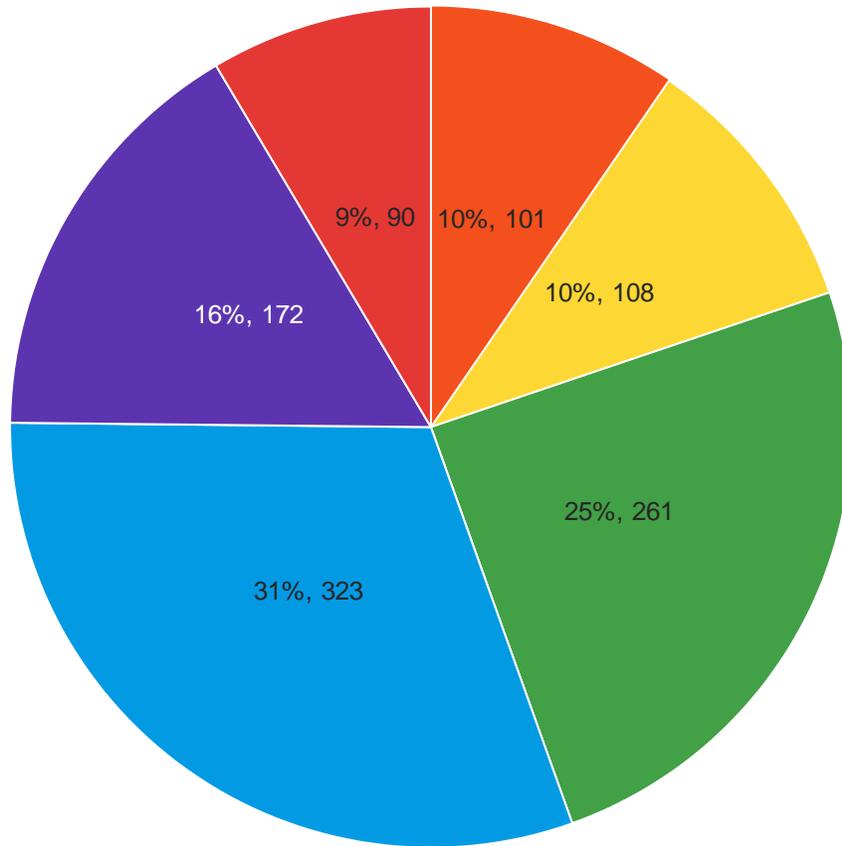


**All Residents**  
1,199 Responses

**Q3 - What is your age?**

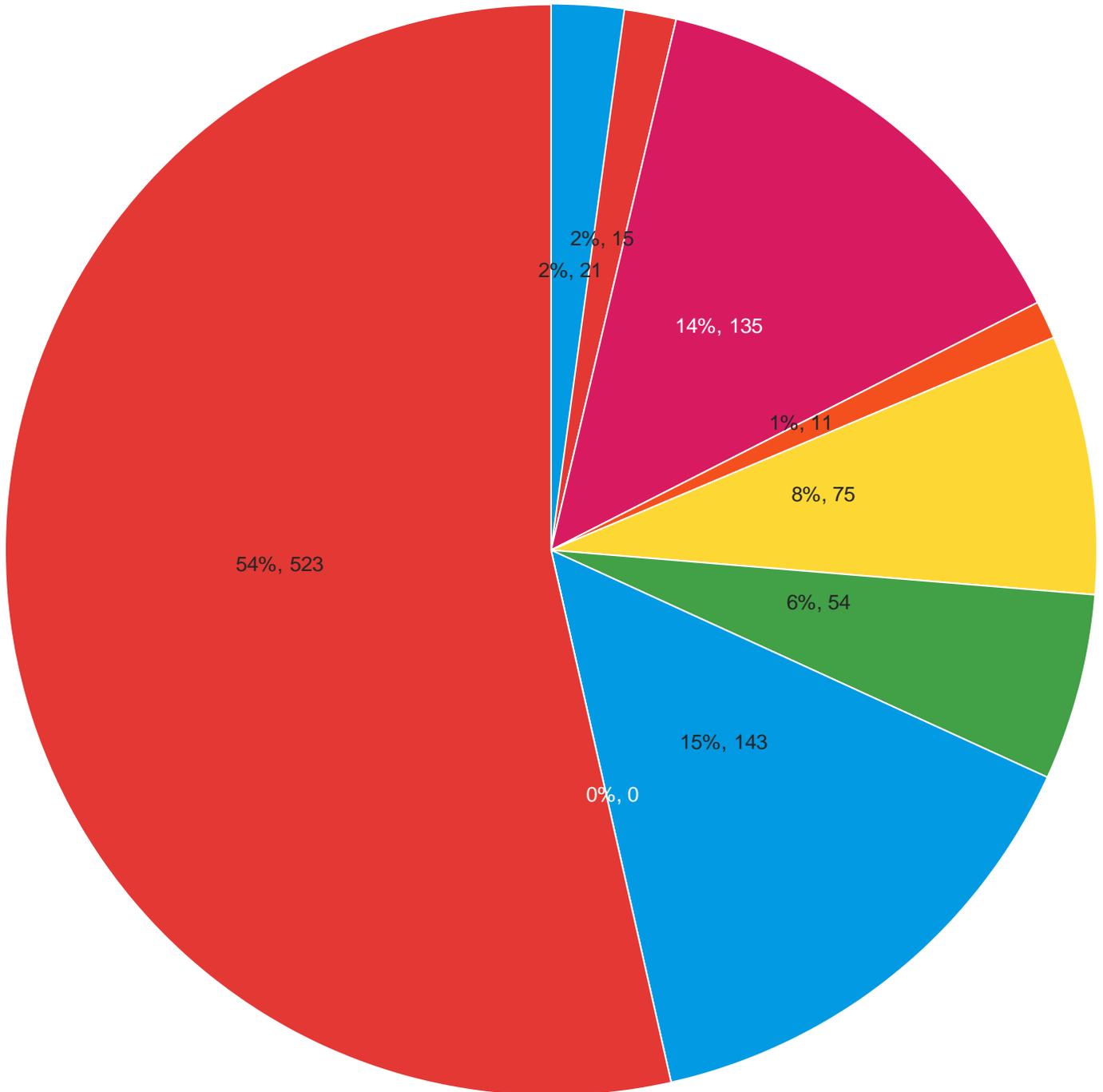
1055 Responses



- 65 and older
- 56-64
- 46-55
- 36-45
- 26-35
- 18-25

# Q4 - In which municipality do you reside?

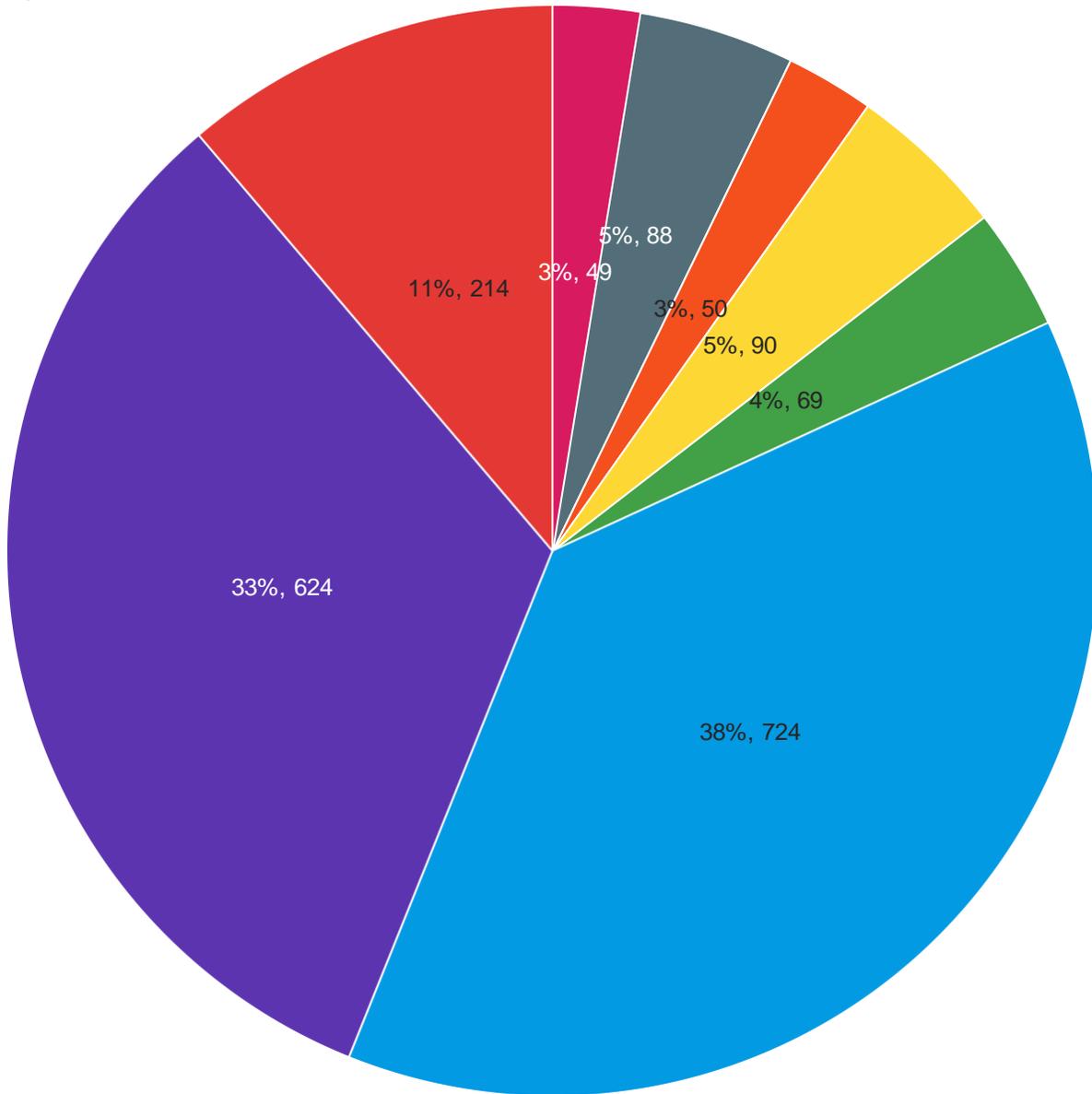
985 Responses



- Town of Washington
- Town of Waukechon
- Town of Herman
- Town of Richmond
- Town of Wescott
- Town of Navarino
- Town of Pella
- City of Shawano
- Town of Belle Plaine

