) School Lunches
    - (9) Establish Annual Meeting Date
  - H. New Business
    - (1) Any other business, which may be properly considered under the Powers of the Annual Meeting.
  - I. Adjournment

**WATERLOO SCHOOL DISTRICT  
NOTICE OF ANNUAL MEETING  
(Sec. 120.08(1)(c))**

**NOTICE IS HEREBY GIVEN** to the qualified electors of the Waterloo School District that the Annual Meeting of said district for the transaction of business will be held in the Waterloo School District Community Room at 813 North Monroe Street, Waterloo, Wisconsin 53594, on the fourth Monday in September, that being September 28, 2020, at 6:30 p.m. The budget hearing will precede the Annual Meeting at 6:00 p.m.

Dated this 11h day of September 2020.

/s/ Debra Stein, District Clerk

**RECOMMENDED RESOLUTIONS**

- (1) Salaries of School Board Members: Be it resolved by the electors of the Waterloo School District that school board member will receive an annual stipend of \$\_\_\_\_\_ and a meeting rate of \$\_\_\_\_\_ per meeting.

**PAST YEARLY SALARY AND PER MEETING RATE**

	<b><u>2019-2020</u></b>
President	\$350.00-\$30.00
Vice President	\$300.00-\$30.00
Clerk	\$300.00-\$30.00
Treasurer	\$300.00-\$30.00
Directors (3)	\$300.00-\$30.00

Moved by \_\_\_\_\_                      Seconded by \_\_\_\_\_

- (2) Reimbursement of School Board Members: Be it resolved by the electors of the Waterloo School District that school board members will be reimbursed for appropriate and necessary expenses actually incurred in the course of carrying out board functions.

Moved by \_\_\_\_\_                      Seconded by \_\_\_\_\_

- (3) Transportation: Be it resolved by the electors of the Waterloo School District that the school board be authorized to collect taxes within the general fund tax levy to finance a contract to provide for student transportation services.

Moved by \_\_\_\_\_                      Seconded by \_\_\_\_\_

- (4) Legal Proceedings: Be it resolved by the electors of the Waterloo School District that the school board be authorized to provide for prosecution or defense of proceedings in which the school district has an interest.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_

- (5) Tax for Operation and Debt Service: Be it resolved by the electors of the Waterloo School District that a tax be levied on all taxable property of the district for:

	<b><u>Recommended</u></b>
General Fund expenditures in the amount of	<b>\$3,123,678.00</b>
Debt Service in the amount of	<b>\$1,133,606.00</b>
Non-Referendum Debt in the amount of	<b>\$ 50,000.00</b>
Community Services in the amount of	<b>\$ 125,000.00</b>
<b>TOTAL</b>	<b>\$4,432,284.00</b>

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_

- (6) Furnish Textbooks for Students: Be it resolved by the electors of the Waterloo School District to authorize the School Board to furnish textbooks for students.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_

- (7) Acquire by Purchase or Condemnation Real Estate: Be it resolved by the electors of the Waterloo School District to authorize the School Board to Acquire by purchase or Condemnation Real Estate.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_

- (8) School Lunches: Be it resolved by the electors of the Waterloo School District to authorize the School Board to furnish School Lunches.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_

- (9) Establish Annual Meeting Date: Be it resolved by the electors of the Waterloo School District that the Annual Meeting date will be the fourth Monday of September, September 28, 2020.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_





**WIS. STATS. 120.10  
POWERS OF ANNUAL MEETING**

The annual meeting of a common or union high school district may:

- (1) **CHAIRPERSON AND CLERK.** Elect a chairperson and, in the absence of the school district clerk, elect a person to act as the clerk of the meeting.
- (2) **ADJOURNMENT.** Adjourn from time to time.
- (3) **SALARIES OF SCHOOL BOARD MEMBERS.** Vote annual salaries for school board members or an amount for each school board meeting the member actually attends.
- (4) **REIMBURSEMENT OF SCHOOL BOARD MEMBERS.** Authorize the payment of actual and necessary expenses of a school board member when traveling in the performance of duties and the reimbursement of a school board member for actual loss of earnings when duties require the school board member to be absent from regular employment.
- (5) **BUILDING SITES.** Designate sites for school district buildings and provide for the erection of suitable buildings or for the lease of suitable buildings for a period not exceeding 20 years with annual rentals as fixed by the lease.
- (5m) **REAL ESTATE.** Authorize the school board to acquire, by purchase or condemnation under ch. 32, real estate and structures and facilities appurtenant to such real estate necessary for school district purposes.
- (6) **TAX FOR SITES, BUILDINGS AND MAINTENANCE.** Vote a tax to purchase or lease suitable sites for school buildings, to build, rent, lease or purchase and furnish, equip and maintain school district buildings. The tax may be spread over as many years as are required to pay any obligations approved or authorized at the annual meeting including rental payments due in future years under an authorized lease.
- (7) **TAX FOR TRANSPORTATION VEHICLES.** Vote a tax to purchase, operate and maintain transportation vehicles and to purchase liability insurance for such vehicles, and to finance contracts for the use and services of such vehicles.
- (8) **TAX FOR OPERATION.** Vote a tax for the operation of the schools of the school district.
- (9) **TAX FOR DEBTS.** Vote a tax necessary to discharge any debts or liabilities of the school district.
- (10) **SCHOOL DEBT SERVICE FUND.** Vote a tax to create a fund for the purpose of paying all current bonded indebtedness for capital expenditures. All money raised through taxation or otherwise collected pursuant to this subsection shall be deposited by the school district treasurer in a segregated fund. Such money shall not be used for any other purpose, except as provided by s. 67.11(1), or be transferred to any other fund except by authorization by a two-thirds majority vote of the total number of electors of the school district.
- (10m) **SCHOOL CAPITAL EXPANSION FUND.** Vote a tax to create a fund for the purpose of financing all current and future capital expenditures related to buildings and sites. All money raised through taxation or otherwise collected pursuant to this subsection shall be deposited by the school district treasurer in a segregated fund. Such money shall not be used for any other purpose or be transferred to any other fund except by authorization by a majority vote of the electors present at a subsequent annual meeting and only if notice that the issue would be on the agenda was included in the notice of the subsequent annual meeting under s. 120.08(1)(c).
- (11) **TAX FOR RECREATION AUTHORITY.** Vote a tax for the purposes specified in s. 66.0123.
- (14) **LEGAL PROCEEDINGS.** Direct and provide for the prosecution or defense of any action or proceedings in which the school district is interested.
- (15) **TEXTBOOKS.** Authorize the school to furnish textbooks under conditions prescribed by the annual meeting or by the school board. The authorization shall continue in effect until revoked by a subsequent annual meeting.
- (16) **SCHOOL LUNCHESES.** Direct the school board to furnish school lunches to the pupils of the school district and appropriate funds for that purpose.
- (19) **CONSOLIDATION OF HIGH SCHOOLS.** In a union high school district, vote to consolidate schools or to discontinue a school where more than one high school is operated by the school district.

**ANNUAL MEETING MINUTES  
WATERLOO SCHOOL DISTRICT  
HIGH SCHOOL CAFETERIA  
SEPTEMBER 23, 2019**

MINUTES OF THE ANNUAL MEETING OF THE WATERLOO SCHOOL DISTRICT, City of Waterloo, Towns of Elba, Lowell, Milford, Portland, Waterloo, Shields, and York, Jefferson County, Wisconsin held on September 23, 2019.

The Annual Meeting of the Waterloo School District Waterloo, et al, was called to order at 6:44 p.m. by Vice-President Thompson in the High School Cafeteria located in the City of Waterloo, Jefferson County, Wisconsin following the conclusion of the Budget Hearing. Roll call being taken the following were present: Thompson, Stein, Kegler, Setz, Stangler, Schneider, and Quamme. A list of others present is on file in the District Office.

Nominations were sought for a Chairperson Pro Tem of the meeting. Jim Setz nominated Nancy Thompson. Motion by Brad Donner, seconded by Jenni Quimby, to close nominations and cast a unanimous ballot. Motion carried on a voice vote. Nancy Thompson was elected to be the Chairman Pro Tem for the Annual Meeting.

Motion by Gene Kegler, seconded by Deb Stein, to adopt the meeting agenda as posted. Motion carried on a voice vote.

Motion by Cory Calvert, seconded by Brad Donner, to dispense with the reading of the minutes of the September 24, 2018 Annual Meeting. Motion carried on a voice vote.

Motion by Karen Stangler, seconded by Jim Setz, to adopt the minutes of the September 24, 2018 Annual Meeting. Motion carried on a voice vote.

Motion by Jim Setz, seconded by Matt Schneider, to dispense with the reading of the Treasurer's Report. Motion carried on a voice vote.

Motion by Jim Setz, seconded by Karen Stangler, to adopt the Treasurer's Report. Motion carried on a voice vote.

Motion by Jenifer Quimby, seconded by Brad Donner, to recommend the salary of the Board of Education 2019-2020 year remain the same, that being \$300.00 per year, with the Board President earning \$350.00 per year, with a per meeting rate of \$30.00. Motion carried on a raised hand vote.

Motion by Brad Donner, seconded by Gene Kegler, to authorize by resolution that School Board Members be reimbursed for appropriate and necessary expenses actually incurred in the course of carrying out board functions. Motion carried on a voice vote.

Motion by Cory Calvert, seconded by Jenifer Quimby, to authorize by resolution that the School Board be authorized to collect taxes within the general fund tax levy to finance a contract to provide for student transportation services. Motion carried on a voice vote.

Motion by Gene Kegler, seconded by Brad Donner, to authorize by resolution that the School Board be authorized to provide for prosecution or defense of proceedings in which the School District has an interest. Motion carried on a voice vote.

Motion by Jenifer Quimby, seconded by Matt Schneider, to authorize by resolution that a tax be levied on all taxable property of the district for: the General Fund expenditures in the amount of \$2,963,706.00; Debt Service in the amount of \$1,303,179.49; Non-Referendum Debt in the amount of \$0.00; and Community Services in the amount of \$120,000.00; totaling \$4,386,885.49. Motion carried on a voice vote.

Motion by Brad Donner, seconded by Karen Stangler, to authorize by resolution that the School Board be authorized to furnish textbooks to students. Motion carried on a voice vote.

Motion by Cory Calvert, seconded by Gene Kegler, to acquire by purchase or condemnation real estate. Motion carried on a voice vote.

Motion by Michael Chopin, seconded by Jenifer Quimby, to furnish school lunches. Motion carried on a voice vote.

Motion by Deb Stein, seconded by Karen Stangler, to authorize by resolution that the Annual Meeting date will be the fourth Monday of September, September 28, 2020, 6:00 p.m. Budget Hearing and 6:30 p.m. Annual Meeting. Motion carried on a voice vote.

Vice-President Nancy Thompson asked if there was any other business to take care of under the power of the annual meeting. Mary Marty requested an update on the school website for the construction project. Brain Henning agreed to get an update on the website and gave a verbal update as well.

Motion by Gene Kegler, seconded by Jenifer Quimby, to adjourn. Motion carried on a voice vote at 7:29 p.m.

## FUND DEFINITIONS

#	FUND TITLE	DEFINITION
10	<b>General</b>	Used to account for all financial transactions related to the District's current <u>operation, except those required to be accounted for in another fund.</u>
20	<b>Special Projects</b>	Used to account for activities funded by specific state or federal grant programs that the DPI has directed the District to account for in this fund. As of 7/01/2005, the DPI has dictated that Fund 21 must be utilized to account for activities/gifts where revenues/receipts are received in one fiscal year and the related expenditures are in another fiscal year. Fund 27 is used to account for all special education expenditures, including federal IDEA Flow Through and Early Childhood Entitlement grants.
30	<b>Debt Service</b>	Used to account for transactions related to the repayment of promissory notes, bonds and state trust fund loans. Fund 38 is reserved for transactions related to non-referendum debt incurred after August 12, 1993.
40	<b>Capital Projects</b>	Used to account for expenditures financed through the issue of promissory notes, bonds, state trust fund loans, land contracts or an approved capital expansion fund. <u>Fund 41</u> – Capital Expansion Fund – Projects financed with tax levy per statute 120.10(10m). State statute restricts the use of this fund for capital expenditures related to buildings and sites only. Equipment cannot be acquired through the use of this fund. <u>Fund 46</u> – Long Term Capital Improvement Trust Fund – A school board with an approved long-term capital improvement plan (minimum of 10 years) may establish a “trust” that is funded with a transfer from the General Fund. The contribution from Fund 10 to Fund 46 is recorded as the expenditure for shared cost and equalization aid purposes. There is a five year wait period to use the funds from the date of the Fund 46 establishing deposit. Funds may only be used for purposes identified in the approved long-term capital improvement plan. Fund 46 assets may not be transferred to any other district fund. Fund 49 – Other Capital Project Fund – Used to report Capital Project Fund activities.
50	<b>Food Service</b>	Used to account for all activities related to student food service programs operated by the District.
60	<b>Agency</b>	Used to account for the financial transactions of student organizations, classes and clubs that are self-funded.
72	<b>Private Purpose Trust</b>	Used to account for gifts and donations specified for the benefit of private individuals and organizations not under the control of the school board. Scholarships are recorded in this fund.
80	<b>Community Service</b>	Used to account for programs that serve members of the community, such as the community pool, fitness center and tennis courts.
90	<b>Cooperative Program</b>	Used to account for special multi-district projects for which it is necessary to keep a separate record of expenditures so that participating districts' share of expenditures and resulting state or federal revenues will be determined accurately.

## CLERK'S REPORT

The Department of Public Instruction has recommended this format as the minimum detail that a school board should provide for budget adoption at its Annual Meeting. Any changes thereafter made by the school board shall be done in accordance with the provisions of Wisconsin Statute 65.90(5).

