2026-27 Budget Reduction Recommendations (as of 01.26.26)
Target: $1,600,000

The budget reduction recommendations below will be presented to the Shawano School Board of Education for discussion on January 26, 2026

Shawano
SCHOOL DISTRICT
Every Student, Every Day...The Hawk Way

Tier 1

Area	Item	Min FTE	Max FTE	Min Savings	Max Savings	Description
Operational and Administrative	Transition Short Term Disability to a voluntary benefit	NA	NA		$60,000.00	Currently the district covers that cost of short-term disability. This option would transition short-term disability to a voluntary option that staff can select during the open enrollment period.
Operational and Administrative	Eliminate Family Savings Plan (FSP) as a benefit; Redesign Cash in Lieu (CILU)	NA	NA		TBD	FSP is a benefit that allows an employee on a spouse's insurance plan to get reimbursed for out-of--pocket health costs (Copays, deductibles, etc). Cash in Liew provides a $1,200 stipend to an employee that does not elect to participate in the district's health insurance plan. Both FSP and CILU remove employees from the district's medical insurance.
Operational and Administrative	Reduce district portion of Health Insurance	NA	NA	$28,000.00	$74,000.00	The district currently contributes 90% of the cost of the district health care plan. Other districts in our consortium pay 87.4% of the perimum. 87.4% is also the amount stated in our staff handbooks.
Operational and Administrative	Redesign High School Administrative Team	0.25	1.25	$20,000.00	$100,000.00	This option would look at reducing, eliminating, and combining some positions within the High School to create a High School Administrative Team that would include a Principal, Associate Principal, and an Additional Associate Principal or Dean of Students.
Operational and Administrative	Reduce Contracted Services (CESA 8, Virtual Speech, Kelly Services, GSF. etc)	NA	NA	$40,000.00	$300,000.00	This option looks for creating efficiencies with our contracted services. This would include the possibilities of reducing, eliminating, or replacing some of these services with other providers at a reduced cost.
Operational and Administrative	Remove Continuing Education Stipend for Administrators from Contract	NA	NA	$3,000.00	$21,000.00	Each administrator has an option for a reimbursement for continuing education classes. The option would eliminate that reimbursement.
Staffing and Class Size	Staff to Current Ratios 4K-2 18/22, 3 20/24, & 4-12 25/30	4.00	7.00	$320,000.00	$560,000.00	Staffing all classes in the district to the following averages/maximum - 4K-2 18/22, 3rd 20/24, 4-12 25/30

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Staffing and Class Size	Seven Period Day Schedule instead of Block for SCMS & SCHS	6.00	13.00	$480,000.00	$1,040,000.00	Both schools operate on a block schedule. At SCMS core classes are a block (90 minutes) and allied arts classes are 45 minutes. At SCHS students attend four 90 minute classes per day and those classes follow an A/B Day Schedule. This option would still have our teachers teaching six periods per day, have a daily prep period, an intervention period, and an administrative duty.
	Estimated Totals	10.25	21.25	891,000.00	2,155,000.00	

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Tier 2

Area	Item	Min FTE	Max FTE	Min Savings	Max Savings	Description
Operational and Administrative	Reduce Opportunity Pay Positions (Advisors, Clubs, Stipend Positions, etc)	NA	NA	$50,000.00	$100,000.00	Opportunity pay is additional pay that our staff can earn for completing work outside of the school day including clubs, advisors, and stipend positions. A review of these positions is ongoing along with comparison to other districts. This option could limit extracurricular opportunities for our students.
Staffing and Class Size	Staff 4K-2 20/24 & 3-12 25/30	7.00	10.00	$560,000.00	$800,000.00	Staffing all classes in the district to the following averages/maximum - 4K-2 20/24, 3-12 25/30
Staffing and Class Size	Eliminate LEADS Charter School (requires staffing to 20/24 or 25/30)	2.00	3.00	$160,000.00	$240,000.00	LEADS is an inquiry based charter school housed at HC. Class sizes are capped at 20 students. This savings would only be achieved with an increase from our current staffing ratios. Currently 96 students are enrolled in LEADS Charter. Of that, 12 are attending through the Open Enrollment Program.
Staffing and Class Size	Provide 4K as a half day program instead of a full day	0.50	2.50	$40,000.00	$200,000.00	SSD provides only full day 4K as an option for parents. A 4K student counts as 0.6 of an FTE for a student.
Staffing and Class Size	Transition AP & CAPP Courses to Start College Now or Virtual through RVA	0.50	1.00	$40,000.00	$80,000.00	Our staffing recommendations state that a class should have 15 students to run at the HS level. There have been exceptions made for "upper level" courses - specifically Advanced Placement and College Credit earning courses. This option would have the district not offer these classes "in-house" and instead provide them as either a Start College Now or other virtual option. This would reduce staffing but would also incur a cost for the Start College Now or virtual class.
	Estimated Totals	10.00	16.50	800,005.00	1,420,000.00	

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Tier 3

Area	Item	Min FTE	Max FTE	Min Savings	Max Savings	Description
Operational and Administrative	Redesign Business Office	NA	NA	$10,000.00	$100,000.00	This option looks at shift duties in the district's business office. Additional needs assessment is required.
Program Changes	Reduce/Eliminate 4K-5 Music and/or Art	1.00	4.00	$80,000.00	$320,000.00	Per state statute 121.02(1)(L) and Administrative Rule PI8.01(2)(j) 4K-5 students must have "regular instruction" in art and music. The instruction must be performed by or under the direction of a properly licensed art or music teacher. The option would require classroom teachers to teach these two subject areas weekly and would reduce teacher preparation time as well.
Program Changes	Reduce/Eliminate 6-12 Elective Offerings	1.00	23.25	$80,000.00	$1,860,000.00	This option would look at reducing 6-12 elective offerings. Allied arts classes include, Tech Ed, Business, Art, Music, Business, and Family and Consumer Sciences. This reduction would limit the number of course options available to all of our students in grades 6-12.
Staffing and Class Size	Staff 4K-12 25/30	10.00	14.00	$800,000.00	$1,120,000.00	Staffing all classes in the district 4K-12 to an averages of 25 and maximum of 30
Student Supports	Reduce Student Supports (Interventionist, Coaches, Deans)	1.00	14.00	$80,000.00	$1,120,000.00	This option would look at reducing support for our students and teachers across the district. The total savings would be recommended after a needs assessment across the district was completed.
Student Supports	Reduce Student Services Staff (Counselor, Social Workers, Psychologists, Program Support Teachers)	1.00	18.00	$80,000.00	$1,440,000.00	These positions are classified in our student services and special education departments. To determine the exact number of positions impacted, a comprehensive needs assessment would need to be completed across the district.
Student Supports	Reduce Support Staff (AAs, Regular Ed Paras, Special Ed Paras, etc)	1.00	4.00	$40,000.00	$160,000.00	This option would require a needs assessment to be completed to review all support staff positions across the district.
	Estimated Totals	15.00	77.25	$1,170,000.00	$6,120,000.00	