### Q5 - Please select the options that describe you (check ALL that apply):

1053 Responses



- None of the above
- I own agricultural land in the Shawano School District
- I own commercial property in the Shawano School District
- I own residential property in the Shawano School District in addition to where I...
- I rent in the Shawano School District
- I own a home in the Shawano School District
- I have children that attend school in the Shawano School District
- I work for the Shawano School District

## Q15\_7\_TEXT - Other (please explain): - Text

236 Responses

Cut consultants, Apple products that were a huge increase, and why did this suddenly happen with the new superintendent. Seems pretty obvious what the issue is.

Ask some people to give some money

Reduce central office staff

Defund administration.

Reduce Administrative positions & central office & bring salaries in line

Learn to run like a business

find out why our enrollment is decreasing - other districts in the area are increasing.

Let go of some of your administrators, too top heavy

Cut all unnecessary expenses!

Don't building a new playground. Sell property on Lake Drive. Eliminate summer school, eliminate 4 yr old kindergarten. Down size sports, music & elective classes.

Lay off unnecessary district staff & consultants.

Reduce administrative staff and salaries

Quit spending unnecessarily, run the school like a business. If the cash flow isn't there, we don't spend it.

Cut down on administration and outside consultants. Stop unnecessary spending by the administration.

Ask your administrator to take a pay cut

Right size central office, administration, consultants etc

i see too many higher end paying jobs .we need teachers to help our kids not all the deans secretary staff and just too many sitting in their office while out children are taught by wonderful teachers we should cut some of the office staff is my opinion

Right-size the district office! There are more people in the district doing less. Eliminate consultants, expensive technology such as Mac products, district vehicles, sending consultants to trainings, paying consultants to do work that others are hired to do (post on Facebook), require the superintendent to meet performance expectations. The point is, there are many facets to consider before any of the radical suggestions listed above are considered.

Decrease administrative costs, This would be a quick and easy method. We were able to get by on much less administrative staff in the past. Also, administrative clerical staff. Delete consultants. Hire administrators that are knowledgeable in these areas. Decrease administrative salaries.

administration numbers could be reduced. 10% reduction in budgets for ALL programs & activities could be mandated.

Stop giving raises to school board members that clearly do not deserve them. Raises should be voted upon by the people who pay for them i.e. taxpayers! Also why should everyone fund extracurricular activities? That does not benefit everyone.

Cut central office and consultants. no more expensive tech changes like the move from google to ipads

Changes need to be made to the failing leadership in our district that steam from the poor leadership.

How about focus on what the problem is if ur looking at cutting staff why are u still hiring then

Balance the budget

Start being responsible and start saying no to all the superintendent's ideas of change when they're not needed. Seriously, you went to Apple? Check with the experts next time...bad choice.

Make cuts at the administration level

Share facilities with neighboring districts, for example the pool. Get rid of consultants and new positions/titles at district level.

Reduce Administration

Take money from the over funded programs like the football program, or cut some of the band trips, or make teachers pay their own way on these trips.

Administration needs to look at staff each each if enrollment declines to see if a position can be cut without increasing class size. If that cannot be done then we need an operational referendum to maintain class sizes & programs.

Hire a Grant-Writer to apply for grant funding for our district; Work on actively recruiting more students via open enrollment (better website, press releases, incentives, advertise, do positive newsworthy events, BE ATTRACTIVE))

Be fiscally responsible and stay within your budget. Spending more than you have or spending it in things that aren't needed is irresponsible and does not build trust with the community.

Go back to less expensive technology solutions like Chromebook instead of Apple products

No more teacher jobs should be cut. They need their jobs and we need them as teachers.

Right size the district office.

Make reductions to the superintendent's and business manager's wages and benefits and other administration who allowed the deficit to get out of hand. Make people accountable for their actions. Ask the community for input prior to spending large amounts of money (example: new technology that was not needed).

Looking at the big picture. Salaries of Administrators and taking decreases to offset budget. Looking at smart spending for technology such as Chrome Books vs New iPad. Reducing staff and cutting programs is not the answer. Keeping staff is what keeps the programs and programs are what benefit the children in our district!

Max out the mill rate, try to get back the teachers we lost, then students will come back.

Focus on the basics - Reading, Math, English and Science. If the student has a good grasp of the basics.

Budget Appropriately for the individual needs, use the next 2 years of ESSER funds accordingly.

Communication before this happens would have been the best option

Why is debt being paid off in advance with budget shortfalls?

Stop the wasteful spending by "contracting" out jobs and tasks that the administration SHOULD be doing and completing. The district office/supervision/supervisor/administration has been lacking in communication and truth. Stop the "let's give ourselves a \$\$ raise" without any concern of the budget.

Reduce the number of employees in the district off - Right size in the district office. Also, limit or call for reductions in salary in the district office employees.

reduce central office staff and clerical support staff

Cut salaries of superintendent and certain high pay school administrators. Then consider right sizing.

State funding has been inefficient for many years. This is nothing new and is being used as a cover for poor financial management.

I would agree with closing a school if it were repurposed for the community. We desperately need a new rec center.

Cut District Office staff only, cut Ms. Anderson's bloated contract, cut consultants and frivolous 3rd party expenses.

Stop spending on stupid things like ipads. Reduce salary of superintendent. Reduce office jobs. We need teachers more

Cut excess staff in main office way too many people doing a job that one person used to do

administration is getting paid too much for the effort they do. so much money is wasted on people not doing their job properly.

Carefully look at the amount of salary being spent in Central Office

Cut costs on admins and the superintend salary

Restructure extra curricular programs ask for more financial assistance for the programs from parents that qualify to support financially.

None

Freeze on all wages

Cuts to district administrators - amount of pay for superintendent and excessive support staff

Spend less on outside consulting, ask admin to take pay cuts instead of valuable staff losing their livelihoods

I do not approve any of the above. We need to down size the administration office, get rid of all the consultants and ask those who live in the district and are in these positions to volunteer their knowledge in budget, maintenance and other needs! There are many businesses and non profits in the area who face the same problems and fix it by using the knowledge of those in the community. There needs to be more communication with the public, teachers, and parents. I feel the central office has let the district down and needs to be revamped!

### Stop over paying admin officials

Hire local people, remove consultants or revise their contracts to reflect the work they are/are not doing. Also purchase gas from John's One Stop-he said he would give the SSD X cents per gallon & return it to the school- imagine how much money you are throwing away...Stop giving raises to Central Office. Adhere to spending restrictions (are you allowing consultants to attend seminars on behalf of SSD & paying for them? They should be paid for by the consultants' employer) & hire a full time grant writer/keeper of grants-this is done IN MANY DISTRICTS-YOU ARE MISSING AN OPPORTUNITY! It appears that by the rash of numerous & unprecedented "force retirements" & leadership issues you are already "right-sizing."

### Fundraisers

Make cuts to central office! Hire a superintendent & central office personal that can each do their own job instead of having to hire multiple consultants to do it for them.

### Eliminate positions in central office

No raises to school board members or administrators. In fact, cut administrators down. If we are losing students, we should lose administrators. No raise at all for school superintendent. Buy out her contract and find someone willing to lead our district on a positive manner.

### Increase the tax rate to have it support the schools

Decrease the number of top Administration and /or freeze their pay for a while. Do NOT get rid of good teachers or Dean of students, but downsize the number of staff that is repetitive in nature ie several staff with similar job descriptions

Stop purchasing technology that does not work in our district, do not purchase any additional online programs like iReady, etc. until we get a handle on our deficit and get the tech we have in working order.

The starting point should be reducing costs for the buildings themselves. Why are there windows open every day in the winter?

### Eliminate consultants

### Stop increasing admin salaries

Stop giving administration unnecessary salary increases. You shouldn't give administration a salary increase when you have no money to do so.

Get rid of the high salary top end people who drive the good faculty members away.

Increase the mill rate. Reduce top heavy central office, including consultants, assistants, unnecessary secretaries, and possibly have a superintendent who can serve as a principal as well .

start valuing th estaff and return to being a destination school district

The answer is simple and not everyone is going to like it, but the obvious answer is to increase the school tax mill rate. These are our children we're talking about here.

reduce central office administration staffing

Is there any opportunity to increase income? Is there enough to pay off Hillcrest early?