<b>BUDGET 2020-2021</b>			
<b>GENERAL FUND (FUND 10)</b>	<b>Audited 2018-2019</b>	<b>Pre-Audit 2019-2020</b>	<b>Budget 2020-2021</b>
Beginning Fund Balance (Account 930 000)	<b>2,451,489.04</b>	<b>2,453,416.90</b>	<b>2,509,827.26</b>
Ending Fund Balance, Nonspendable (Acct. 935 000)	0.00	0.00	0.00
Ending Fund Balance, Restricted (Acct. 936 000)	0.00	0.00	0.00
Ending Fund Balance, Committed (Acct. 937 000)	0.00	0.00	0.00
Ending Fund Balance, Assigned (Acct. 938 000)	0.00	0.00	0.00
Ending Fund Balance, Unassigned (Acct. 939 000)	2,453,416.90	2,509,827.26	2,339,172.26
<b>TOTAL ENDING FUND BALANCE (ACCT. 930 000)</b>	<b>2,453,416.90</b>	<b>2,509,827.26</b>	<b>2,339,172.26</b>
<b>REVENUES &amp; OTHER FINANCING SOURCES</b>			
100 Transfers-in	0.00	0.00	0.00
<b>Local Sources</b>			
210 Taxes	3,530,395.80	3,140,747.26	3,188,678.00
240 Payments for Services	0.00	0.00	0.00
260 Non-Capital Sales	8,475.25	3,907.00	5,850.00
270 School Activity Income	27,113.10	29,860.03	28,206.00
280 Interest on Investments	4,612.19	4,961.96	5,000.00
290 Other Revenue, Local Sources	38,433.87	47,296.78	52,500.00
<b>Subtotal Local Sources</b>	<b>3,609,030.21</b>	<b>3,226,773.03</b>	<b>3,280,234.00</b>
<b>Other School Districts Within Wisconsin</b>			
310 Transit of Aids	11,750.00	8,601.20	11,161.00
340 Payments for Services	241,125.00	284,939.00	380,066.00
380 Medical Service Reimbursements	0.00	0.00	0.00
390 Other Inter-district, Within Wisconsin	0.00	0.00	0.00
<b>Subtotal Other School Districts within Wisconsin</b>	<b>252,875.00</b>	<b>293,540.20</b>	<b>391,227.00</b>
<b>Other School Districts Outside Wisconsin</b>			
440 Payments for Services	0.00	0.00	0.00
490 Other Inter-district, Outside Wisconsin	0.00	0.00	0.00
<b>Subtotal Other School Districts Outside Wisconsin</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Intermediate Sources</b>			
510 Transit of Aids	0.00	0.00	0.00
530 Payments for Services from CCDEB	0.00	0.00	0.00
540 Payments for Services from CESA	9,934.00	0.00	0.00
580 Medical Services Reimbursement	0.00	0.00	0.00
590 Other Intermediate Sources	0.00	0.00	0.00
<b>Subtotal Intermediate Sources</b>	<b>9,934.00</b>	<b>0.00</b>	<b>0.00</b>
<b>State Sources</b>			
610 State Aid -- Categorical	61,430.09	70,252.55	61,000.00
620 State Aid -- General	5,381,775.00	5,491,316.00	5,420,300.00
630 DPI Special Project Grants	37,909.35	38,117.43	20,200.00
640 Payments for Services	0.00	0.00	0.00
650 Student Achievement Guarantee in Education (SAGE Grant)	0.00	0.00	0.00
660 Other State Revenue Through Local Units	25,225.85	27,699.18	28,000.00
690 Other Revenue	717,151.76	652,353.82	514,941.00
<b>Subtotal State Sources</b>	<b>6,223,492.05</b>	<b>6,279,738.98</b>	<b>6,044,441.00</b>

<b>Federal Sources</b>			
710 Transit of Aids	0.00	0.00	0.00
720 Impact Aid	0.00	0.00	0.00
730 DPI Special Project Grants	60,615.55	144,931.07	70,668.00
750 IASA Grants	82,053.80	114,406.51	112,869.00
760 JTPA	0.00	0.00	0.00
770 Other Federal Revenue Through Local Units	0.00	0.00	0.00
780 Other Federal Revenue Through State	0.00	0.00	0.00
790 Other Federal Revenue - Direct	0.00	0.00	0.00
<b>Subtotal Federal Sources</b>	<b>142,669.35</b>	<b>259,337.58</b>	<b>183,537.00</b>
<b>Other Financing Sources</b>			
850 Reorganization Settlement	0.00	0.00	0.00
860 Compensation, Fixed Assets	0.00	85.00	1,000.00
870 Long-Term Obligations	0.00	0.00	0.00
<b>Subtotal Other Financing Sources</b>	<b>0.00</b>	<b>85.00</b>	<b>1,000.00</b>
<b>Other Revenues</b>			
960 Adjustments	20,663.00	0.00	0.00
970 Refund of Disbursement	52,797.80	51,625.17	63,000.00
980 Medical Service Reimbursement	0.00	129.80	0.00
990 Miscellaneous	30,230.70	2,995.75	10,000.00
<b>Subtotal Other Revenues</b>	<b>103,691.50</b>	<b>54,750.72</b>	<b>73,000.00</b>
<b>TOTAL REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>10,341,692.11</b>	<b>10,114,225.51</b>	<b>9,973,439.00</b>
<b>EXPENDITURES &amp; OTHER FINANCING USES</b>			
<b>Instruction</b>			
110 000 Undifferentiated Curriculum	1,581,747.40	1,567,741.16	1,625,470.00
120 000 Regular Curriculum	2,000,882.55	2,005,380.45	2,041,992.00
130 000 Vocational Curriculum	369,116.87	254,978.73	269,481.00
140 000 Physical Curriculum	318,966.60	314,865.27	318,571.00
160 000 Co-Curricular Activities	257,486.07	190,963.40	233,360.00
170 000 Other Special Needs	4,612.34	3,244.23	5,219.00
<b>Subtotal Instruction</b>	<b>4,532,811.83</b>	<b>4,337,173.24</b>	<b>4,494,093.00</b>
<b>Support Sources</b>			
210 000 Pupil Services	300,892.13	304,861.57	320,065.00
220 000 Instructional Staff Services	263,018.23	340,634.32	354,403.00
230 000 General Administration	335,339.22	292,249.37	325,950.00
240 000 School Building Administration	689,931.67	645,362.00	690,552.00
250 000 Business Administration	2,128,277.48	2,061,760.11	1,671,140.00
260 000 Central Services	340,397.83	72,709.16	104,995.00
270 000 Insurance & Judgments	102,288.46	108,308.43	138,295.00
280 000 Debt Services	0.00	0.00	500.00
290 000 Other Support Services	11,009.12	220,516.03	159,902.00
<b>Subtotal Support Sources</b>	<b>4,171,154.14</b>	<b>4,046,400.99</b>	<b>3,765,802.00</b>
<b>Non-Program Transactions</b>			
410 000 Inter-fund Transfers	859,545.77	897,084.02	892,435.00
430 000 Instructional Service Payments	774,984.25	777,156.90	989,764.00
490 000 Other Non-Program Transactions	1,268.26	0.00	2,000.00
<b>Subtotal Non-Program Transactions</b>	<b>1,635,798.28</b>	<b>1,674,240.92</b>	<b>1,884,199.00</b>
<b>TOTAL EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>10,339,764.25</b>	<b>10,057,815.15</b>	<b>10,144,094.00</b>
<b>Budget Surplus(Deficit) for Fiscal Year</b>	<b>1,927.86</b>	<b>56,410.36</b>	<b>(170,655.00)</b>

<b>SPECIAL PROJECT FUNDS (FUNDS 21, 23, 27, 29)</b>	<b>Audited 2018-2019</b>	<b>Pre-Audit 2019-2020</b>	<b>Budget 2020-2021</b>
900 000 Beginning Fund Balance	0.00	0.00	0.00
<b>900 000 Ending Fund Balance</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>TOTAL REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>1,423,900.49</b>	<b>1,527,465.15</b>	<b>1,528,856.00</b>
100 000 Instruction	1,040,501.84	1,113,695.22	1,119,523.00
200 000 Support Services	326,375.95	352,022.93	349,883.00
400 000 Non-Program Transactions	57,022.70	61,747.00	59,450.00
<b>TOTAL EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>1,423,900.49</b>	<b>1,527,465.15</b>	<b>1,528,856.00</b>

<b>DEBT SERVICE FUND (FUNDS 38, 39)</b>	<b>Audited 2018-2019</b>	<b>Pre-Audit 2019-2020</b>	<b>Budget 2020-2021</b>
900 000 Beginning Fund Balance	331.11	324,731.55	339,255.16
<b>900 000 ENDING FUND BALANCES</b>	<b>324,731.55</b>	<b>339,255.16</b>	<b>329,600.16</b>
<b>TOTAL REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>1,182,457.33</b>	<b>1,203,911.85</b>	<b>1,134,606.26</b>
281 000 Long-Term Capital Debt	858,056.89	1,189,388.24	1,144,261.26
282 000 Refinancing	0.00	0.00	0.00
283 000 Operational Debt	0.00	0.00	0.00
285 000 Post Employment Benefit Debt	0.00	0.00	0.00
289 000 Other Long-Term General Obligation Debt	0.00	0.00	0.00
400 000 Non-Program Transactions	0.00	0.00	0.00
<b>TOTAL EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>858,056.89</b>	<b>1,189,388.24</b>	<b>1,144,261.26</b>
<b>842 000 INDEBTEDNESS, END OF YEAR</b>	<b>15,655,000.00</b>	<b>15,020,000.00</b>	<b>14,410,000.00</b>

<b>CAPITAL PROJECTS FUND (FUNDS 41, 46, 48, 49)</b>	<b>Audited 2018-2019</b>	<b>Pre-Audit 2019-2020</b>	<b>Budget 2020-2021</b>
900 000 Beginning Fund Balance	0.00	15,440,648.80	4,603,469.48
<b>900 000 Ending Fund Balance</b>	<b>15,440,648.80</b>	<b>4,603,469.48</b>	<b>1,768.36</b>
<b>TOTAL REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>16,371,967.45</b>	<b>188,840.02</b>	<b>1,000.00</b>
100 000 Instructional Services	0.00	0.00	0.00
200 000 Support Services	931,318.65	11,026,019.34	4,602,701.12
300 000 Community Services	0.00	0.00	0.00
400 000 Non-Program Transactions	0.00	0.00	0.00
<b>TOTAL EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>931,318.65</b>	<b>11,026,019.34</b>	<b>4,602,701.12</b>

<b>FOOD SERVICE FUND (FUND 50)</b>	<b>Audited 2018-2019</b>	<b>Pre-Audit 2019-2020</b>	<b>Budget 2020-2021</b>
900 000 Beginning Fund Balance	70,402.53	24,701.89	(0.00)
<b>900 000 ENDING FUND BALANCE</b>	<b>24,701.89</b>	<b>(0.00)</b>	<b>7,500.00</b>
<b>TOTAL REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>419,566.06</b>	<b>378,774.97</b>	<b>482,500.00</b>
200 000 Support Services	465,266.70	403,476.86	475,000.00
400 000 Non-Program Transactions	0.00	0.00	0.00
<b>TOTAL EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>465,266.70</b>	<b>403,476.86</b>	<b>475,000.00</b>

<b>PRIVATE TRUST FUND (FUND 72)</b>	<b>Audited 2018-2019</b>	<b>Pre-Audit 2019-2020</b>	<b>Budget 2020-2021</b>
900 000 Beginning Fund Balance	134,627.86	132,871.88	157,458.73
<b>900 000 ENDING FUND BALANCE</b>	<b>132,871.88</b>	<b>157,458.73</b>	<b>157,608.73</b>
<b>TOTAL REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>109,044.02</b>	<b>129,636.85</b>	<b>109,700.00</b>
400 000 Non-Program Transactions	110,800.00	105,050.00	109,550.00
<b>TOTAL EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>110,800.00</b>	<b>105,050.00</b>	<b>109,550.00</b>

<b>COMMUNITY SERVICE FUND (FUND 80)</b>	<b>Audited 2018-2019</b>	<b>Pre-Audit 2019-2020</b>	<b>Budget 2020-2021</b>
900 000 Beginning Fund Balance	703.62	(21,239.32)	55,687.21
<b>900 000 ENDING FUND BALANCE</b>	<b>(21,239.32)</b>	<b>55,687.21</b>	<b>70,067.21</b>
<b>TOTAL REVENUES &amp; OTHER FINANCING SOURCES</b>	<b>83,150.08</b>	<b>310,682.48</b>	<b>175,000.00</b>
200 000 Support Services	0.00	0.00	0.00
300 000 Community Services	105,093.02	233,755.95	160,620.00
400 000 Non-Program Transactions	0.00	0.00	0.00
<b>TOTAL EXPENDITURES &amp; OTHER FINANCING USES</b>	<b>105,093.02</b>	<b>233,755.95</b>	<b>160,620.00</b>

The Community Service Fund is utilized to provide various services to district residents. These services include open swim, lap swim, aquarobics, swim parties, weight training, exercise equipment, opportunities for organized exercise classes and tennis courts. Wages and benefits to provide these services constitute the majority of the Community Service Funds' expenditures. General operations/cleaning costs for the pool and weight room are borne by the District's general fund. The tennis courts cannot be utilized by the district for interscholastic competition due to WIAA regulations. The district does not have either a WIAA swim or tennis team.

#### Total Expenditures and Other Financing Uses

<b>ALL FUNDS</b>	<b>Audited 2018-2019</b>	<b>Pre-Audit 2019-2020</b>	<b>Budget 2020-2021</b>
<b>GROSS TOTAL EXPENDITURES -- ALL FUNDS</b>	14,123,400.00	24,437,920.69	18,055,532.38
<b>Interfund Transfers (Source 100) - ALL FUNDS</b>	859,545.77	897,084.02	892,435.00
<b>Refinancing Expenditures (FUND 30)</b>	0.00	0.00	0.00
<b>NET TOTAL EXPENDITURES -- ALL FUNDS</b>	<b>13,263,854.23</b>	<b>23,540,836.67</b>	<b>17,163,097.38</b>
<b>PERCENTAGE INCREASE -- NET TOTAL FUND EXPENDITURES FROM PRIOR YEAR</b>		<b>77.48%</b>	<b>-27.09%</b>

#### PROPOSED PROPERTY TAX LEVY

<b>FUND</b>	<b>Audited 2018-2019</b>	<b>Pre-Audit 2019-2020</b>	<b>Budget 2020-2021</b>
General Fund	3,516,700.00	3,131,587.00	3,123,678.00
Referendum Debt Service Fund	583,285.00	1,203,180.00	1,133,606.00
Non-Referendum Debt Service Fund	0.00	0.00	50,000.00
Capital Expansion Fund	0.00	0.00	0.00
Community Service Fund	50,000.00	270,000.00	125,000.00
<b>TOTAL SCHOOL LEVY</b>	<b>4,149,985.00</b>	<b>4,604,767.00</b>	<b>4,432,284.00</b>
<b>PERCENTAGE INCREASE -- TOTAL LEVY FROM PRIOR YEAR</b>		<b>10.96%</b>	<b>-3.75%</b>
<b>TOTAL MILL RATE</b>	<b>0.00995</b>	<b>0.01035</b>	<b>0.00952</b>



## Treasurer's Report

	<b>FUND BALANCE</b>	<b>2019-2020</b>	<b>2019-2020</b>	<b>FUND BALANCE</b>
<b>FUND</b>	<b>6/30/2019</b>	<b>REVENUE</b>	<b>EXPENSES</b>	<b>6/30/2020</b>
FUND 10–GENERAL FUND	2,474,657.29	10,153,777.31	10,070,026.07	2,558,408.53
FUND 21 - SPECIAL PROJECT FUND	7,349.55	121.80	0.00	7,471.35
FUND 27 - SPECIAL EDUCATION	0.00	1,527,465.15	1,527,465.15	0.00
FUND 38-NON-REFERENDUM DEBT SERVICE FUND	0.00	52,339.00	52,339.00	000
FUND 39-DEBT SERVICE FUND	324,731.55	1,203,911.85	1,189,388.24	339,255.16
FUND 49–CAPITAL PROJECT FUND	15,055,625.30	388,840.02	12,048,529.79	3,395,935.53
FUND 50 - FOOD SERVICE	24,701.89	412,766.61	437,468.50	0.00
FUND 72 -PRIVATE TRUST FUND	132,871.88	129,636.85	105,050.00	157,458.73
FUND 80 - COMMUNITY SERVICE	(21,239.32)	311,054.48	233,755.95	56,059.21

### 2020–2021 BUDGET MESSAGE

Each January the District begins its budget development process for the next school year. The process continues through the balance of the school year, into the summer and culminates with the Board of Education approving the tax levy on the fourth Monday in October. District employees present budget requests to their respective supervisor or administrator. Beginning with the 2019–2020 budget cycle, the District changed its department and building budgeting approach from zero based to a negotiated budgeting process. The district administration provides the building administrators a budget amount for each of the buildings. The building administrators distribute these amounts to the different classrooms and groups under their direct supervision. The administrative team reviews, prioritizes, refines and may eliminate some requests. The Board tentatively approves the budget in the spring or early summer, but revisions continue throughout the summer and fall. The Board approved a preliminary budget at its July 13, 2020 meeting.

Prior to the 1993-94 school year, school boards had discretionary authority to set the tax levy to meet Board and District priorities. In 1993-94, however, Wisconsin established revenue limits for public school districts to control the growth of school budgets and school property taxes. Part of the legislation that went into effect that year created a format for determining the maximum revenue that a district may receive in state equalization aid, local property taxes and computer aid in Funds 10, 38, 41.

The revenue limit is somewhat complex, but the most important factors in calculating a district's revenue limit are: student enrollment, the allowable increase (decrease) in per pupil revenue and the District's prior year controlled revenue. In 2011 the legislature voted to decrease the statutorily allowed amount per pupil from \$200.00 to (\$562.30). The legislature also passed Act 10, removing most bargaining rights of public employee associations (unions) and requiring that employees contribute their legal share of Wisconsin retirement and a portion of their health insurance costs. For the 2014-15 school year, the revenue limit increase was \$75.00 per pupil. For the 2015-2016, 2017-2018 and the 2018-2019 school year, the revenue limit increase was \$0.00 per pupil. A Per Pupil Categorical Aid Program has provided \$450.00 per member in 2017-2018, \$654.00 per member in 2018-2019, and \$742.00 per member in 2019-2020 and 2020-2021, but this aid is outside of the revenue limit calculation.

The revenue limit calculation has become a critical “first-step” component in school budgeting, because it creates a definitive line that the Board of Education cannot exceed when establishing the school budget and tax levy. The staff, administration and Board have prepared a budget that complies with its revenue limit and does the best job possible of meeting the educational needs of students in the Waterloo School District.

<b>2020–2021 Revenue Limit Calculation</b>
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<b>\$8,445,231</b>	<b>1.</b>	<b>2019–2020 Base Funds - Prior Year Controlled Revenue</b>		
			\$5,491,315	General/Equalized Aid
			\$3,219	Computer Aid
			\$16,694	Aid for Exempt Personal Property
			\$3,131,587	Certified Fund 10 Tax Levy
			\$197,584	Less: Levy for Non-Recurring Exemptions
			\$8,445,231	Equals: 2020–2021 Base Funds
<b>831</b>	<b>2.</b>	<b>Base Membership</b>		
				(Average 2017 = 840, 2018 = 841, 2019 = 812)
<b>\$10,162.73</b>	<b>3.</b>	<b>2019–2020 Base Per Member</b>		
				<i>(Divide line #1 by line #2)</i>
<b>\$179.00</b>	<b>4.</b>	<b>2020-2021 Per Member Increase</b>		
<b>\$10,341.73</b>	<b>5.</b>	<b>2020-2021 Maximum Base Per Member</b>		
<b>820</b>	<b>6.</b>	<b>Current Membership Multiplier</b>		
				(Average of 2018 = 841 and 2019 = 812 and 2020= estimated 806/includes 806 and 0 for 40 percent of summer school count of 0)
<b>\$8,480,219.00</b>	<b>7.</b>	<b>2020–2021 Revenue Limit for Funds 10-38-41</b>		
				<i>(Multiply line #5 by line #6)</i>
<b>\$0.00</b>	<b>8.</b>	<b>Hold Harmless</b>		
<b>\$0.00</b>	<b>9.</b>	<b>Transfer of Service Exemption</b>		
<b>\$0.00</b>	<b>10.</b>	<b>Referendum to Exceed Revenue Limit</b>		
<b>\$113,759.00</b>	<b>11.</b>	<b>Declining Enrollment Exemption for 2020-2021</b>		
<b>\$0.00</b>	<b>12.</b>	<b>Adjustment for Refund of Rescinded Taxes 2020-2021</b>		
<b>\$8,593,978.00</b>	<b>13.</b>	<b>2020-2021 Revenue Limit</b>		
<b>\$5,420,300.00</b>	<b>14.</b>	<b>2020-2021 General/Equalized Aid Estimate</b>		
<b>\$3,173,678.00</b>	<b>15.</b>	<b>2020–2021 Allowable Limited Revenue</b>		
<b>\$3,173,678.00</b>	<b>16.</b>	<b>2020–2021 Total Limited Revenue to be used Funds 10-38-41</b>		
<b>\$1,133,606.00</b>	<b>17.</b>	<b>2020–2021 Fund-39 Tax Levy (Referendum Approved)</b>		
<b>\$125,000.00</b>	<b>18.</b>	<b>2020–2021 Fund-80 Tax Levy</b>		
<b>\$0.00</b>	<b>19.</b>	<b>2020–2021 Prior Year Levy Chargeback</b>		
<b>\$4,432,284.00</b>	<b>20.</b>	<b>2020–2021 Total Tax Levy–All Funds</b>		<i>(Add lines #16, #17, #18 and #19)</i>

The proposed 2020-21 budget and tax levy under consideration by the electorate this evening were developed on data from the Department of Public Instruction (DPI). Please realize that it will again be necessary to modify the budget and/or tax levy in October, when the District has certified:

- Third Friday enrollment data
- Wisconsin Department of Revenue (DOR) equalized value information
- Final state equalization aid figure from the DPI.

The audit of the 2019-2020 financial operation of the Waterloo School District was conducted by Hawkins Ash CPA's. Mrs. Monica Hauser was the Partner in charge and will present the audit report to the Board of Education at a regular meeting of the Waterloo School District Board of Education. Audit reports are kept on file in the District Office and may be reviewed by interested parties.

Your attendance at this meeting is a visible sign of your interest in the District's educational program. The education of our youth is important to all of us and requires a collective effort of the school, students, parents, and community members. By working together, we will continue to provide Waterloo School District children with a solid education that will prepare them for success.

# Waterloo School District Student Enrollment Report

	FTE Weight	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
		September	January	September	January	September	January	September	January	September	January	September	January	September	January
<b>ELEMENTARY SCHOOL</b>															
Pre-School Speech Only	0.5	1	1	0	2	0	0	0	0	0	0	0	0	0	0
3 Year Old ECH	0.5	0	0	3	2	2	5	3	3	3	4	3	3	3	0
4 Year Old ECH	0.5	0	0	0	1	0	1	3	4	0	0	0	0	0	0
Kindergarten -4 yr	0.5	2	2	1	1	2	0	1	1	0	0	0	0	0	0
Kindergarten -4 yr	0.6	66	64	46	46	48	49	47	51	62	58	48	49	29	0
Full Day Kindergarten -5 yr	1	62	62	65	65	50	50	52	50	49	47	60	55	56	0
Grade 1-4	1	226	218	236	226	240	228	229	219	221	216	201	204	197	0
<b>Pre K-4 Total</b>		<b>357</b>	<b>347</b>	<b>351</b>	<b>343</b>	<b>342</b>	<b>333</b>	<b>335</b>	<b>328</b>	<b>335</b>	<b>325</b>	<b>312</b>	<b>311</b>	<b>285</b>	<b>0</b>
<b>INTERMEDIATE SCHOOL</b>															
<b>5-6 Total</b>		<b>111</b>	<b>109</b>	<b>97</b>	<b>95</b>	<b>107</b>	<b>106</b>	<b>133</b>	<b>127</b>	<b>122</b>	<b>122</b>	<b>125</b>	<b>121</b>	<b>124</b>	<b>0</b>
<b>MIDDLE SCHOOL</b>															
<b>7-8 Total</b>		<b>139</b>	<b>132</b>	<b>134</b>	<b>130</b>	<b>117</b>	<b>116</b>	<b>112</b>	<b>105</b>	<b>129</b>	<b>128</b>	<b>144</b>	<b>140</b>	<b>138</b>	<b>0</b>
<b>SENIOR HIGH</b>															
<b>9-12 Total</b>		<b>302</b>	<b>295</b>	<b>291</b>	<b>277</b>	<b>293</b>	<b>283</b>	<b>289</b>	<b>279</b>	<b>268</b>	<b>267</b>	<b>268</b>	<b>264</b>	<b>272</b>	<b>0</b>
<b>Total Pre K-12 Enrollment Headcount</b>		<b>909</b>	<b>883</b>	<b>873</b>	<b>845</b>	<b>859</b>	<b>838</b>	<b>869</b>	<b>839</b>	<b>854</b>	<b>842</b>	<b>849</b>	<b>836</b>	<b>819</b>	<b>0</b>
<b>Total Pre K-12 FTE Adjusted Enrollment Third Friday (Jan/Sept)</b>		<b>882</b>	<b>856</b>	<b>853</b>	<b>824</b>	<b>838</b>	<b>816</b>	<b>847</b>	<b>816</b>	<b>828</b>	<b>817</b>	<b>829</b>	<b>815</b>	<b>806</b>	<b>0</b>
<b>Average FTE Membership (Jan/Sept)</b>		<b>869</b>	<b>839</b>	<b>827</b>	<b>831</b>	<b>822</b>	<b>822</b>	<b>822</b>	<b>822</b>	<b>822</b>	<b>822</b>	<b>822</b>	<b>822</b>	<b>822</b>	<b>403</b>
<b>FTE Summer School Enrollment</b>		<b>30</b>	<b>32</b>	<b>31</b>	<b>33</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>15</b>
<b>Total FTE State Aid Membership</b>		<b>882</b>	<b>853</b>	<b>838</b>	<b>847</b>	<b>828</b>	<b>829</b>	<b>828</b>	<b>828</b>	<b>828</b>	<b>828</b>	<b>829</b>	<b>829</b>	<b>829</b>	<b>806</b>
<b>Revenue Limit FTE Enrollment</b>		<b>894</b>	<b>866</b>	<b>850</b>	<b>860</b>	<b>840</b>	<b>841</b>	<b>840</b>	<b>840</b>	<b>840</b>	<b>840</b>	<b>841</b>	<b>841</b>	<b>841</b>	<b>812</b>

## 2020–2021 General Fund Expenditure Budget

The proposed 2020-2021 General Fund Expenditure Budget is \$10,144,094.00. The proposed budget represents a \$248,593.25 or 2.4% decrease over actual 2019-2020 General Fund Expenditures. Actual 2019-2020 expenditures are compared to the proposed 2020-2021 Expenditure Budget in the chart below:

	<b>Actual Expenses 2019-2020</b>	<b>Proposed Expenses 2020-2021</b>	<b>Percent of Budget</b>	<b>Dollar Change</b>	<b>Percent Change</b>
SALARIES	4,379,039.77	4,523,952.00	44.60%	144,912.23	3.31%
EMPLOYEE BENEFITS	1,816,828.80	1,922,221.00	18.95%	105,392.20	5.80%
PURCHASED SERVICES	2,114,177.95	1,932,684.00	19.05%	(181,493.95)	-8.58%
NON-CAPITAL OBJECTS	396,496.38	501,750.00	4.95%	105,253.62	26.55%
CAPITAL OBJECTS	257,311.27	214,342.00	2.11%	(42,969.27)	-16.70%
DEBT RETIREMENT	0.00	500.00	0.00%	500.00	--%
INSURANCE & JUDGMENTS	108,556.70	138,295.00	1.36%	29,738.30	27.39%
OPERATING TRANSFERS - OUT	975,242.91	892,425.00	8.80%	(82,817.91)	-8.49%
DUES AND FEES	<u>22,372.29</u>	<u>17,925.00</u>	<u>0.18%</u>	<u>(4,447.29)</u>	-19.88%
	<u>10,070,026.07</u>	<u>10,144,094.00</u>	<u>100.00%</u>	<u>74,067.93</u>	

**SALARIES:** This budget category includes wages and salaries paid to all non-special education personnel, including board members, administrators, teachers and support staff. It will consume 44.60 percent of the total 2020-2021 budget and is (\$144,912.23) or 3.31 percent higher than the actual salary and wage expenditures in 2019-2020.