Make reduction to administrative staff

learn to live within your means

Re-evaluate spending habits of current administration. If we have a deficit why did they approve raises for administration?

Cut the high pay consultants in the district office.

Increase taxes & reduce costs.

Reallocate funds from things like new technology, sports teams, extracurricular teams and clubs, and other groups and put them toward implementing CURRENT curriculum rather than purchasing new ones, covering operating costs, and student/teacher NEEDS

Make reductions at the Central Office and eliminate the amount of independent contractors.

Reduce number of administrators in the central office. It has stated that there are 5 people currently doing a job that was fine by on person in the past. I also feel better decions need to be made when it comes to spending, for example changing from a Google system with chrome books to Microsoft and giving the students i-pads, it's like putting a ford transmission in a chevy car, it doesn't work.

The amount of money spent on extra curricular activities is outrageous, especially sports, and the rise of students experiencing anxiety due to the competitiveness is hurting our youth. Use the money elsewhere!

instead of reducing staff why not look at the overhead insurance and pay eliminate most of the administration(downsize)

The last school district I attended saved hundreds per month changing to a farm-to-table contract for school lunches as well as a community/public/school garden. We also only ran ipads for computer classes, CAD/mechanics, and science. They also ran tours/fundraisers (\$5 per person) for the community garden and extracurricular programs- such as hikes and wildharvest lunches for the outdoor adventure classes.

Come up with a plan to attract students to the district. Many students used to chose to apply to attend Shawano from other districts. Why don't they at that same rate?

Your staff reductions only makes reference as if its teachers and not administration cuts where you need to focus.

Reduce the salary of administrators.

Reduce all of the unnecessary spending for example eliminating unnecessary consultants and duplicated administration positions, a school district of this size doesn't need all of that administration, if a private company operated this way they would have been bankrupt years ago.

Reduce administrative costs and Possibly staff if necessary.

Promote the academics in the district for Open Enrollment along with Arts, JA, Sports, DI. Our teachers have wonderful experience and are highly educated. They are not even mentioned in the ads. Parents choose schools not only for extras but also for education. Please stress that to attract and build our numbers not only for Open Enrollment but also to attract new families to the district. We are not doing a good job in this area.

Be fiscally more responsible and look at those in the upper district positions.

Use a combinations of the tools available to you. Also, cut expenses. For example, move the bus fleet from diesel to compressed natural gas (CNG), Shawano School District used CNG 20 years ago. Its less cost and a better fuel.

make reductions to the district office

Take a look at the unnecessary spending that is occurring in the District and realign what the real priorities are. NONE of this has anything to do with Student Learning or Student Achievement and should be.

Increase the mill rate. Smaller class sizes has shown to increase learning from multiple studies.

Seek other grant or funding options. Continue to advocate to the state if funding has decreased. Cut spending across the board. We can't keep raising taxes or we are going to lose more young families which we need to make our community thrive.

Reductions to certain salaries of staff members.

We need more eyes watch out for our kids and there learning d/t increase behaviors in classrooms and in school buildings

Reduce district office staff and consultants.

Let the seniors out 1 or 2 hours early everyday this will free up staff to be in classroom teaching. Have seniors help with classes. Or area colleges have student teachers fill in or college of menominee has internship program to get there students in the school and college will pay the students. Reach out to all surrounding colleges asap.

Reduce District Office Staff and consultants.

increase the mill rate too...bring it up to where it should be based on our financial needs

"Right Size the district office. Go back to an assistant superintendent position and put HR under that. Ask district admin to take a pay cut to put them more in line with surrounding school districts. Stop spending on unnecessary things, including consultants and value the people who actually teach and affect students learning and their lives. Value people over things and technology. Finally raise taxes to the maximums the school board has been advised to do by a former finance director and a consultant study that the district paid for. I believe this would also affect the level of state aid.

Bring any possible funding deficits to the attention of the community as soon as it comes to the attention of the District so that the Community will be able to communicate with the board and help influence the decision making on any fiscal matters that would further debt

Cut Administration positions and freeze their wages for 5 years

Hold fundraising events. Anomaly + Emotion = \$\$\$

I think we should spend money on a new school so Brener and the Middle School don't keep costing us money that we could be spending elsewhere (and will probably ultimately have to do in the future)

Reduce administration salaries

Reduce Administration Staff

Eliminate central office positions and consultants

If the district closes a school. Sell the property.

investigate the problem of declining enrollment see how we can be more attractive of a school district to attract more students to enroll here rather than leave

I still don't understand how our leaders think it's right to take a substantial raise while knowing how much of a shortfall we have!! Seems to me it should start there!

Reduce central office admin

Do a much better job promoting the district and city to lure in more students.

Don't deny open enrollment

None of the above options are palatable. It appears the Shawano school district has not been a good steward of the taxpayers money. I do not understand how the school district could let us arrive at this position. If this was done in the business world, somebody would be fired. so, the channel school district has put the tax pairs in the position of facing multiple choices to correct the situation, none of which is good

Make reductions to admin positions first- I won't support a referendum until the admin issues are addressed first

Closing a School--Provisions must be made to keep younger child separated from older children within the building--including classes, recess, and lunch.

Go back and look at survey conducted by school board a few years back

Administration salaries need to be decreased. Staff members should be making much more in this district!

Decrease administration salaries as they have seen greater increases than the rest of the district staff. The number of positions in the district office has increased dramatically over the past 2 years. Making reductions in central office staff would be preferable to decreasing staff the work directly with students.

Not I favor of any of the above. Poor planning of the district of future enrollment.

What will happen after 2028? If a building closes without a sale the district will still need to maintain it. This costs money.

Make cuts in the district office because they are not the ones that are teaching students, stop hiring consultants, do NOT increase class sizes as that make it harder for the kids to learn because they have less time for questions and 1:1 time if needed, do NOT get rid of paras

stop spending so much on consulting fees and administration

The full look at enrollment is not being conducted correctly. The consideration of daycares and the amount of children they currently have enrolled in them and on their waiting lists will show that we have large groups to come through our district. A school population fluctuates up and down ever so many years just like a recession in our societal areas.

reduce nonteaching personnel like sec. and excess principle

If a school is past the useful life and cost to maintain it are exceeding the cost for replacement then it should be reviewed. I would hate to have a school closed and be found later that it is needed. Spend money on needs not wants! I know there is a push for upgraded sports venues; however, the programs need to earn it. Successful sport programs will need help build a destination school District. Shawano's extra curricular activities are a strong point which needs to be enhanced. The current mindset in this community will make it tough, hire coaches to "buck" the status quo coach for all the kids not a select few or for the coached ego. Same goes for all extra curricular activities. The music program along with cross county and wrestling have proven to have great coaches and leaders. The community needs to understand the levy and how the district needs to be in debt or it will continue to lose ground. Raises are great for staff, especially at this time of extreme inflation; however, raises can be small if there is a positive culture to work in. The culture has not been good for some time.

use hillcrest elementary loan payoff to offset future expenses and balance budget without future borrowing. close middle school and consider moving olga brenner to hillcrest elementary

Right size district office and not make cuts that directly impact teachers or the students.

Renew the focus on attracting quality staff and increasing enrollment.

Increase daycares in our district. There is a wait list 40 deep for child care in Shawano. If we make room for families and children early on, families won't be upset and open enroll students to other districts?

Reduce District Administrative office staff including administrative/ leadership positions. Make one of the principals the superintendent and another principal the assistant superintendent. Combine with smaller districts to have one district administrative offices.

Why aren't we out there selling our schools as the destination for greater education!!!

Leave the teachers alone get rid of the high cost of the district office employees and make the school board members stop spending money foolishly. The teachers and principals leaving the district are going to be missed by the students who needed them to grow in life.

Cut the bloat at central office. There are too many people making too much money.

Cut administration costs

First start with look where and who is spending the money.

Reduce number of "temporary" consultants and "right size" district admin positions

Happy to pay more in taxes to support our schools

Reduction in district office employees who are not essential

Administrative pay should be reduced

Cancel all contracts regarding consultants and advisors. Cut the pay of district office staff. Terminate recently added positions in district office.

Figure out why enrollment is down in the 1st place, is it management, the teachers, the students, the neighborhood, or is it the parents?

Make cuts to consultant wages, looks at how administrative duties were divided in the past - such as registrar, registrar secretary.

Trim administration would be a good start..We are top heavy in the offices

Sound fiscal management - do not dip in to the fund balance unless it is an extreme emergency

End voucher program. I want my taxes to go to PUBLIC schools!

Remove consultants and make cuts to administration.

I have children that will be attending this district for the next 11 years and I would rather pay a few extra dollars on my yearly taxes than to close a school or cut staff and programs. If we close or cut we will define never be a destination district!