**FRINGE BENEFITS:** This budget category includes employer social security, Wisconsin Retirement System (WRS) contributions, life insurance, health insurance, payment-in-lieu of health insurance, dental insurance, disability insurance and early retirement benefits for non-special education personnel. Fringe benefits for these non-special education employees will consume 18.95 percent of the total 2020-2021 budget. This figure is (\$105,392.20) or 5.80 percent higher than the actual 2019-2020 fringe benefit expenditures. The District offers a high deductible health plan (HDHP) in conjunction with a health savings account (HSA) contribution as well as the prior health insurance options (point of service and health management organization) through Dean Health. Currently the District pays 90% of the high deductible health plan (HDHP) premium and contributes a portion of the deductible amount (\$4,000/\$2,000) to the employee's HSA. If employees chose to continue on the point of service (POS) or health management organization (HMO) plans, which have higher premiums, the District currently pays 75% for the point of service (POS) plan premiums and 85% of the health maintenance organization (HMO) plan premiums. The dental insurance increased by 0% for this plan year. Social security, disability insurance and contributions to the Wisconsin Retirement System are driven by employee wages. The Wisconsin Retirement System contribution rates increased from 13.10% for the calendar year of 2019 to 13.50% for 2020 as set by the Employee Trust Funds Board. Employees are responsible for ½ of the retirement percentage.

**PURCHASED SERVICES:** This budget category includes repair, service agreements, telephone, heat, electricity, water and sewer, postage, printing, small construction projects, student transportation and tuition payments including open enrollment. Purchased services will consume 19.05 percent of the total 2020-2021 budget. This expenditure category will be (\$181,493.95) or 8.58 percent lower than actual 2019-2020 purchased service expenditures.

**NON-CAPITAL OBJECTS:** This budget category includes library books and textbooks, workbooks, audio-visual teaching aids, computer software, paper and instructional supplies. Non-capital objects will consume 4.95 percent of the total 2020-2021 budget. It is \$105,253.62 or 26.55 percent higher than actual 2019-2020 non-capital object expenditures.

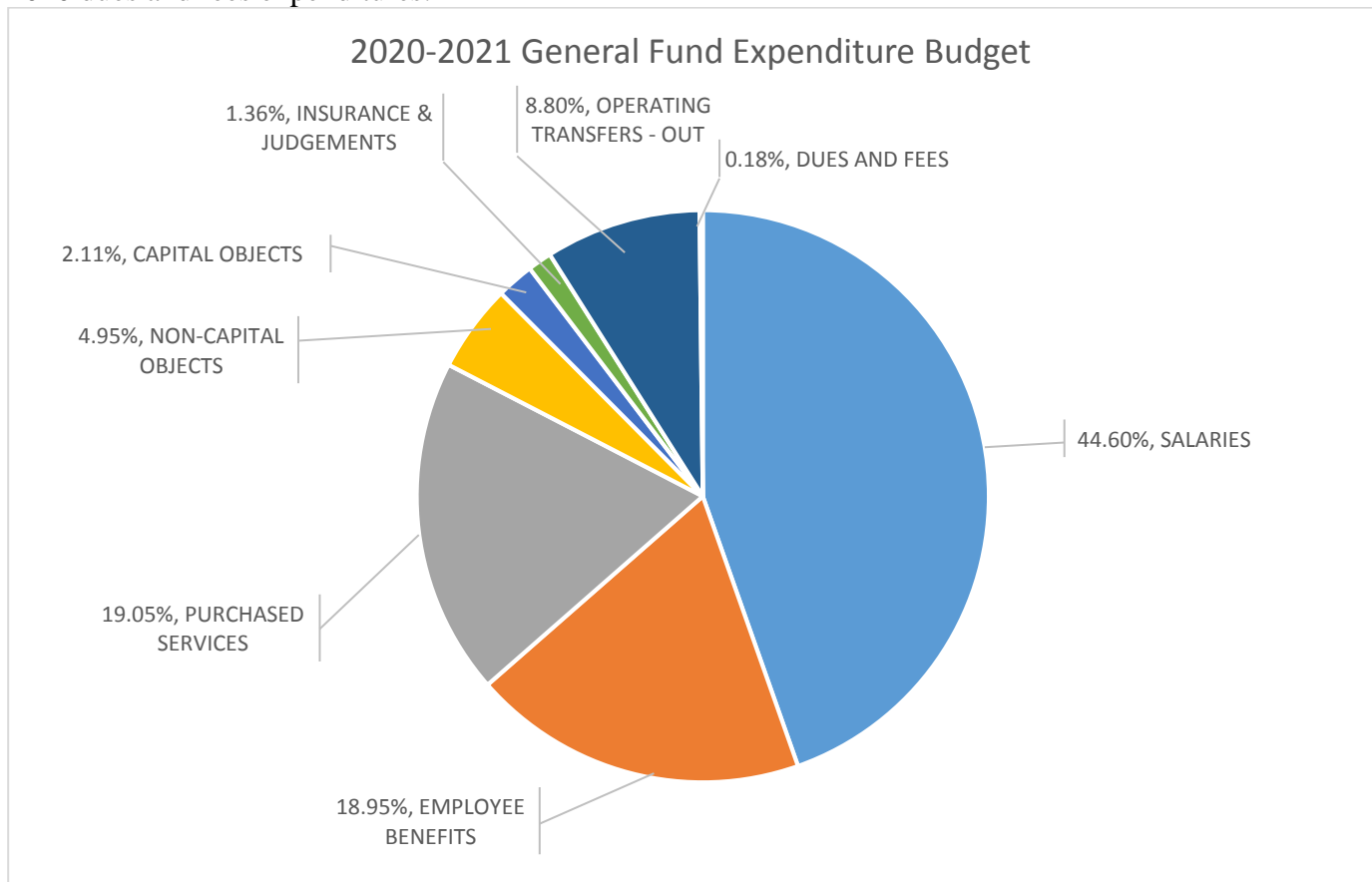
**CAPITAL OBJECTS:** This budget category includes all equipment that individually costs more than \$2,000 and will consume 2.11 percent of the total 2020-2021 budget. It is (\$42,969.27) or 16.70 percent less than the actual 2019-2020 capital object expenditures.

**DEBT RETIREMENT:** This budget category includes principal and interest on operational debt and equipment leases. It will consume 0.00 percent of the total 2020-2021 budget

**INSURANCE AND JUDGMENTS:** This budget category includes liability, property, and worker compensation insurance premiums as well as actual unemployment compensation claims paid. It will consume 1.36 percent of the total budget in 2020-2021 and is \$29,738.30 or 27.39 percent higher than the actual 2019-2020 insurance and judgment expenditures.

**OPERATING TRANSFERS-OUT:** This budget category is used to transfer monies from Fund-10 to Fund-27, to cover special education salaries, benefits, open enrollment transfers, out-of-District tuition payments, transportation, 66.0301 agreements and the non-salary and benefit expenditures that support special education programs. This category also is used to transfer monies from Fund 10 to Fund 50 to cover food service program expenses if that fund operates at a deficit. The District’s food service program did require a transfer from fund 10 in 2019-2020. Operating Transfers-Out will consume 8.80 percent of the total budget in 2020-2021 and is (\$82,817.91) or 8.49 percent lower than actual 2019-2020 expenditures.

**DUES AND FEES:** This budget category includes dues, fees and membership fees and will consume 0.18 percent of the total 2020-2021 budget. It is (\$4,447.29) or -19.88 percent lower than the actual 2019-2020 dues and fees expenditures.



## 2020-2021 General Fund Revenue Budget

The proposed 2020-2021 General Fund Revenue Budget is \$9,973,439. The proposed revenue budget shows a decrease of \$180,338.31 or -1.78% percent from prior year actual revenue. The chart below compares actual 2019-2020 revenues to anticipated 2020-2021 revenues:

	Actual Revenue 2019-2020	Proposed Revenue 2020-2021	Percent of Budget	Dollar Change	Percent Change
<b>LOCAL SOURCES</b>	3,262,735.45	3,280,234.00	32.89%	17,498.55	0.54%
<b>INTERDISTRICT PYMTS WITHIN WI</b>	284,939.00	380,066.00	3.81%	95,127.00	33.39%
<b>INTERMEDIATE SOURCES</b>	8,601.20	11,161.00	0.11%	2,559.80	29.76%
<b>STATE SOURCES</b>	6,278,820.98	6,044,441.00	60.61%	(234,379.98)	-3.73%
<b>FEDERAL SOURCES</b>	264,041.76	183,537.00	1.84%	(80,504.76)	-30.49%
<b>ALL OTHER REVENUES</b>	<u>54,638.92</u>	<u>74,000.00</u>	<u>0.74%</u>	<u>19,361.08</u>	35.43%
<b>TOTAL</b>	<u>10,153,777.31</u>	<u>9,973,439.00</u>	<u>100.00%</u>	<u>(\$180,338.31)</u>	-1.78%

**LOCAL SOURCES:** This revenue source includes property taxes, mobile home taxes, payment for services, building or equipment rental fees, school activity income, student fees and interest on investments. Local sources will provide 32.89 percent of the general fund revenue in 2020-2021, which is an increase of \$17,498.55 or 0.54 percent.

**INTER-DISTRICT PAYMENTS FROM WISCONSIN SCHOOLS:** This revenue source includes transfer of open enrollment aid and the transfer of grant monies from consortium grants that have another district serving as the fiscal agent for the grant. It will provide 3.81 percent or \$380,066 of the total 2020-2021 general fund revenue.

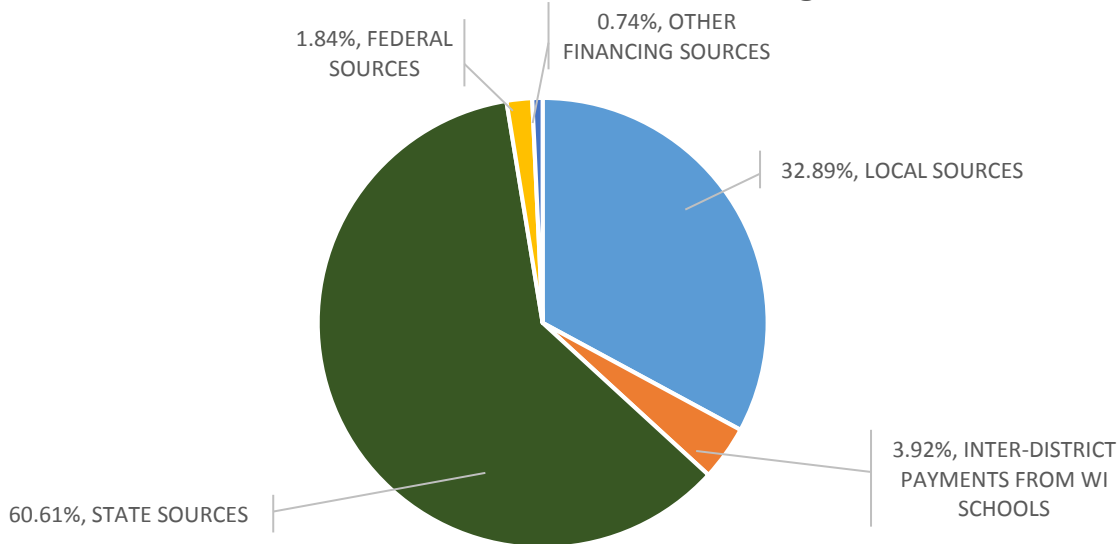
**INTERMEDIATE SOURCES:** This revenue source includes the transit of grant monies from intermediate sources such as CESA 2 and Madison Area Technical College. Transit of aid as an intermediate source will provide 0.11% or \$11,161.00 of the total 2002-2021 general fund revenue.

**STATE SOURCES:** This revenue source includes library aid, transportation aid, equalization aid, per pupil categorical aid and special DPI project grants. State sources will provide 60.61 percent of the total 2020-2021 general fund revenue, which is a decrease of \$234,379.98 or -3.73 percent.

**FEDERAL SOURCES:** This revenue source includes numerous federal competitive and entitlement grants. This revenue category will provide \$183,537.00 or 1.84 percent of the total 2020-2021 general fund revenue, a decrease of \$80,504.76 or a decrease of 30.49%.

**OTHER REVENUES:** This revenue source includes refunds of disbursements and adjustments from prior years and E-Rate funds. This revenue category will provide \$74,000.00, which is 0.74 percent of the total 2020-2021 general fund revenue and represents an expected increase from the 2019-2020 total of \$54,638.92.

### 2020-2021 General Fund Revenue Budget



Local property taxes and state equalization aid continue to be the primary General Fund revenue sources for Wisconsin school districts. Although recent property tax relief efforts have been a positive thing, we must remember that the state is collecting taxes to provide school districts with equalization aid and all of us contribute to that tax bill. The chart below shows the percent of general fund revenues that have come to the Waterloo School District in equalization aid and property taxes (including mobile home tax) over the past five years and the projection for 2020-2021.

General Fund Revenue	Actual 2014-2015	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Actual 2018-2019	Actual 2019-2020	Budget 2020-2021
Equalization Aid	5,426,370 56.31%	5,324,545 54.82%	5,327,387 54.97%	\$5,220,557 52.07%	\$5,381,775 52.04%	\$5,491,316 54.08%	\$5,420,300 54.35%
Property Taxes	3,464,325 35.95%	3,609,612 37.16%	3,407,796 35.16%	\$3,791,640 37.82%	\$3,530,396 34.14%	\$3,140,747 30.93%	3,188,678 31.97%
Total General Fund Revenue	9,636,773	9,713,201	9,692,308	\$10,025,185	\$10,341,692	\$10,153,777	\$ 9,973,439

## Proposed 2020 – 2021 Tax Levy

Per-Pupil Aid was established in the 2011 Wisconsin Act 32 as Per-Pupil Adjustment Aid and renamed to Per-Pupil Aid in the 2013 Wisconsin Act 20. The Act provided each district to receive aid in the amount of \$75.00 per-pupil in 2013-2014, \$150.00 per-pupil for 2014-2015 and 2015-2016, \$250.00 per-pupil for 2016-2017, \$450.00 per-pupil for 2017-2018, \$654.00 per-pupil for 2018-2019 and \$742 per pupil for 2019-2020 as well as 2020-2021. These Per-Pupil amounts are multiplied by the district current year membership to arrive at total aid to be received. Waterloo School District received \$130,500 in Per-Pupil Aid for the 2015-2016 fiscal year and \$214,500 in 2016-2017, \$382,500 in 2017-2018, \$553,938 in 2018-2019, \$616,602 in 2019-200 and \$491,952 has been estimated for fiscal year 2020-2021. This decreased amount was calculated based on an anticipated drop in the Per-Pupil Aid due to the Covid-19 Pandemic. The estimated decrease was based on a decrease of \$150.00 per-pupil. The Per-Pupil Aid does not affect equalization aid, which has been estimated to decrease for the district by \$71,016 for fiscal year 2020-2021.

The 2020-2021 Debt Service (39) Fund tax levy will be \$1,133,606.00. The Waterloo School District brought forth two Referendum Questions to the taxpayers on August 14, 2018. Question 1 was to cover the cost of district-wide school building and improvement programs consisting of safety and security upgrades, ADA compliance updates, capital maintenance and building infrastructure improvements, a restroom addition, site improvements and acquisition of related furnishings, fixtures and equipment. Question 2 was to pay the cost of a district-wide school building program to construct an addition for a fitness center, gymnasium, locker rooms and a commons, site improvement, and acquisition of related furnishings, fixtures and equipment. Both of the Referendum Questions were passed by majority vote and general obligation bonds were sold in the amount of \$7,300,000 for Question 1 and \$8,900,000 for Question 2. The District has new Debt Service Schedules that finalize payments in March of 2038.

The 2020-2021 Community Service (80) Fund tax levy is currently at \$125,000.00, which is reflective of the anticipated expenditures planned for the operation of the community portion of the fitness center and community pool, as well as a community recreational program that is being considered.

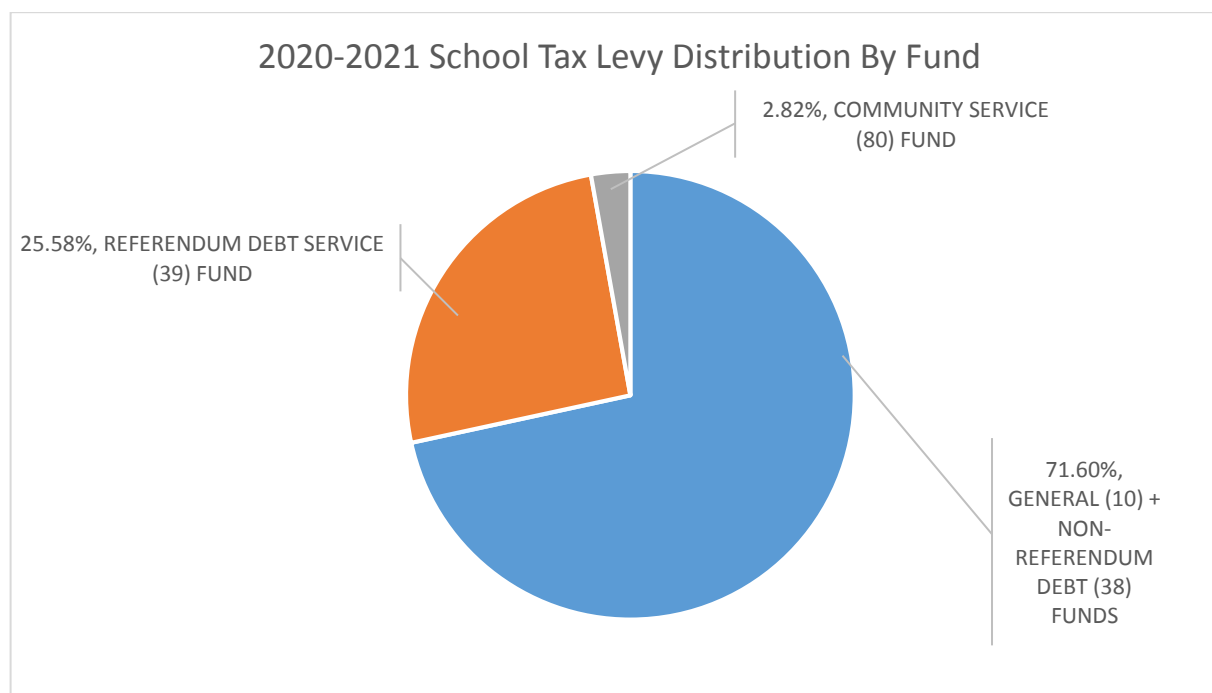
The tax levies for Funds 10, 38 and 41 are controlled by the revenue limit rules and Fund 80 by Act 20. Within the total 2020-2021 tax levy, 70.48 percent will be collected for the General (10) Fund, 1.13 percent will be collected for the Non-Referendum Debt Service (38) Fund, 25.58 percent will be collected for Referendum Debt Service (39) Fund and 2.82 percent for the Community Service (80) Fund.

The following charts compare the proposed 2020-2021 school tax levy to the tax levy of the previous two years and show the portion of the tax levy that each accounting fund will receive in 2020-2021.

### 2020 – 2021 School Tax Levy Distribution Chart

Fund	Actual 2018-2019	Actual 2019-2020	Proposed 2020-2021	Change Dollar	Change Percent
10 – General	3,516,700	3,131,587	3,123,678	(7,909)	-0.25%
30 – Debt Service	583,285	1,203,180	1,183,606	(19,574)	-1.63%
80 – Community Service	50,000	270,000	125,000	(145,000)	-53.70%
<u>Chargeback</u>	-	-	-	-	
Total School Tax Levy	<u>4,149,985</u>	<u>4,604,767</u>	<u>4,432,284</u>	<u>(172,483)</u>	-3.75%
Mill Rate	\$9.95	\$10.35	\$9.52	\$-0.83	-8.02%





### **Mill Rate**

The mill rate is determined by dividing the Tax Levy by the Equalized Value of the District to achieve a tax rate per \$1,000 of equalized value. The District has used a projected 4.69% increase to property valuation to calculate the proposed mill rate for 2020-2021. This increase yields a 2020-2021 mill rate of \$9.52 per \$1,000 of equalized property value.

Note, a lower value in equalized property value results in a higher mill rate and a higher equalized property value results in a lower mill rate.

### **Area School Mill Rate Comparison**

The average Wisconsin school district mill rate in 2019-2020 was \$9.37 per \$1,000 of equalized value. The data depicted in the chart below was taken from a Department of Public Instruction web site.

<b>District</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	<b>Mill Rate</b>	<b>Mill Rate</b>	<b>Mill Rate</b>	<b>Mill Rate</b>
1 CAMBRIDGE	12.82	11.87	10.56	10.23
2 COLUMBUS	9.89	9.46	9.06	8.70
3 DEERFIELD COMMUNITY	12.36	11.73	11.00	11.00
4 DODGELAND	12.87	12.47	11.15	9.65
5 JOHNSON CREEK	12.24	12.22	12.25	11.37
6 LAKE MILLS AREA	10.04	9.51	9.16	9.33
7 MARSHALL	11.18	11.76	10.56	10.60
<b>8 WATERLOO</b>	9.45	9.62	9.95	10.35
9 WISCONSIN HEIGHTS	11.92	11.50	11.22	10.73
State Average	9.97	9.79	9.46	9.37

## Projected Growth – Equalized Value

<b>Municipality</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>% of District</b>	<b>2020-2021</b>
C. Waterloo	201,242,900	210,867,800	227,226,100	51.08392872%	
T. York	16,395,507	16,978,177	17,652,375	3.96852591%	Projected
T. Elba	2,641,823	2,707,266	2,817,427	0.63340100%	
T. Lowell	21,105,872	22,212,125	24,124,573	5.42357576%	4.69%
T. Portland	93,710,889	99,515,343	106,115,681	23.85644028%	
T. Shields	1,330,081	1,339,264	1,410,881	0.31718779%	Increase
T. Milford	2,176,142	2,271,016	2,362,012	0.53101670%	In Value
<u>T. Waterloo</u>	<u>59,456,756</u>	<u>61,063,629</u>	<u>63,100,318</u>	<u>14.18592383%</u>	
<b>District Value</b>	<b>398,059,970</b>	<b>416,954,620</b>	<b>444,809,367</b>	<b>100.000000%</b>	<b>465,655,705</b>

## History of Waterloo School District Equalized Value and Mill Rate

	<b>Fall 2005</b>	<b>Fall 2006</b>	<b>Fall 2007</b>	<b>Fall 2008</b>
<b>Total Levy</b>	<b>2,891,424</b>	<b>3,017,596</b>	<b>3,358,667</b>	<b>3,410,029</b>
<b>Total Equalized Value</b>	<b>329,659,417</b>	<b>366,965,290</b>	<b>379,235,544</b>	<b>392,463,723</b>
<b>Percent Change</b>	<b>7.08%</b>	<b>11.32%</b>	<b>3.34%</b>	<b>3.49%</b>
<b>Mill Rate</b>	<b>8.77</b>	<b>8.22</b>	<b>8.86</b>	<b>8.69</b>
<b>K-12 Average</b>	<b>8.63</b>	<b>8.31</b>	<b>8.45</b>	<b>8.61</b>
	<b>Fall 2009</b>	<b>Fall 2010</b>	<b>Fall 2011</b>	<b>Fall 2012</b>
<b>Total Levy</b>	<b>3,896,671</b>	<b>3,763,523</b>	<b>3,917,969</b>	<b>3,783,664</b>
<b>Total Equalized Value</b>	<b>392,108,603</b>	<b>388,923,254</b>	<b>373,762,310</b>	<b>380,696,309</b>
<b>Percent Change</b>	<b>(0.09%)</b>	<b>(0.812%)</b>	<b>(3.13%)</b>	<b>1.044%</b>
<b>Mill Rate</b>	<b>9.94</b>	<b>9.68</b>	<b>10.40</b>	<b>9.94</b>
<b>K-12 Average</b>	<b>9.18</b>	<b>9.80</b>	<b>9.88</b>	<b>10.21</b>
	<b>Fall 2013</b>	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>
<b>Total Levy</b>	<b>3,903,208</b>	<b>3,859,537</b>	<b>4,007,284</b>	<b>3,744,891</b>
<b>Total Equalized Value</b>	<b>362,444,353</b>	<b>367,400,057</b>	<b>380,227,062</b>	<b>396,364,093</b>
<b>Percent Change</b>	<b>(4.79%)</b>	<b>1.37%</b>	<b>3.49%</b>	<b>4.24%</b>
<b>Mill Rate</b>	<b>10.77</b>	<b>10.50</b>	<b>10.54</b>	<b>9.45</b>
<b>K-12 Average</b>	<b>10.37</b>	<b>10.25</b>	<b>10.25</b>	<b>9.97</b>
	<b>Fall 2017</b>	<b>Fall 2018</b>	<b>Fall 2019</b>	<b>Fall 2020</b>
<b>Total Levy</b>	<b>3,827,538</b>	<b>3,516,700</b>	<b>3,131,587</b>	<b>3,123,678</b>
<b>Total Equalized Value</b>	<b>398,059,970</b>	<b>416,954,620</b>	<b>444,809,367</b>	<b>465,655,705</b>
<b>Percent Change</b>	<b>0.428%</b>	<b>4.747%</b>	<b>6.681%</b>	<b>4.687%</b>
<b>Mill Rate</b>	<b>9.62</b>	<b>9.95</b>	<b>10.35</b>	<b>9.52</b>
<b>K-12 Average</b>	<b>9.79</b>	<b>9.46</b>	<b>9.37</b>	<b>Unavailable</b>

## 2019-2020 Municipal Taxes Receivable

As provided by Wisconsin Statute, taxpayers may postpone payment of half of their taxes until July 31. The chart below shows that the District had collected 74.66 percent of its 2019-2020 tax levy at the conclusion of its fiscal year on June 30, 2020.