Give high paid employees extra responsibilities. For example, superintendent is moved to the high school to perform 2 responsibilities-just like smaller school districts operate (Tigerton). Kurt Kurzan can also be a middle school principal and do his current job. Over 5 years would save 1 million dollars. STOP advertising openings and use your current staff. Right sizing? Keep your current employees and value their input. Your staff are leaving NOW and right sizing themselves. Students are your number one customers. Put the money towards the student programs and .....enrollment will increase. You need to go back and collaborate with experienced SAVERS like Gail Moesch. She will give you words of wisdom in how to save and NOT spend. You have hired a superintendent who likes to spend and NOT save. Now the school board and community needs to question EVERY penny. Every employee in this school district needs to serve direct student time. For example, instead of posting a recess supervisor position, have an office person -perform a duty. Everyone needs to know that our students are a priority and that is the REASON why we all have a job. There are too many people in district office -why? with a declining enrollment and everything is done electronically, there is no reason why we need MORE staff. Why are people still working virtually? We are a face to face school .....and when we have no substitutes to cover responsibilities, why on earth would we not ask someone from central office to get their hands dirty? I am so tired .... of no answers, working with lazy people, and seeing my friends leave to surrounding districts. WAKE up! Why did it take Rosie Thiel and Reba Pozorski to create a spreadsheet with health benefits? Our district office is clueless about benefits and cannot perform their job responsibilities that they were hired to do. The 4.7% raise was a kick in the face after 3 years of frozen wages. The last 2 years I have been watching board meetings.....interesting how the superintendent suggests "ideas that cost money" and then when the community asks about the spending ...she states, "the board approved this". Yet at no point, no one is holding the superintendent responsible. I am not sure how much longer I will stay in the district. As noted, I do not live in this community. I can not vote for the referendum, but I will say this. I live in a community where they decline open enrollment. The superintendent makes less than Randi Anderson AND teachers are making more than Shawano teachers. My son's football coaches began their teaching careers in Shawano. Now-they are coaching, making more money and teaching in my community. We continue to lose great educators and our STUDENTS and community deserve MORE.

Find other ways to bring families to Shawano, either to live here or to just attend the schools through the open enrollment program

A combination - reduce extra curricular costs but not EDUCATION (math, science, history, etc), ask a for an operational referendum to fund education. Cut items like cheer coach, hockey coach, weight coach. Add these back when Shawano gets its score consistently high (in the top of the state).

The Children should not suffer!!

Reduce administrative staff, consultants. If they could not budget last year, when student numbers were the same in 2018 on a balance budget, they should not get bailed out

Reduce district office staff especially those that don't even work on site. Use better judgement in the use of consultants. We don't need to hire a consultant for every issue that comes up in the district. I talked with a school board member of 43 years in the Algoma School District. He said with all the Federal Funding, there is no reason a school district should be having financial hardships like this. Pelican Ridge School District was faced with a 1 millionAfter just 2 years of Randi Anderson's

There needs to be an emphasis on regaining enrollment. We aren't losing students because shawano's family population is declining. A referendum is a bandaid if we aren't solving the greater issues.

Explaining how the budget got out of proportion. If I had a business and was projected to be getting deeper in debt for the next five years, I would be a bad business man. How did it get so out of control?

Less pay for superintendent

Cut staff that don't teach or work with children. Don't need so many office chair weights.

Since the projected enrollment declines significantly in a few years, I would prefer a referendum for the next few years leading to the closure of a building. This would allow for the community and school staff to better prepare for the change.

Reductions of Consultants

Non homeowners should pay a nominal fee for each student they have in the district. The fee can be monly so as not to be a huge expense at the beginning of the year, say \$11 a month. Add that to the voter referendum. This way all are helping to contribute to the education of the students, even those who are part of Open Enrollment.

Cut Central office staffing and eliminate consultants.

Reduce salaries and benefits of superintendent and administration who cause this and hide it from the public

Make reductions to administration and committees

Reduce administrative staff. We cannot afford to cut in the schools.

Hire competent, paid staff - not consultants, to manage the funding. Also looking into other grant/funding opportunities available.

Can the jobs, such as admin/finance be condensed to eliminate an upper position rather than teaching staff.

Close all schools and encourage home schooling for all

Please, please, please do not start down the road of cutting teachers and programs. I saw this happen in my home school district in 1999-2002 and it was a massive kick in the ass for the community. Once you start cutting programs kids that aren't in the major sports have no where to go and as a school district that likes to support everyone like Shawano does it would be devastating to those students and make them feel even more like outsiders than they already do. I know, I was one affected by cuts like this. Also the number of programs that the high school has to help prepare kids for a non-college route is critical in this day and age where local companies cannot find kids willing to BE PAID to have a skills degree PAID FOR by the company. Local industry cannot afford to lose those programs that help feed them no matter how small of an impact it seems like it may have.

Administration takes pay cut along with operational referendum.

Freeze pay increase for district office employees and reduce staff in district office.

Show a clear budget plan for upcoming years otherwise this is ongoing problem

Reduce the amount of salaries in administrative. No need for such a high salary for an administrator as well as all the consultants that are hired for one job. If the person is not able to perform the job then get rid of that person and find another who knows and is capable of doing the job without hiring consultant after consultant.

DO NOT take on debt to continue to pay another debt (payroll). An Operational Referendum is an irresponsible way to fix a deficit.

Take out sports and all other extras until education needs can be fulfilled within the budget

Reduce the number of outside consultants, reduce the number of pay raises to upper administrative staff, "right size" upper administrative pay, stop spending money on unnecessary technological changes (not to be confused with necessary upgrades).

If cuts are made to staff, please look at ALL positions. The positions that seem to be going first have the greatest impact working directly with students, i.e. Deans, interventionists, classroom teachers, etc.

Cut administration staff/salary/costs and let staff who work directly with students TEACH.

The School Board has to stop "rubber stamping" every spending request that Randi has. "Right Size" the district office, stop wasting money on IT issues that only look good on somebodies resume but does no good for the students, school or staff and actually start taking responsibility for being a Board member. BM Chuck Dallas' comments at a recent meeting where Randi was informing the Committee of a pay raise she was going to give to \*\*\*\*\* is a perfect example. "Randi can do whatever she wants. She is only letting you guys know out of courtesy" said Chuck.

Cut central office staff. Eliminate consultants.

Overhaul the organization. Things have grown and changed over the years, and need to be reviewed. There has been so many admin changes in District office, no one can keep up. Job descriptions, duties and expectations need to be reviewed. I genuinely believe that 2-3 district office positions could be cut.

Cut Administration and Support Staff in District Office, cut all consultants, cut technology options and the many unneeded devices,

Reduce the number of district consultants, lower wages of upper administration, and and stop making unnecessary technological changes.

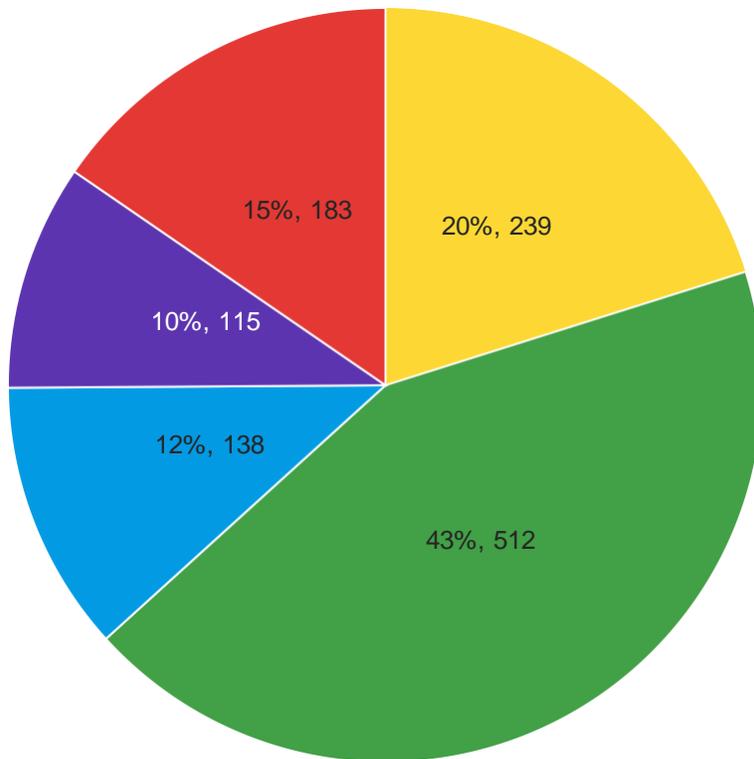
Right size district administration, look at district spending (cut items besides teachers), and look at eliminating consultants

Stop the wage increases in the District Office; freeze those wages; if not reduce them. Move District Office staff into existing school. This will also help with the sub shortages as the District Office staff can then sub. As for a Operational Referendum after the previously mentioned actions have been completed.

Make reductions to administration & consultants.