Municipality	2020-2021 Tax Levy	Paid @	6/30/2020	Balance Due	6-30-20
City of Waterloo	\$2,352,296.00	\$1,823,910.12		\$528,385.88	
Town of York	182,741.00	133,038.98		49,702.02	
Town of Elba	29,167.00	20,949.29		8,217.71	
Town of Lowell	249,743.00	175,487.09		74,255.91	
Town of Portland	1,098,533.00	779,644.87		318,888.13	
Town of Shields	14,606.00	10,366.69		4,239.31	
Town of Milford	24,452.00	17,434.10		7,017.90	
Town of Waterloo	<u>653,229.00</u>	<u>476,940.74</u>		<u>176,288.26</u>	
Total Tax Levy	<u>\$ 4,604,767.00</u>	<u>\$3,437,771.88</u>	74.66%	<u>\$1,166,995.12</u>	25.34%

### Operational “Cash-Flow” Borrowing

In recent years, the Board has revised its Fund Balance Policy to increase the amount of operating cash on hand to cover operating expenses during the period when the State is allowed to delay aid payments for the current fiscal year. The Board policy on Fund Balance states, “. . . the Board of Education shall strive to build and maintain a general fund balance at a level equivalent to at least the amount of three months of the operating expenditures of the general fund.” The District does anticipate that it will complete the process for a line-of-credit for the 2020-2021 fiscal year. The General Fund Budget does reflect a small amount of interest for this line-of-credit.

<b>Waterloo School District – Fund 39 Summary of Indebtedness</b>
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Purpose/Project	2001 Addition	2008 Addition	2019 Project 1	2019 Project 2
Date of Issue	<u>3/1/2001</u>	<u>5/5/2008</u>	<u>12/10/18</u>	<u>03/04/19</u>
Average Interest Rate	<u>4.54%</u>	<u>3.33%</u>	<u>3.55%</u>	<u>3.5375%</u>
Loan Amount	<u>\$1,520,000.00</u>	<u>\$1,375,000.00</u>	<u>\$7,200,000.00</u>	<u>\$9,000,000.00</u>
Repayment Schedule	<u>04-01 &amp; 10-01</u>	<u>04-01 &amp; 10-01</u>	<u>03-01 &amp; 09-01</u>	<u>03-01 &amp; 09-01</u>
2019-2020	\$ 0.00	\$ 0.00	\$686,460.73	\$616,718.76
06-30-2020 Balance	<u>\$ 0.00</u>	<u>\$ 0.00</u>	<u>\$6,880,000.00</u>	<u>\$8,140,000.00</u>

In 2007-2008 - District passed a \$1,375,000 referendum for boiler and HVAC replacement.

In 2018-2019 - District passed a \$7,200,000 referendum for school building improvements.

In 2018-2019 -District passed a \$9,000,000 referendum for building new building construction projects.

## **FORWARD**

The annual report to the district should provide not only the fiscal summary of the year's activities, but also a report of the value added to the community and society because of this allocation of funds. The reports that follow demonstrate that by working together as a school and community we have contributed to growth and success of the students of the Waterloo School District.

In the following pages, you will read about PK-12 initiatives that have affected the educational programs for the students in the Waterloo School District. You will also find reports from various support programs that are an integral part of the educational system in this community. Through this document, we intend to provide an overview of the past year and to outline goals and initiatives for the coming year.

We are excited about the progress and growth in the Waterloo School District and appreciate this opportunity to share with you. The District is involved in several research-based initiatives that will enable our students to be successful in the global economy of the Twenty-first Century. We are also increasingly driven by state and federal mandates that control all areas of our budget and programs.

We encourage you to contact us with any questions.

Brian C. Henning

## **2019-2021 DISTRICT GOALS**

1. All teachers will develop Student Learning Objectives with an ELA or Math focus measured through the Educator Effectiveness model.
2. All grade levels will be at or above the combined state percentage score, for students achieving advanced and proficient on the Forward exam in the areas of math and reading.
3. All students below proficient level in reading and math as scored on the Forward exam will receive a data based Tier II level of intervention, until progress monitoring shows the student can consistently produce grade level achievement.
4. The lowest five percent of students as scored on the Forward exam in the areas of reading and math, will receive a data based Tier III intervention until the progress monitoring shows the student can consistently produce grade level achievement.

**Waterloo PK-8**

In Waterloo, we continue to work on a number of initiatives to help strengthen our learning environment and our school culture. We have begun to transition some of our initiatives to grades Pre-Kindergarten through eighth. We will continue to make more transitions in the 2020-2021 school year to bring our school community closer together. Even though we had to close school for in-person learning for the spring we had great success with our students being able to grow academically.

**Pre-Primary**

Our pre-primary program includes students in Early Childhood, four-year-old-kindergarten and five-year-old kindergarten. This fall we will welcome 4K students all day, every day for the first time in Waterloo. Research shows that full-day pre-kindergarten is associated with school readiness in areas of language, math, and social emotional development. We anticipate seeing our students grow in their abilities to positively interact with their peers and to further develop their fine motor skills. We value Waterloo's early learners as they are rich with wonder and knowledge. Every child brings with them a deep curiosity and potential that drives their interest to understand their world and place within it. Our pre-primary program will focus on strengthening a strong relationship between teacher and child as well as between our school and community.

**Math**

We continued to use Go Math this year for grades 5K-5. We discussed different options for the future since our contract ended in June of 2020, and Go Math is being phased out by the publisher. After looking at other curriculum and piloting Into Math, we collaboratively chose to move forward this fall with that program. Into Math strives to foster growth mindsets in students; it teaches that abilities are developed and it uses *mistakes* as teachable moments. HMH Go is a new app that allows students to download a lesson (from an iPad or a Chromebook) and work on the lesson offline at home. This will be very beneficial to our students without internet service. To boost our students' math learning and engagement this past year, we used a program called DreamBox for students in K-8. This is an intelligent adaptive tool that adjusts in real time and it analyzes the types of mistakes students are making. Although many students made gains using this program, we will not continue with the use of DreamBox because our new math curriculum includes a similar component called Waggle.

Staff and students in grades 6-8 had a successful year working with College Preparatory Mathematics (CPM). This curriculum is very collaborative within the classroom and allows for students to work together as a team while solving problems. Teachers in grades 6-8 continue to collaborate with the district math team to ensure that our students are attaining the appropriate math skills at each grade level.

**Literacy**

We implemented our first year of Reading and Writing Workshop for students in grades 4K-8 this past year. We will continue to dive into the components of this model in the upcoming year. Last year our teacher focus was on developing mini lessons whereas this year our teacher focus will be on making the most of conferring with students. Our workshop units include designated mentor texts for teachers to read aloud along with books for students to choose from that connect to the theme. The Workshop libraries are filled with fantastic literature which includes high interest books with diverse characters. Reading 180, an intervention program, was continued in grades 5-8 this past year for most students. With Workshop now in practice, we will not be continuing with Reading 180, next year. Social Studies will return to grades 5-8 in its place.

## **Social Studies**

Social Studies was brought to grades 5 and 6 part time during Pirate Time this past year so students could receive some instruction on content as well as practice important skills such as interpreting maps, tables, charts and graphs. This next year Social Studies will return to grades 5-8 as a core class. Teachers have collaborated district wide to analyze gaps and to ensure that our scope and sequence is in alignment in grades 4K-12. Social studies is the integrated study of economics, geography, history, political science, and the behavioral sciences of psychology, sociology, and anthropology to promote civic competence. Our curriculum will be based on the Wisconsin Standards and they will provide an important foundation to prepare students to become engaged, informed participants committed to the ideas and values of our democratic republic, able to apply the skills of inquiry, collaboration, decision making, and problem solving

## **Monitoring Student Growth**

We continue to use STAR assessments (reading, math, and early literacy) to monitor student progress in grades 4K-8. Our students in grades 3-8 were administered the Wisconsin Forward Exam. And, our English Language Learners in grades K-8 took the ACCESS test. We monitored student reading growth using Fountas and Pinnell Benchmark Reading Assessment, which is given to each student K-4 at least one time each semester. Our two reading specialists were sent to a training on Orton Gillingham, a multisensory approach to teaching reading strategies. They used these newly learned and engaging strategies this year when working with students in the early grade levels. Each specialist was also trained in AIMSweb®, a benchmark and progress monitoring system based on direct, frequent and continuous student assessment. Our Title 1 teacher began to use this system to monitor some of our lowest leveled readers. Teams of teachers, reading specialists, and administrators met regularly to discuss the data for all grade levels. We began to use this data to change instructional practices and will continue to work on this more next year. Our goal is to work with staff to help them better comprehend what the assessment data shows so that they can alter their instruction to meet students' needs.

## **Contests and Challenges**

There were a number of different opportunities offered again this year for extra practice and friendly competition within the school, against other schools, or even just to better students' own skills or scores. The Battle of the Books began strong, but the final battles never occurred due to our school closing. It was, however, fantastic to see students in grades three and four (as well as some high readers in grade two) compete in friendly competitions about literature! A number of our students joined one of several Odyssey of the Mind teams that met and practiced weekly after school. Unfortunately, we weren't able to have a large competition at the end of the school year against other districts like we have in years past. Students in upper elementary and IS/MS were able to complete writing and art projects to submit for the Southern Lakes Anthology judging and publishing. Students were invited to prepare and present an act in the annual May Talent Show, grades 4K-4. The May Talent Show was completely virtually and a video was created to display all of the talents that the students submitted from home. All of these events displayed the wide-range of strengths, skills, and interests of our students.

## **PBIS**

A major focus for the 2019-2020 school year was teaching appropriate behaviors in all areas of the school. In order for students to learn math, literacy, science, etc. they have to be able to feel comfortable in the classroom. We continued community circles in all 4K-4 classrooms. During community circles staff would focus on a behavior in a specific location and teach it to the students. The teacher led the students in a discussion and it gave the students an opportunity to voice their thoughts / ideas on how to help and solve these behavior issues. These in depth discussions were greatly beneficial as it created a sense of teamwork with the students. In the IS / MS we used Mondays as a PBIS day. We created lessons that teachers lead the students through that focused on a specific behavior. PreK-8 teachers analyzed behavior data on a monthly basis and addressed the “hot spots” through teaching and modeling appropriate behaviors. We organized incentives for the students such as monthly awards, assemblies, and off-site field trips. Our middle school got recognized by the Wisconsin RtI Center by receiving a bronze award which means we were at full implementation / fidelity in one content area (behavior) at the universal level (tier 1) for at least one year. This is a direct reflection of the work the PreK-8 staff and PBIS coaches.

## **Teachers Awarded Grants**

A number of our PreK-8 teachers submitted grants to do some amazing things in the classroom to help with student learning. Several were awarded monies to implement innovative seating or furniture in their classrooms. Interesting chairs and other tools help improve the learning environment or help students strengthen their focus. A few teachers submitted grants to improve their classroom libraries. Providing students with a wide range of books helps spark the interest in a variety of genres. A major grant that the PreK-8 building was awarded was from the state of Wisconsin that allowed us to have our teachers fully trained in Workshop which is our literacy model. Only 10 schools in the state of Wisconsin received the \$10,000 grant that was based on curriculum development. Each of these teacher awarded grants show how creative our PreK-8 staff is in Waterloo and it helped improve student learning both in and out of the classroom.

## **Technology**

The IS / MS had a successful year in the third year of 1:1 with Chromebooks for all students. This past school year 5th and 6th grade students kept their Chromebooks at school while students in 7th-8th grade took them home at the end of the school day. With each student having their own device in the IS / MS it gave teachers an abundant amount of online resources to improve student learning. There were many opportunities throughout the year for staff to collaborate and work with one another to learn in depth classroom techniques and strategies for Chromebooks to use with students. Students were provided with lessons about how to be respectful, responsible, and ready to learn while using Chromebooks. Students had technology resources available for learning. Most standardized tests are given on devices in the PreK-8 building and we are working on providing authentic learning experiences through the use of technology.

Elementary students also had access to a device, but all devices were kept at school. Students in grades 4K-2 had access to iPads and students in grades 3-4 had access to Chromebooks. Our technology team was able to provide students a device if needed when in-person learning stopped in the spring.

The Waterloo High School began the year with 246 students. These students were served by 20 teachers, 1 guidance counselor, 1 shared IMC Director, 14 shared teacher aides and 1.5 secretaries.

The Waterloo HS Future Business Leaders of America (FBLA) had 62 students participate in this year's Regionals with 12 advancing to state. Four students qualified for nationals. Brenen Skalitzky was elected to be the State vice president.

The Patriot's Club had 42 members. They hosted the annual Veteran's Day assembly in November.

Our YOST program continues to be a success. Thirty-one students participated in YOST. The students and their senior citizen partners truly enjoy the time they spend together during their weekly visits. The YOST Christmas party was a very successful event.

The Student Council had 52 members and were very active in organizing and promoting many activities which allowed students and others to participate directly in the school environment. Student Council also helped organize and participate in the Red Cross blood drive.

Our Musical Department had 28 band and 30 choir students participate in Solo & Ensemble in 27 events total. Eighteen students advanced to state in instrumental.

The Drama/Musical Department performed the musical "Curtains". It featured a cast of 25 on stage, 6 students assisted with the stage crew and 8 students participated in the pit orchestra. For some this was their first performance, and for many this was their culmination of many years on stage both through the high school and community theater programs. The three performances were well attended and received by the Waterloo community.

Thirteen students participated in state forensics. Seven students earned Waterloo HS letters.

There were 110 active members in FFA. Six students attended the sectional leadership workshop. Four members attended the 212/360 conference. Sixteen went to the National FFA Convention. Eight students competed in the district speaking contest. One student was selected to be a part of the State FFA honors band. One member earned the State FFA Degree.

Sixteen students participated in the Capitol Conference Math Meet in the fall.

The National Honor Society had 24 junior and senior students. These students excelled in the areas of scholarship, leadership, character, and service. Seniors in NHS hosted a toy drive this year and volunteered their time helping with set up at Christmas Neighbors of Jefferson County.

2019-20 school year, 4 Waterloo High School student successfully completed one or more courses in the Youth Options or Course Options Program, a meaningful opportunity for some students to further their education outside the traditional high school setting.

Members of the Driven Team participated as small group leaders for the Kindness, Courage, and Respect Retreats put on by Youth Frontiers and led an 8<sup>th</sup> grade transition activity. Driven Team also organized activities for Random Acts of Kindness Week as well as activities during Teacher Appreciation Week.



The average daily student attendance for 2019-20 was 95.15%. Rates from previous years are as follows:

2002-03 - 93.5%	2007-08 - 96.0%	2012-13 - 96.1%	2017-18 - 95.26%
2003-04 - 94.4%	2008-09 - 95.6%	2013-14 - 95.62%	2018-19 - 95.05
2004-05 - 96.4%	2009-10 - 95.8%	2014-15 - 95.87%	
2005-06 - 95.3%	2010-11 - 96.0%	2015-16 - 96.25%	
2006-07 - 96.0%	2011-12 - 96.0%	2016-17 - 95.24%	

The dropout rate for 2019-20 was 0%. Rates from previous years are as follows:

1996-97 - .94%	2001-02 - .98%	2006-07 - .68%	2012-13 - 0%	2017-18 - 0%
1997-98 - 1.15%	2002-03 - 1.25%	2007-08 - .37%	2013-14 - 0%	2018-19 - 0%
1998-99 - .68%	2003-04 - 0.00%	2009-10 - .37%	2014-15 - 0%	
1999-00 - .23%	2004-05 - 0.00%	2010-11 - 0.00%	2015-16 - 0%	
2000-01 - .33%	2005-06 - .63%	2011-12 - 0.00%	2016-17 - .001%	

Finally, the Class of 2019 received approximately \$265,000 in scholarship money with \$160,000 of that being local money. The support is greatly appreciated.

**PUPIL SERVICES:**

Once again, the pupil services team has completed an evaluation of our practices across the district, utilizing the CASEL rubrics. The Center for Academic and Social Emotional Learning (CASEL) is a nationwide leader in social and emotional learning which has various supports/rubrics to evaluate school practices and provides suggestions to incorporate tools to ensure best practices are implemented. We reviewed and aligned the new Wisconsin Department of Instruction (DPI) social emotional learning competencies and new Wisconsin DPI school counseling standards with our curriculum and instruction. We also used the data from our Youth Risk Behavior Survey to identify areas of instructional need. Staff participated in the WI Department of Justice's Violence Risk Assessment training as a part of our school safety implementation. After the training with the WI Department of Justice, the pupil services staff developed a comprehensive violence risk assessment into our practice to use with students who are identified as a safety risk to themselves or to others. The Pupil Services team shared the violence risk assessment with the School Safety Team. We began using our violence risk assessment with students in October. During the Spring closure due to COVID-19, the Pupil Services team met regularly and problem solved how to meet our children's needs virtually and we were successfully able to implement a weekly check in, through which students could sign up for supports with various members of the Pupil Services team. We plan to continue this during the 2020-2021 school year due to the success last spring.

School Counseling PK through eighth grade:

Small group counseling continued to be provided, as identified through school referrals, parent referrals and school administrator requests. Focus areas included: social skills, emotion regulation, coping skills, self-control, self-esteem and anger management. Targeted classrooms across classrooms grades 4K-4th also received instruction in Zones of Regulation.

Elementary Guidance continues to incorporate career and post-secondary education. Academic & Career planning (ACP) at the 6th grade level have been utilizing Xello.

During the last couple of years we have seen a continual increase of mental health needs with students. We recently presented to the Board our need for an additional 0.5 allocation in school counseling FTE for our 5-8 grade students.

School Counseling at the High School:

Our high school counselor continued with one-on-one senior meetings at the start of the school year. A representative from UW-Madison came out in September to talk to seniors and parents and the FAFSA process. We continued to include a FAFSA help session after the presentation for any seniors and parents who wanted one-on-one help filling out the FAFSA for the first time. We also continued working with our representative from Madison College. She came to meet with interested seniors to help them apply; waiving the application fee for any seniors who worked with her.

Once again this past year, a representative from the UW as well as a representative from Madison College came to talk to juniors and their parents.

Both school counselors organized a transition event with members of the Driven team again this year. However, this event was not able to be held due to COVID-19 and the spring closure.

## **SPECIAL EDUCATION:**

The Special Education team continues to plan and implement inclusion for all students. We also continued to focus on identifying areas students could have increased independence. During the course of the 2019-2020 school year the special education team learned about the legal update regarding Dyslexia that is slated to go into practice during December of 2020, however no recent updates have been given to us from DPI regarding this. Further, the department participated in reading a large number of articles around the components of Dyslexia and how to identify specific aspects of this diagnosis. As we learn more from DPI regarding this component to legal qualification for special education services, we will be ready for implementation.

We continue to utilize standards-based goals, which are written utilizing Academic and Career Planning, Wisconsin Department of Instruction academic standards, and the new WI DPI social emotional learning competencies. Our goal writing for our students with individualized education plans (IEPs) are stronger and more focused on each individual student's needs.

Throughout the district we continue to co-teach as we are able to, based on student learning needs. Co-teaching not only supports the students in each class, but also supports the special education and general education teachers to co-plan, co-deliver and co-serve all of our children. We continue to see an impact on student's social emotional growth with decreases in office referrals.

The 2019-2020 Fitness Center goals were:

- Increase marketing efforts to the community about our new fitness center space to increase memberships.
- Offer new classes to help promote increase usage of our facility/increase memberships.
- Offer competitive rates that will encourage members to join and use both facilities.
- Offer inviting programs to increase district staff usage to help promote healthy lifestyles and overall wellness.

Throughout the 2019-2020 school year until closure in mid-March due to the pandemic, the physical education, health classes and special education departments utilized the fitness center daily. The K-12 physical education teachers' instructed various physical fitness routines centered on the five components of fitness (muscular strength, muscular endurance, cardiovascular fitness, flexibility, and body composition). Instruction focused on proper weight lifting techniques, appropriate use of the various fitness machines and proper weight room etiquette. The strength and conditioning record board has been an incentive for many students to participate in fitness testing and strength and conditioning classes.

In the previous years, we addressed the many needs our fitness center had in regards to weight equipment, but did have limitations for additional equipment with the old weight room space. With the new Fitness Center addition that opened in January of 2020, we had a large increase in community memberships and usage, along with increased daily usage by WSD students. Due to COVID-19, the Fitness Center unfortunately closed from March 15-July 5<sup>th</sup>, 2020. Memberships have been on a steady rise again now that the Fitness Center has reopened in July. We have focused on providing an excellent patron experience by adding cable TV, Apple TV's, Bluetooth music capabilities, WI-FI, and air conditioning to the old weight room. With the addition of our purchase of the fitness center management software, we also have an app for members to use for online package purchases and bookings. Members love the flexibility to purchase/book their workout time online when it is convenient for them to do so. We have also added a 'Teacher/Staff Workout Time' from 3:30-4:00pm, Monday-Friday, so that WSD teachers and staff can have time just to themselves, without students or other community members. *We are very proud to be able to offer Waterloo a safe place to get mentally, physically, and socially healthy for everyone!*

The Community Room offers many options for the school district, our members, and the community. This space offers an open floor plan that allows the transformable space to meet many needs. It also has excellent technology capabilities as well, including a large projector screen. This space is ideal for meetings, private parties, small group classes, exercise classes, additional classroom overflow space, etc. Everyone is very impressed with the opportunity this space provides.

Our member numbers for our land aerobics classes (Zumba and Boot Camp) remain steady. An 8-week senior exercise class (which focused on strength, balance and fall prevention) was started (but put on hold due to COVID-19). This class will kick off again in Fall 2020. We will continue to introduce new classes that will also help with new member growth.

The 'Walk the Halls' program continued to have steady numbers as well. This community outreach program is for residents /nonresidents of Waterloo to walk the Waterloo School District halls. The program begins in October and ends in May. This provides a great opportunity for the community, teachers, etc to keep healthy during the long, cold months. We are looking forward for the opportunity to use the walking track around the new fieldhouse as well. For more information about packages and offerings, please check the Waterloo School District website or email Janessa Henning, [henningj@waterloo.k12.wi.us](mailto:henningj@waterloo.k12.wi.us).

**The 2020-2021 Fitness Center goals are to:**

- **Continue to increase new membership growth in both local and surrounding communities**
- **Look to increase new exercise class/virtual offerings**
- **Continue to increase staff usage (through the dedicated staff workout time, challenges, etc.)**
- **Work directly with current IS/MS/HS coaches and youth program leaders on importance of supplementing their programs with strength and/or functional training through the use of our many facilities**
- **Work with other local businesses/health industry leaders to offer insightful presentations, offerings to community members (i.e.: free blood pressure screenings, nutrition experts, etc.)**

2019-2020 goals for the Waterloo Community Pool:

- Increase hours of operation to help promote member growth
- Promote pool usage from new fitness center member growth
- Use of technology to allow online purchase of memberships, swimming lessons, etc. to increase current staff productivity and convenient payment flexibility for members
- Use technology for data tracking and management for future continued growth/sustainability

I am looking forward to tracking our member growth numbers with the new Fitness Center completion/Community Pool upgrades in January 2020. Although COVID-19 has greatly impacted our usage for both the Fitness Center and Community Pool to date (Fitness Center and Community Pool were closed from March 15-July 5, 2020), I am hopeful that we will be able to resume on track moving forward. Our pool packages are very affordable. When coupled with our Fitness Center packages, we are able to offer many classes and offerings of a large-scale fitness facility, at the fraction of the cost, right here in Waterloo. The brand new construction project upgrades have certainly brought new life and memberships to our 51-year-old pool!

Our new online software has been very popular for our members. This software allows members to purchase Fitness Center and Community Pool packages online and schedule workout times, at their convenience. This added bonus not only enhances our customer/member experience, but also increases staff productivity, data tracking, and management for future growth/sustainability as well.

Swimming lessons in 2019 and early 2020 were very busy. Due to COVID-19, spring and summer swimming lessons were not held in 2020. Once school is back in session and we can regain a 'new normal', this will remain one of our primary areas of focus. We will have to maintaining physical distancing and safety of the children and staff in this new stage, which will in turn drastically decrease our participation count. We will work on creative ways to work around these battles. We will continue to offer lessons to outside neighboring communities as well.

We currently have an adequate number of lifeguard staff, but many of our staff are heavily involved in athletics/co-curricular activities, which can make shift scheduling a little tricky. We will look to keep these numbers steady to retain staff from year to year. Parents will certainly appreciate consistency in their swimming lessons instructors from this retention.

Waterloo Community Pool plays a major part in our physical education curriculum grades 4-12. Within these classes, all of the basic swimming strokes, water safety, and recreational/ lifelong skills are being taught with a progressive approach. Students are consistently building on previously learned skills.

The morning Aqua Aerobics class also holds good attendance numbers year after year. I have been told that the attendees of this class have been attending for 30+ years! We have added an Aqua Aerobics class in the evenings, which is by far our most popular class. This class reaches its class size capacity week after week! This is most likely contributed to a former WSD recent graduate who is full of energy and a natural leader.

The Waterloo USS swim team (aka H<sub>2</sub>O Loo) dissolved due to lack of sufficient membership numbers in February of 2020. Most, if not all, of the past Waterloo swim team participants have recently joined with the Watertown Aquatic Team (aka WAT). We have contracted with WAT for pool rental/usage for the Summer & Fall 2020. This allows the Waterloo swimmers the ability to be a part of a strong team, but still utilize their 'home pool'. WAT is ecstatic to have the opportunity for more pool time as their pool hours capabilities have decreased due to COVID-19 restrictions in Watertown. WAT's leaders have been excellent to work with and we look forward to continuing a partnership with them. This is definitely a win-win for Waterloo swimmers!

For more information about packages and offerings, please check the Waterloo School District website or contact Janessa Henning: [henningj@waterloo.k12.wi.us](mailto:henningj@waterloo.k12.wi.us) | (920) 478-3511.

**The 2020-2021 goals for the Waterloo Community Pool are:**

- **As Fitness Center memberships increase, we will continue to promote our affordable pool packages**
- **Look towards new options for swimming lessons to accommodate COVID-19 physical distancing requirements**
- **Continue to explore other water class options for increased membership usage/package sales**
- **Foster relationship with swim team leaders/parents to continue interest in a swimming program in Waterloo**

The District believes that a safe, well-maintained and pleasant environment is necessary for optimal learning. District residents have made a substantial investment in school facilities over the years, so maintaining the community's investment is a Board of Education priority. Providing educational facilities that are appropriate for instruction, environmentally efficient, and designed to create a safe place for children to learn and teachers to teach is of paramount importance. Each summer, the building and grounds staff, along with a crew of summer workers, removes all furnishings from each classroom, washes all furniture, walls and equipment, and shampoos carpeted flooring or strips, seals and waxes hard surfaced flooring.