### Q15 - How should the School Board address future deficits? (Check ALL that apply): - Selected Choice

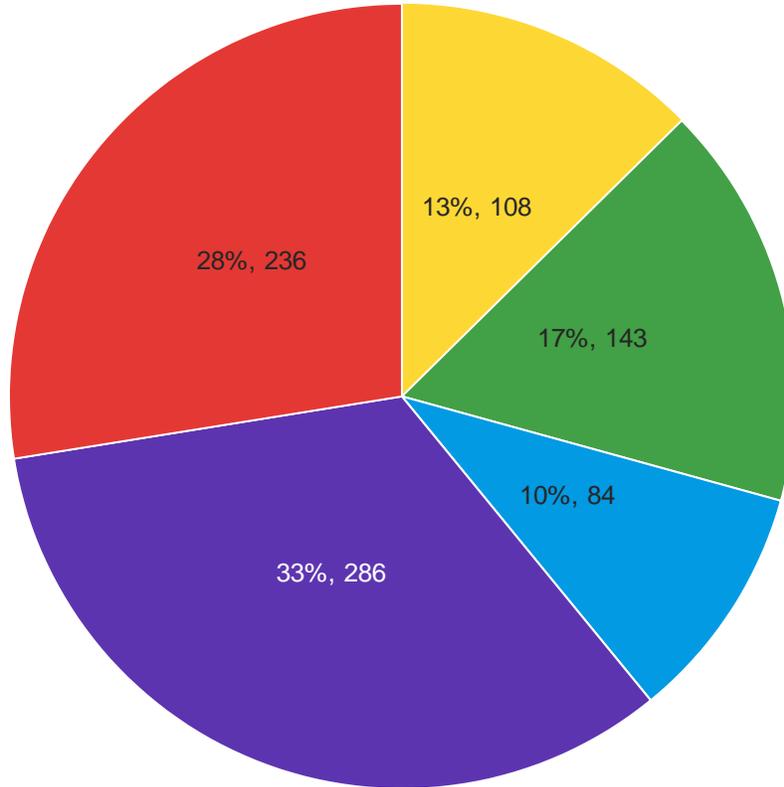
815 Responses



- Other (please explain):
- Ask Voters to Support an Operational Referendum (this will not increase the scho...
- Make Reductions to Programs
- Make Reductions to Staff (will result in adjustments to class size, likely large...
- Right-Size District Facilities by Closing a School (\$500,000 annual savings)

### Q17 - How likely are you to support an operating referendum to address the District’s operating deficit as described above? This will not increase the school tax mill rate.

857 Responses



● Unsure ● Extremely Unlikely ● Unlikely ● Likely ● Extremely Likely

### Q18 - Feedback/Comments:

155 Responses

I understand that my taxes will rise due to the incompetence of the school board and administration along with the superintendent. Any of my tax dollars going for raises for these failures is unacceptable.unacceptable.

the district needs to learn to live within it's means. Asking for an operating referendum during incredible inflation is unconscionable. The solutions are pretty clear here! Lower enrollment? Cut staff and close schools. Larger classes? TOO BAD! I taught in Illinois and had up to 35 kids in classes and guess what? They all learned!.

Cut administrative staff. Top heavy in number & salary. Collect money due from students & family for fines & fess. You forgave \$50,000 last year.

I support direct services to students. I am alarmed at the number of students attending neighboring school districts and other educational venues. The district used to be the place to come, not get away from. The administration and school board need to get on the right track so students will come back. A main component is how the staff is treated.

Can't keep throwing money at space we don't need

Control spending and put someone with financial sense in charge of the purse.

I would be very likely to vote for a referendum in the case that the current superintendent and all consultants are removed.

Would not feel comfortable supporting a referendum under the present administration and some members of the present school board

Please look at the costs incurred within the District office within the past three years, and right size the unnecessary positions and spending there before looking any further.

they will raise something to get more money they always do. Us land owners pay way more than we should already but they make it like we have a lot of money which we don't especially when they raise taxes on buildings that are over 100 yrs old there is no reason to tax them more they are what they are old buildings just because we have pride in them and fix them up doesn't mean we want to pay more that is why we see so many tearing them down so they can't tax them it's sad

I wouldn't if cuts at the administrative level do not happen prior to this.

ESSR funds should be used to close this year's deficit

More likely to approve it if changes are made in the district office.

Sad that this is what Shawano has come too!

Based on the evidence, an Operating Referendum only delays the inevitable. If there was a light at the end of the tunnel and both enrollment was anticipated to rise and state funding would increase to the required level, an Operating Referendum could be a short term or gap solution. But the evidence is not supportive.

Refrain from hiring consultants

I would hate to see a school close to balance the budget. Cutting programs would take away from the district striving to be a destination district. I believe further cuts to staff is the wrong way to go, especially in regard to the special education department. The students in the special education program need that extra support and if there aren't enough support staff to fulfill those positions the students and teachers suffer the consequences.

Why throw good money after bad?

This is very misleading, of course it will raise our taxes

Only as a short term measure. Eventually district facilities must be right sized to match enrollment.

There are severely over funded programs that can make do with less. The tax payers don't need to pay more.

If we want to attract new students we need to offer the best education, staff & programs.

There is no trust with the current board and administration, why would we give you more money if you're not responsible and transparent with what you have currently? I would absolutely support an operating referendum if I felt the person making decisions, about where that money is spent, was trustworthy and a good leader.

Not sure if this impacts our taxes, even though tax mill may not increase. That would determine my answer

I would figure it yourselves vs a referendum. Looks like you are doing that. No cuts in staff please. They need their jobs.

Many people in the district are getting tired of the local "buddy system". Anything to do with decisions concerning our school's projects, sports programs, and other extra curricular organizations are based on the opinion of small select groups in the community. These kinds of decisions should be made based on the best interest of the entire community, instead of the entire community paying for poor decisions made by small, elite groups. Part of the reason for declining enrollment is poor high school sports programs. Shawano does not have the base funding to support large, extravagant sports facilities and coaching staff like many schools in the surrounding area.

Any of these choices are disappointing. It's a shame we are in this avoidable situation.

Do not close the school or cut more staff. We need our staff!! Get on board and get behind your staff. It's time to be done being a joke.

Please see comments above

This community needs to invest in education and that costs money. Taxpayers don't want board members who only want things done as cheap as possible, we want the best district possible and want people who can wisely manage the money, if so we are very willing to spend more.

Be careful of what you are saying - will not increase the tax mill rate. While we have enjoyed inflation which raises the value of our property thus lowering the mill rate - the net dollars collected is more from our pay check. Due to inflation our paycheck does not stretch as far as it once did. As interest rates increase, most likely recession value of our property will decrease thus requiring an increase in mill rate to collect the dollars needed for operation. I think it is important to have smaller class sizes i.e. 1:20 in the elementary grades, but can go higher at the high school level i.e. 1:30. May need to consider a reduction in programming and focus on the student receiving a good foundation in the basics of Math, Science, English and Reading.

Start talking positively about it, ask for a mill rate raise and settle on keeping it as is. Be positive about it! Stop assuming we won't vote for it.

Would also be supportive if much needed safety measures were included in referendum to help prevent school shootings

As of now there is a severe lack of faith in the operation of the school by these individuals.

The district admin. and past board members have taken no responsibility for the financial situation we are in. They lack the skills and knowledge to do so.

That's only one issue. The superintendent is not leading in a productive and positive manner.

.....

I don't believe the operating referendum is the only long term solution

I do not live in the Shawano District but would vote for this if I did.

Unless leadership changes at the top, I feel money will be wasted and squandered again if given more. There was ABSOLUTELY NO REASON to switch the technology. I believe that mismanagement alone probably put out schools at a deficit. Add to that the fact that it still doesn't work correctly, and even more money will be thrown at it to try to fix it.

tough to say because this is an unclear option with no numbers stated

Our teachers are the greatest asset and so many are quitting or retiring. What are you doing to make this district one that high quality teachers want to work at/stay working at?

Cut Admin staff-Top heavy in number and salary. Collect money from students and for fines and fees.

Why would we allow you to be in charge of more money when you are unable to manage the crisis we are in? The school board needs to make tough decisions about leadership. I am frustrated with the lack of transparency, communication & accountability by Administration & the school board. Until you change leadership, you will continue down this path.

Our family pulled our children from public school due to the lack of support for teachers, poor school attitude, lack of discipline for students and poor behavior

Would it make more sense to expand Hillcrest into a 4K – 5 school. Use Olgra Brenner for 6th – 8th grade. And then of course the High School as traditional Freshman – Senior.

Why were parents not informed of these issues before they were so bad? We moved to the area and we have 6 kids so 2 of my kids are new to the district but we weren't treated with open arms. Everything was miscommunication and a fight to get things going

I don't live in Shawano, I couldn't vote right?

Only if we have a detailed analysis about what the money is going to

Will not support any referendum now because of the way the district treats teachers and support staff.

poorly worded -- you are making it sound like taxes won't go up

I won't support giving more money to the school when you aren't doing your jobs of educating the children. The reason the district has falling enrollment is because the children aren't being taught and parents are sick of the "woke" agenda the school board and superintendent are pushing on the kids and teachers. On top of which how do you justify a 4.75% raise for teachers and staff when you are already in a huge deficit

I feel like you CAN get community members to support this referendum, but it will be less likely to have a lot of support with current admin/SI. It is what many many many who come into our office talk about and we have heard that sentiment many times over.

We cannot continue to cut staff without looking at the data--if our state testing data indicates we are below where we need to be, why did we cut interventionists and why are we considering increasing class sizes?

District has shown an inability to manage funds.

Until the school board puts its financial house in order, starts taxing to the maximum, I will not support any referendum.

See previous comment, when that happens I will also care about the district. If the board truly cared she would be gone.

The fact that our schools should have to consider closing a school or firing a bunch of staff. You can call it what you want, because that's what it is. The real truth here is that education is one of the single most important things in a child's life and our only concern is that our tax rate is going to go up. This is why poverty stricken countries can still outpace American education, because of our lack of priorities. We're more worried about our taxes going up than making sure little Timmy and Suzy get a proper education. Well in 20-30 years when we don't have doctors or lawyers or any other professionals, jobs that require education will be mostly vacant. Why? Because our fiscal greed overcomes commonsense. Money spent on education is money well spent. Our children need to come first.