The District utilizes a preventive maintenance program to service and maximize the life of equipment that operates the building mechanical systems. Grounds work includes snow removal, lawn care and work on the various athletic fields. During the school year, the custodial staff cleans and makes repairs to the building on a daily basis. During the 2019-2020 fiscal year and the summer of 2020, the District completed the following major repairs and improvements to the buildings and grounds:

- Constructed a new 3 court Fieldhouse and commons
- Built a new 4,500 square foot Fitness Center and Community room
- Renovated the entire District with new ADA restrooms
- Upgrades Heating, Ventilating and Air-conditioning in the entire District
- Repaired and replaced many of the sections of the building room.
- Renovated and improved many other parts of the building that were part of the referendum projects.

The Waterloo Board has a standing Building and Grounds subcommittee, which annually reviews a Three-Year Facility and Maintenance Plan. In the spring and summer of 2017, the District conducted a Facilities Assessment Condition Study, which led to the Board asking taxpayers to approve a referendum to renovate parts of the building and to add additional building space for gym and fitness center space as well as additional high school cafeteria space and a student commons area. The referendum questions both passed in August of 2018. A Core Planning Committee for the two approved projects now meets regularly. The Core Planning Committee consists of Board Members; Administration; FEH Design, Inc., the project architect; and Kraemer Brothers Construction, Inc., the construction manager for the projects. Upon completion of the renovation project, which includes roofing, and the new additions, the District along with the Building and Grounds subcommittee will develop a new Maintenance Plan to continue to maintain the District facilities.

The 2019-2020 school year was the third year of the Waterloo School Food Service Department being in partnership with the Greater Watertown Community Health Foundation (GWCHF). This partnership is an effort to transform the food served to our students each day from being highly processed to back-to-basic healthy foods that are, as much as possible, fresh, whole, and clean label products. Even though we are in the final year of the original program, the District will strive to continue the vision moving forward and reach to the GWCHF for guidance and continued support.

The 2019-2020 school year was another year of transition and challenge for the Food Service Program. Staff changes and menu adjustments were made in an effort to increase student participation. Intermediate/Middle/High School students were given additional menu choices for lunch. A hot sandwich offering with additional salads were offered as an option to the daily entrée served. This additional options did prove to be a success.

Students continued to have a high level of participation in partaking from the salad bar, which was integrated into the daily menus of all students PK-12. The salad bars ensure that all students receive as much fresh fruits and vegetables as they wish.

In February, the decision was made to create an offering of a mid-morning snack/second breakfast to all Intermediate/Middle School students. The program showed an immediate success by more than tripling breakfast participation in the first week.

In the Elementary School, the Healthy Snack program for 4K students continued and will quite possibly become a seed program for growing the fresh, whole foods program. The District would like to reassess and create a new vision and focus utilizing what has been learned from the last three years through trial, error, and success. The District is interested in finding a new path for creating a community of students that make healthy meal and snack time choices. The District feels that starting small and starting with the younger grades with education and offerings will create a more solid foundation for the program. The District will strive to continue to make sure our students receive the fuel they need to power their bodies and minds for learning all day.

The Covid-19 Pandemic created much different trials for the Food Service Program. The halt in sales was a great financial burden to any and all school districts nationwide. The Pandemic created a new need for the Food Service Program. Using federal funds that were made available, the District was able to offer meals to families during the time of the stay-at-home orders. Many staff members from the District pulled together to do an amazing job of offering breakfast and lunch to any students/families that chose to sign up to pick up meals during a weekly Thursday afternoon distribution. Many thanks to those staff members as well as to the many community members who showed great kindness and generosity through making donations of various food products for students to accompany their weekly meals. The support of the Waterloo Community has been wonderful. During 2020-2021, The District will do what is necessary to continue to work through the challenges of having both in-District and virtual learners while developing new strategies and methods to return to a self-sustaining program. The year will certainly be unprecedented, but staff are already working hard to work towards a year of success, especially by meeting the nutritional needs of the students.

The School District has a network administrator, Cory Calvert, who is responsible for technology purchases. The District also has a network technician, Luke Stayer. The district has approximately 350 desktop computers, 55 laptops, 158 iPads, and 850 Chromebooks in service. Computer equipment is inventoried. Most laptops and mobile devices are kept in lockable carts. Printer cartridges are kept on-hand and locked. Old equipment awaiting disposal is kept in a locked room. The IT department knows approximately how many consumable supplies are on hand.

The district uses the SKYWARD financial system for general ledger accounting. The software is kept up-to-date with the latest version. People in the district office have full rights to SKYWARD (student records and financial). The District Administrator (Brian Henning), Business Manager (Sharon Peterson), Network Administrator (Cory Calvert), District Network Technician (Luke Stayer), District Bookkeeper (Carleen Benninger), and District Admin Assistant (Beth Karnick) have system-wide access to financials. Access to the financial system and activities performed are recorded in an audit log within the database. Everyone in the district office has full district-wide access to student records. The Network Administrator (Cory Calvert) and District Network Technician have the administrator login for the SKYWARD server. The District Secretary (Beth Karnick) sets up new students in the student records. The Business Manager (Sharon Peterson) sets up any new accounts, etc. in the financials.

If needed, the Network Administrator (Cory Calvert), and Network Technician (Luke Stayer) can change a staff member's password. There are complexity requirements in place for choosing new passwords. Most district systems, including email, student records, financials, and the library catalog system tie into eDirectory for centralized password authentication and access control. It is possible to quickly disable access to all tied-in systems by disabling an eDirectory account.

The Network Administrator (Cory Calvert) is also in-charge of backups. Full VM-level backups are performed on Friday nights, with incremental VM-level backups all other nights. The SKYWARD databases are also protected with daily full database backups and incremental transaction log backups that occur every five minutes. VM-level backups are encrypted and stored on a server that is physically separate from the servers that are being backed up, and backups are periodically archived to encrypted removable LTO-7 tape, which is kept in a safe-deposit box at the bank. Most district computer systems run on a redundant VMware cluster connected to highly-available storage through multiple host interfaces, paths, and storage controllers.



During the 2019-2020 fiscal year, the District spent time focusing on student achievement, but also making sure the district facilities are in order for the next 20 years. It has never been more evident that we need to place equal attention to all aspects of a child's education. It is important to make sure they have a high quality teacher, but also a high quality school. The support from the community to accomplish these endeavors has never been more evident with the passing of the District's recent referendum.

The District was recognized on the State Report card as being a school that meets expectations based on the set of criteria established by the Department of Public Instruction. The Middle School was recognized for exceeding expectations on the state report card as an outstanding individual school. On the national level, the High School was recognized by the Advanced Placement organization for students and staff outstanding performance in all areas of Advanced Placement. While we have a great deal to be proud of, we also want to keep raising the bar on student achievement.

Much of the focus on the District level was continuing our commitment to the holistic child philosophy. Our changes in school nutrition being a large part of that effort, but also mental health as well as physical health. The District maintains the goal to create an environment where all students can grow and thrive not only in academics, but in life. The District has maintained a personalized approach to meeting the needs of each and every child in the District. In that process, we have focused on all aspects of the child to help them become better learners and healthier individuals. Quality education, coupled with strong health and wellness programs, translates to smart, happy, and healthy students.

In early August of 2017, the voters approved the referendum for over \$16 million to renovate existing areas of the school and add addition gym and fitness center space. In 2019-2020, the School Board made a reaffirmed commitment to support all of the efforts in the District by approving the referendum projects to upgrade and add facilities. The new space was meant to add to the commons area and cafeteria serving capacity, gym, and fitness center. The work to the facilities will support all of the efforts underway across the District to provide a better education for children. Work for the referendum is almost all completed now. The excitement about education in Waterloo has never been higher.

Also in 2020-2021, the District will again place a heavy focus on the well-being of each of our students. Many of the initiatives in the District are centered around this common theme and there is great excitement about the opportunity to make all that we do better.

This year we will offer both in-person and virtual learning options for families as we try and work through the COVID-19 Pandemic.

## 2020-2021 Certified Staff

Jennifer Bennehoff	HS Cross Categorical	Angela Larkins	Kindergarten
Michael Birschbach	4th Grade	Jessica Leonard	7th Grade
Amanda Bosnak	MS/HS Agriculture	Christina Mabra	PK-8 Counselor
Deb Braatz	4K-12 PE/Health	Allison Malueg	4 Year-Old Kindergarten
Sophie Burke	2nd Grade	Koreena Martins	HS Math
Megan Burns	HS Science	Noa Martinson	IS Cross Categorical
Michael Chopin	MS/HS Tech Education	Jacob Merkle	7th and 8th Grade
Connie Dettmer	MS/HS Cross Categorical	Demaris Milfred	ESL
Lynette Diericks	ESL	Jennifer Mortensen	Technology Coordinator/Ed Effect
Lynn Dose	MS/HS Business Education/AD	Ashley Poehnelt	4th Grade
Deanna Dragan	1st Grade	Jennifer Porter	2nd Grade
Erika Ellerie	Psychologist	Mary Roberts	ES/IS Music
Kaitlyn Everson	5th and 6th Grade	Krista Sale	5th and 6th Grade
Mackenzie Fandre	ES/IS Art	Emily Scharenbroch	7th and 8th Grade
Dave Frisell	Health/PE/AD	Shelly Scharenbrock	HS Mathematics/Physics
Leslie Fugate	PK-12 Library/Media	Emily Schimelfenyg	HS English
Theresa Habeck	MS/HS Art	Sarah Schneider	1st Grade
Travis Knaggs	ES Cross Categorical	Scott Schumann	HS History/Spanish
Elizabeth Kopplin	4th and 6th Grade	Samantha Schuster	2nd Grade
Tyler Kopplin	HS Counselor	Thurston Schuster	PE/Health
Kari Haugen	Kindergarten	Shane Seefeld	HS Math
Kirsten Haukness	IS/MS/HS Instrumental Music	Ashley Solofra	7th and 8th Grade
Katie Henry	HS Cross Categorical	Hannah Spatafore	HS English
Jennifer Hewitt	4 Year-Old Kindergarten	Hope Swanson	1st Grade
Colleen Hoffman	3rd Grade	Alex Ugoretz	5th and 6th Grade
Rachel Holden	HS English and Social Studies	Charlene Ulichney	IS/MS/HS Choir
Sonja Jacobson	Remedial Reading-Title 1	Kelsey Urbaniak	6th and 7th Grade
Roni Jakel Sanders	5th and 6th Grade	Kaitlin Venden	3rd Grade
Chelsea Kienitz	8th Grade	Holli Viken	Interventionist
Dennis Klubertanz	PE/Health	Zachary Wedel	HS Social Studies
Jessica Knudson	HS Science	Amanda Zielinski	Early Childhood/4 Year-Old Kind

### Instructional Aides

Jenny Ahorner  
Barb Erdman  
Shawn Hebl  
Kim Noonan  
Jamie Strong

Tina Avila  
Elizabeth Frasier  
Cyndy Karls  
Elida Peralta  
Ken Wegner

Susan Conley  
Anela Garcia  
Tamara Krueger  
Sonja Sandberg  
Jessica Wredberg

Jan Ellerman  
Rene Garza  
Jamie Merfeld  
Larissa Schumann

**Brian C. Henning, District Administrator**

Beth Karnick .....Administrative Assistant  
Cory Calvert.....Network Administrator  
Luke Stayer .....District Network Technician  
Sarah Borchert<sup>(1)</sup>..... 60% School Nurse

**Sharon Peterson, Business Manager**

Carleen Benninger.....Payroll and Benefits Specialist/Accounts Payable Bookkeeper  
Laurie Billingsley..... Food Service Secretary  
Janessa Henning..... Pool/Fitness Center & Athletic Director

**Brad Donner, High School Principal/9-12 Activities Director**

Teresa Donner .....High School/9-12 Activities Director Secretary  
Laurie Billingsley.....High School/Activity Accounts Secretary

**Shawn Bartelt, PreK-8 Principal**

**Elizabeth Gould, Curriculum Director/PreK-8 Principal**

Sarah Deppe ..... PK-8 Secretary  
Kathy Tarnowski..... PK-8 Secretary

**Victoria Kalscheuer, Director of Pupil Services**

Hayley Gunderson..... Pupil Services Secretary  
Lucas Annear, Dana Brown.....Speech Therapy  
Hanna Flister.....Occupational Therapy Assistant<sup>(1)</sup>  
Shauna Heuvelmans.....Occupational Therapy<sup>(1)</sup>  
Brenda Klingaman .....Physical Therapy Assistant<sup>(1)</sup>  
Kathryn Kraft.....Physical Therapist<sup>(1)</sup>  
Deb Bilau.....Vision<sup>(1)</sup>  
Diane Contreras.....Audiologist<sup>(1)</sup>  
Nancy Keith.....Deaf and Hard of Hearing<sup>(1)</sup>  
CESA 5 Staff.....Orientation and Mobility<sup>(1)</sup>

**Kenneth Schimmel, Building and Grounds Director/Safety Coordinator**

**(Building and Grounds Department)**

Juan Garcia, Duane Olson, Randy Retzlaff, Robert Schulenburg,  
James Schultz and Tia Ziegler ..... Custodians  
Roger Hovde and Tammy Renforth ..... Maintenance/Custodian

**Food Service**

Helen McNichol, Linda Bengsch, Diane Berndt, Christine Klug, Karla Lippert, Jill Luebke,  
Sharon Pochowski, and Pat Schulenburg

**Transportation Contractor**

Kobussen Bus LTD..... Brinda Thompson Contract Manager, Waterloo Operations

Contracted employee (1)