If one school closes, what will the cost be to expand another school/s or what grades do you plan to clump together at each school?

Depends on amount and how it would be used

You are administrative heavy. Make some cuts. Live within your means just like I have to.

You have proven as a district you can spend money wisely. It's like giving a crack addict more crack to help them not use crack.

See above

Reductions by cutting programs, teachers and any schools would be a serious step backward in serving our community. All prices for goods and services have increased in the past few years and it is the community's responsibility to meet the needs of our schools.

For the long term, making tough decisions now to correct the financial situation will benefit us all.

You should tell people approximately how much this would impact their taxes. Not everyone can "see" the math and understand what it means to them. Nor do they understand mil rates ..... Talk in dollars when you address the community please.

We need to learn to live within our means. An operating referendum is only a temporary bandaid and does not solve the real problem, that we are spending more than we are being in

Where then will the money come from???

I believe that poor decisions were made that got the district into such a deficit. One year we built a new school and then, after getting hit with a pandemic, there was talk about closing a school. Lower enrollment has a LOT to do with covid AND not only that but the feelings in general about the school district... why else would students move to other districts???

Sunset one of the schools. Start to transition to another building.

There is absolutely NO reason for a referendum. The District is given enough money to make ends meet each school year; however, their spending on frivolous things needs to be checked. There is no reason that the District AND School Board is proposing any type of referendum when there are plans to increase spending with the 25 Wednesday inservices next year.

Just ask people for more money. Also pay teachers more. You were paying a ton into the hill crest debt, where is that money going?

Ask for volunteers in the surrounding community

I fully support an operational referendum because I'm not an idiot; therefore, I have the critical thinking abilities to understand that taxes are how you fund government programs.

I will not support anything proposed by the school board until the real issue of the school district is addressed.

We need to increase our annual income as well, gradually increase the mill rate.

The district need to tax to the maximum before going to an operating referendum. It may not be popular but the reality is that all the surrounding districts are doing just that and are not struggling like we are.

I don't mind supporting this however I also do not have great assurance or trust in the decisions made that have allowed us to arrive in this place, I would like to give support under these current circumstances but truly hope that the superintendent and the board be very mindful of how carefully they operate in the future and work to be more fiscally responsible in the future.

I saw this coming 10 years ago when I worked there.

The answer is always no when you don't ask.

staff and families will continue to leave unless the true problem is addressed and changes can then be made

You don't really explain where the money comes from for this operational referendum. If the mill rate doesn't change, where does the money come from?

Give more money to those who screwed this up?

Cut pay from the top of Administrative staff

I would support for one year, giving the board and community time to seriously address the issues.

You need to bite the bullet and be done with it. Why operate schools without full capacity?

I would need to be very confident that the district's money would not be mismanaged. I am not confident that is happening right now.

Assuming that an additional line will be added to property taxes for operating referendum which means telling me school tax mill rate won't increase is useless information.

I would like to see / review the actual budget and understand where the monies are actually allocated for.

if I don't see cuts being made in the district office and to consultants I have a hard time supporting this referendum

An operating referendum is only a temporary fix. Adjust for enrollment size first, facilities and staffing levels

As long as the extreme use of consultants stops, the pay increases in central office are carefully evaluated and you heavily take into consideration what the staff has to say because they are what fuels our district to be successful.

Depends if I see improvements. I have not had good experiences with staff and management. Parents have a critical role at home.

no more school district expansions needed

With all the upheaval caused by COVID, I do not feel the last few years should be used as a basis to judge our enrollment numbers. Many families made decisions to leave the district during the pandemic that were right for their families at the time, but may decide to return to the district now. I also do not understand how we can judge the number of students we will have in the future based on past enrollments.

Public education is the backbone of our society, thus it is an investment in all of our future's.

Not increasing the mill rate...lier!!!

We should not be increasing class sizes, getting rid of programs/reducing staff, closing buildings, etc. If the mill rate doesn't go up, going to referendum would make most sense. You will lose MORE incredible families and staff if the other options are chosen.

You may need to increase the mill rate a little and because our district is in such a bad place and we need to get it back to where it once was thought of as the place parents wanted their children to go to learn.

How about asking for help from businesses.

Wasting too much money

Trim the spending out of district office. "RIGHT SIZING" did not happen there. Then I would vote YES.

Most people are able to pay more in taxes to support our schools, if they truly care about education

Poor planning and decision making led to this outcome. Schools closed down due to covid and because of that kids left because parents seen other schools operating and public continued to be shut down. I will not support a referendum but I will support a recall of our superintendent!

They have mismanaged what they did have by over paying the administration when they knew 3 yrs ago we were in a deficit.

Will not support an operational referendum if district's current environment does not change. Poor fiscal management must be addressed.

Increase a little each year, not one big building projects at one time.

I cannot vote. But...I want to share that I live in a destination school district. The superintendent does NOT make as much as Randi Anderson, but the teachers make MORE than Shawano teachers. The weight room is state of the art where I live and my child "hops" on a shuttle school bus to work out after school. School spirit is at an all time HIGH and the buildings and grounds are beautiful! A referendum was passed last year which included lower tax rate, money to update buildings and increase wages to compete with other school districts. The referendum passed.

There are a lot of questions as to whether the deficit could have been avoided and whether administrators are properly managing the district's finances. To ask me to allow these people to manage more money is like asking a serial killer not to murder again.

I have questions about the numbers. Where are we getting the projected enrollment numbers? Why are daycares struggling to find spots for kids but we are saying enrollment will continue to drop year after year? How did we get these numbers? Are we doing anything to entice students who left for parochial or homeschooling back to the district?

Only way that this will not effect out children's future education

Make Shawano schools and city a place families want to live and bring their children. Get the school score up and increase enrollment. Go on the offensive! Get the kids and families involved in bringing up or scores. For example children doing well helping students that are not. No extracurricular activities for anyone until scores are up. also....forget hiring hockey, cheer, and weight training coaches....hire math, English, and history coaches!

I believe the only ethical decision is to basically have the community help the situation by an increase in taxes. I do feel strongly that we as a community then need to make sure that the decisions being made are appropriate and not reckless. I would hope that we won't have a repeat a few years down the road. I understand we have an such an array of unique circumstances hit the district, but with that being said so has many other districts and they are not in the same situation that we are in.

There are so many teachers and principals that have left or plan on leaving. Decisions that have been made in the recent past have not had students in mind. They are not being placed first. The decisions and spending made by this superintendent and board does not give me faith that the best decisions for my children and other students will be made if given more money.

I do not live in the district.

Parents are already struggling with inflation, how do you suggest they come up with even more money to pay for this?

We would support such a referendum if there was a clear long term plan to deal with the deficit. Otherwise it's just a bandaid.

Regardless of which school would be closed all 3 of the others would need to absorb those students. If a closer happens cutting staff the same year is not good timing for the possibility of the needs of the new student demands at each school. I am not an owner, so my ability to contribute to the needs will not help as a voter.

This was financial mis management that should never of happened.

Not a shawano voter

It depends upon how clear communication about how we are going to get out of this mess is. How would the money be spent, how is the district supporting the 4.7% wage increase, how much is the technology fix costing??

Shutdown all the schools

Let's just face facts you are no longer teaching the students and parents are finding better education for their children. The Superintendent and School Board lost sight of education and hurt our children especially during the lockdowns. Then you have the audacity to give the school staff and teachers over a 4% raise???? Maybe we could start looking at that first!

I would also support closing a school building, as long as ALL staff and students are able to be placed in another building

This should have been addressed 15 years ago. With all the bad decision making the school board and everyone else involved should be held responsible. Me and many more of the parents are highly considering moving the kids out of the district..

We will continue to lose more experienced staff...

More information should be given on what the referendum would be and what that would cost people to make a better decision.

I think the separation of buildings is a good idea. Perhaps consider something like an on-site privatized daycare leasing a wing at Hillcrest. This could draw interest from teaching applicants with small children. Could county services be brought into the middle/high school buildings (without disrupting students) and the space be leased by the county? Consider ways that the district could share some spaces within the schools and potentially generate revenue and better serve students. Sometimes our best solutions are out-of-the-box.

funding tangible projects - like a new school/addition/etc is a reasonable ask for a referendum..... funding a liability (deficit) with additional debt is crazy.

I do not live in the city limit.

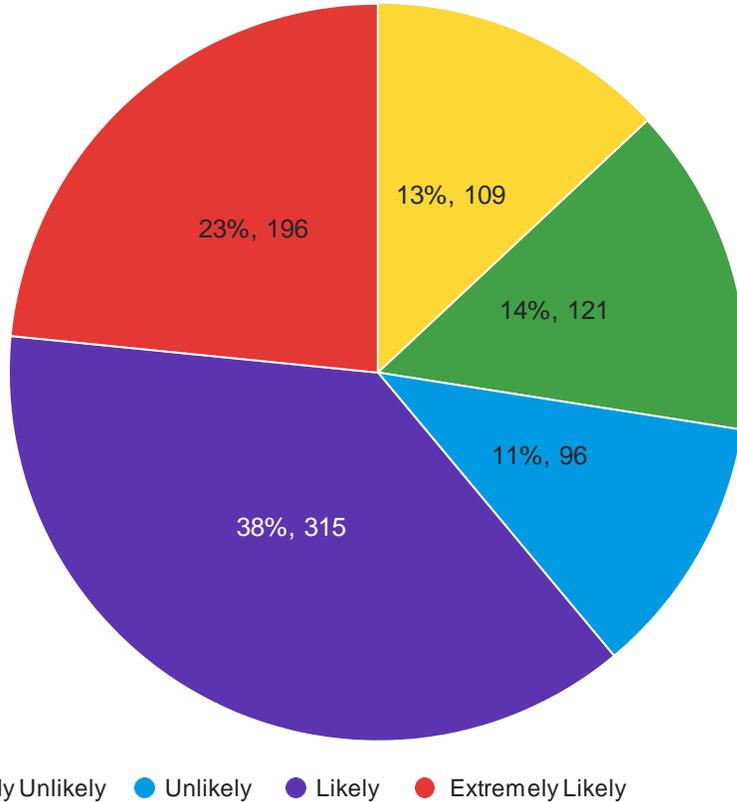
I will NOT support giving any additional funding to SSD knowing how funds have been misused and misspent in the past 3 years.

There is a concern with how spending has been dealt with over the last few years.

If the number of students in classrooms increase, just how are we to socially distance? If we have to give our teaching staff and paraprofessional mental health days now, what is going to happen with classroom capacity is increased. Have the Principals work as a team to serve as the Superintendent.

### Q22 - How likely are you to support a capital referendum to complete the facility maintenance projects as described above? This will not increase the school tax mill rate.

837 Responses



### Q21 - Feedback/Comments:

100 Responses

Why are all of these maintenance needs coming at once? They should have been spread out over the years. Your people need classes in organizational and financial skills. There is a huge difference between actual needs and wish lists.

I do not think I can support this at this time. The District needs to become more fiscally responsible first. I strongly support public education; this vote is unusual for me.

Money must be budgeted ahead you know roofs will leak and furnaces will need replacement

Use the money you want to feed into the operating budget for these projects and get the operating budget under control.

Would not feel comfortable supporting a referendum under the present administration

It's important to maintain our facilities.

As stated above,, I wouldn't vote for this unless the ballooning costs of management were addressed first. I would have thought HVAC/heating would have been addressed the minute covid relief funds became available to the district. To make the buildings more safe.irst. I

In my mind, this is connected to the Operating Deficit in that closing a school would reduce, potentially eliminate, capital needs of the closed school. In addition, proceeds from a sale of the closed school/property could be directed into capital improvements of the other facilities, reducing the overall amount of capital needed for the required repairs or improvements.

This is a basic requirement to adequately maintain existing facilities.

Need a comprehensive plan - do not support spending \$ on a school that will close.

We need to maintain the buildings. Our voters approved the referendum to build them. Maintaining them is the Board's duty.

I would more likely support a capital referendum because there is no doubt about where that money can be used. I do still have hesitation approving current board and administration any funds because of how they have handled decisions, trust needs to be built first.

We need to take care of our children and if we do that put metal detectors and security systems in all our schools.

We need to maintain the best facilities for our most valuable resource, our children.

Good financial management would dictate a sinking fund to set aside a certain amount annually for the upkeep and replacement of fixed assets. This way the residents are not faced with a lump sump amount as you have described.

Ask to raise the mill rate!!!! Blame it on inflation for goodness sake!

Would like to see more safety measures installed to prevent school shootings

Shawano needs to start over with a new Sup and School Board Members. As of now there is a severe lack of faith in the operation of the school by these individuals.

Extra funds were used to use the services of Kraus-Anderson in the fall of 2021 - an out-of-area firm, with a great deal of expense connected with it. There are firms in Green Bay or the Fox Valley area who could have done the same work as Krauss Anderson for less. Also, are all the items mentioned in the projects/needs mentioned by this group of the utmost urgency. Some maybe, but likely not all.

Same reasons as stated before.

I do not live in the Shawano District but would approve this if I did.

maintenance should have been budgeted for and done on a yearly basis

I have been on our local Town Board for far to long but when I started the board at that was constantly borrowing to keep up with maintenance and road work. We were in debt. We now have monies on the bank with no debt. Some costs can't be put off but you live within the budget the State allows and learn to do what your budget allows.

We do not believe you!!!

You decided to make changes to technology which were unwarranted and quite costly that still does not work & really posed no security threat,. Did you ask the teachers & staff for input or just the stakeholder group? I do not trust your decision making abilities. You are hiring consultants that cannot do their jobs-if I were to go to work for 3 years & not complete & make targeted goals, i.e., technology, I would be fired. Are you properly bidding consultants or going with the same group that has an affiliation with Administration (have you even asked or looked into this)? Have you secured multiple bids that are also local for these improvements?

Safety and accessibility can not be negotiable. In my opinion they are a must.

If the current administration had hired within the community, instead of outside consultants, then I would be more apt to allow a referendum. Our community has always encouraged people to shop local but this administration has done everything but! They are continuously sending the district's money out of our community and expecting us to give more.

too much unrest in the school district. Losing too many valuable teachers

Clean up our district's reputation first and stop students from leaving. Close a school.

Same comments as previous support question

Repaving the parking lots should be last on the list

Until the school board taxes to the maximum I will not vote for any referendum.

I will support anything that sees more capital and resources invested into education. And we need to stop worrying about the dang tax mill rate. It's going to go up, i mean look around you. Gas is almost 5\$ a gallon, do people really believe that higher inflation will have absolutely no impact on their taxes? Instead of constantly reassuring people that their taxes won't go up, you should fully prepare them for that possibility. Because it shouldn't be off the table. It's our children, nothing should be off the table in terms of financing education.

Besides the fire & life safety and ADA one, the other ones can wait. Im not spending money to fix what isnt broken.

When the District wanted to add the Rec. Center the building and grounds supervisor indicated that no large maintenance projects were foreseen. How could this have changed so quickly?

Why do these improvements need to be made this year rather than two years from now

Same as last page.

Again, I don't think the majority of our community understands what you mean when you say "without raising the tax mill rate".....Help them understand that and you may be more successful!

Again, seems misleading ....Where does the money come from if we are already short \$2,000,000?

The district needs a 20-year plan to address these needs. This seems like it was a surprise to the board/administration.

I'm disappointed to see what appears to be deferred maintenance. ADA passed in 1990, 32 years ago. Why are we STILL dealing with ADA issues? Parking lots should last a long time. Were the previous/original paving jobs substandard? If you pave now, make sure you get a quality job! Why do windows and doors have to be replaced? Wore out? Inefficient? Energy issues have been around since 1974! Roofs wear out. Why do fire alarm systems and life safety systems need upgrading? They should have been "the right stuff" in the first place. HVAC ... does the District use water from the Wolf River to cool the HS A/C system to save energy?

The District has had plans in place for many years and now this comes to a NEED. Why has the District NOT done what it said it was going to? Again, NO ACCOUNTABILITY or RESPONSIBILITY with taxpayer money.

Get rid of the school with most cost upgrades needed. Why are we keeping a school open if its not necessary. Wasteful spending. You have a job as a school board to ensure the tax payers money is being well spent.

If we have both an operating referendum and a capital referendum, how will that impact the tax mill rate?

I would need better explanation of what's needed and WHO approves it. I don't trust the current process of approval.

Again, government programs are funded through taxes. This needs to be a Civics 101 class taught at high school.

These issues should have been addressed by Randi Anderson before investing in a district office staff and a complete technology overhaul.

Our buildings have been ignored for too long, both maintenance and improvements. Let's get these repairs and renewal moving.

I will not vote for this until the district puts it's financial house in order, taxes to the maximum.

Again, spend the money on a new facility instead of old buildings that will need to be replaced in the future anyways

Wasn't some type improvements made over the years? Or did we pay for crappy work

Not under the current central office team.

Let's fix one issue at a time please

Be good stewards of our money. Get back to a balanced budget and live with as much as you can without spending any more money. Cabinets, parking lots etc can wait until it can be paid for through the budget. Perhaps you have too many administrative positions. Those should be cut before classroom teachers. It is evident the district as run amuck and it is going to take more than one year to fix it. You have lost the trust of many in the community.

District leadership has proven less than competent. I hesitate to support their decisions

Tell us HOW the capital referendum is going to be paid for (for example, what is the impact on the tax payer?) Who care how it is NOT going to be funded (ie school tax mill rate).

You have to put into something for what you want to come from it. If it requires some investing via a tax increase to keep our district buildings going then so be it. The kids that will be going through them could be the ones that will one day be taking care of me and I want them to have a great learning environment to become successful in their lives.

do repaare work yearly

Is there a question regarding having both or one or the other referendum?

Sean has been the best hire the school district has made in the last few years. Building today can not be repaired when needed, the district needs to look ahead; what has been going on, just a little to late!

Not increase the mill rate...lier!!!

Get this right!!!

Brand new computers for everyone but no money for the projects. Ridiculous.

Explainatuon of where every dollar is spent.

Likely as long as the maintenance is completed towards necessary projects. A football announcing booth is not a necessity. I send my children to school for education FIRST, sports are not the primary reason my children go to school.

We need to address the deficit and find a way to trim the budget before spending any further money.

Will not support - why haven't issues been addressed and budgeted for in previous years - fiscal management is lacking

Do a little each year.

I cannot vote, but you need to update your facilities and take away from expenses like sending your registrar who works virtually (in the school district), to physically fly to Florida for conference. Did you know we can attend any conference virtually? Why on earth would you send an employee to Florida, yet can't report to perform their job on school grounds? He can't even help fill openings that we don't have coverage for like recess duty or substitute teaching when no one is available. Better yet, have you looked into the dollar number you have paid on substitutes? and compared this to previous years? I am not accepting covid as an excuse. I can tell you people are "burning" their days as there is no incentive to keep days for retirement. No one wants to retire from Shawano- so they are using sick days. I bet the dollar amount on substitutes is double ... AND do you know when I was hired by Bill Prijic, he explained the hiring process is expensive. At that time, it cost around \$17,000 to hire one position. With so many people leaving, have you added how much the district is spending to fill open positions?

DECLINE IN STUDENT LEVELS WILL CONTINUE EACH YEAR

What do the priorities include, it is broken down into Priorities 1, 2, and 3, but we don't know what is in each of those.

I do not live in the district.

Facility maintenance needs short term and long term should

Closing a building makes the most sense.

The talk of closing a school that recently received renovations makes me nervous as a tax payer about the investment in the projects which may be improving buildings slated to close. If the improvements were focused on Hillcrest or the High School, which don't appear to be on the chopping block, then yes. I would support it. Capital projects for the other schools which may close I would not support.

Shawano needs to figure out how to operate and maintain facilities with a budget, spending more does fix the problem just hides it

Not a Shawano voter

Again, it depends upon clear and open communication from leadership.

Shutdown all the schools and encourage homeschooling for all

On your list of to do's. I see a few things that could easily be held off on which would save a few million

I know it says it won't increase the school tax mill rate, but where would the money come from? Are there any grants available to apply for to help with costs?

Consider how students can remain in current buildings and incorporate ways to lease the few empty classrooms in each. Daycare? Shared Space with County?

again...tangible vs un-tangible. I can support something like this.

Only needed items - would not support expansion

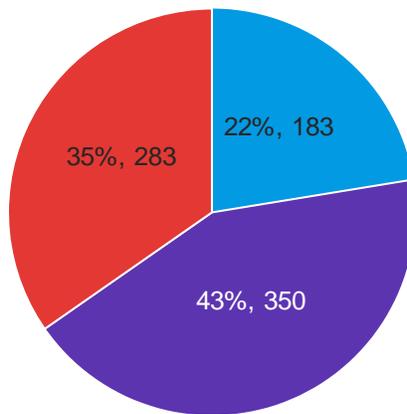
What about needs to SCHS sports and arts departments?

I do not live in city limits.

These issues should have addressed over the years with the past plans set in place. Because funds were misused, it is not the communities responsibility to bail out the school district, school board, or superintendent.

**Q26 - 1. Library Updates at the Middle School and High School Today's school libraries are used differently than in the past. The spaces need the flexibility to be used for distance learning, small group collaboration, and individual work. Estimated Cost: Up to \$1.6 million**

816 Responses

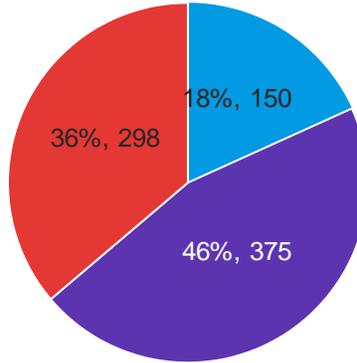


● Not Sure ● No ● Yes

Q27 - 2. Fine Arts Renovation The High School auditorium is in need of updates to allow for an orchestra pit, improved sound, and lighting systems, as well as set and costume design shop and storage.

Estimated Cost: Up to \$3.1 million

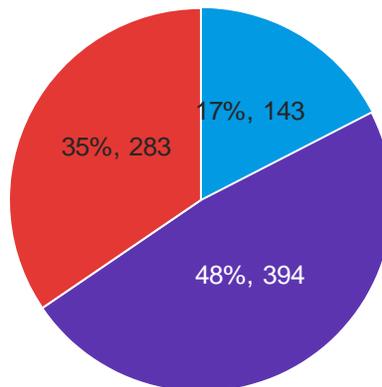
823 Responses



● Not Sure ● No ● Yes

Q28 - 3. Updated and Expanded High School Athletic Spaces A new, larger weight room could be built on the first floor for school and community use. A multi-purpose room could be built adjacent for wrestling, dance, and other large group activities. The existing weight room and mezzanine could be repurposed to provide needed storage space and space for batting cages. Estimated Cost: Up to \$5 million

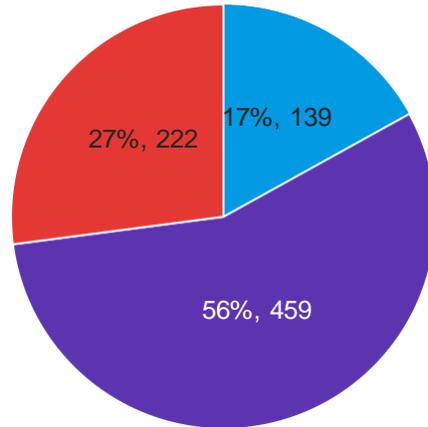
820 Responses



● Not Sure ● No ● Yes

Q29 - 4. Stadium Renovations A track, along with field event stations, could be added to the high school stadium. The bleachers, concessions, ticketing, and restrooms could be rebuilt, additional storage added, and parking and traffic flow redesigned. Estimated Cost: Up to \$8.5 million

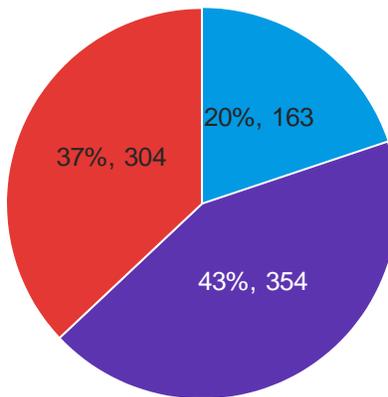
820 Responses



● Not Sure ● No ● Yes

Q30 - 5. Pool and Locker Room Renovations The pool mechanical systems need to be updated. Additional spectator seating could be added. The locker rooms are in need of updates to the shower spaces and finishes. Estimated Cost: Up to \$1.9 million

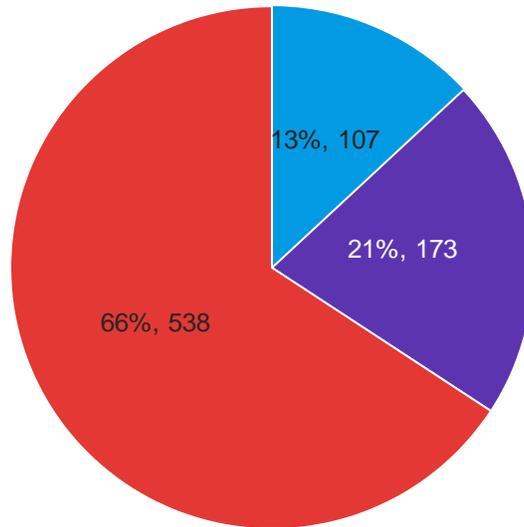
821 Responses



● Not Sure ● No ● Yes

Q31 - 6. Career and Technical Education Lab Updates and Expansions at the Middle School and High School The woods, welding, and other labs could be updated and expanded to allow for access to current technology to provide job-like experiences for students. Estimated Cost: Up to \$4.4 million

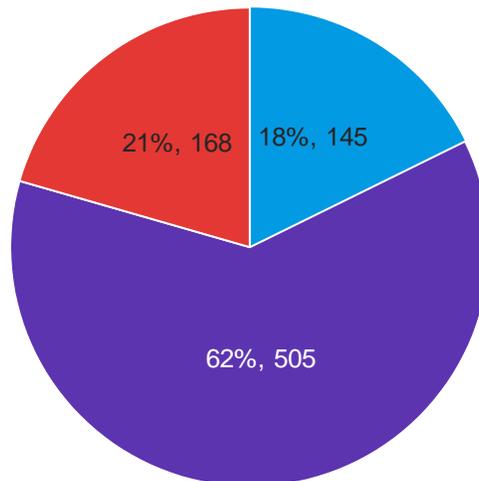
818 Responses



● Not Sure ● No ● Yes

Q32 - 7. Middle School Outdoor Education Space An outdoor classroom could be created at the middle school. Estimated Cost: Up to \$500,000

818 Responses

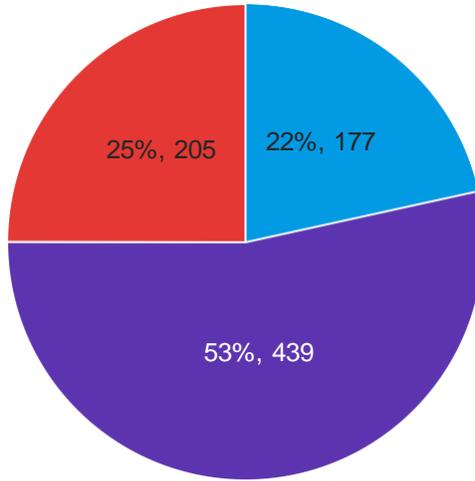


● Not Sure ● No ● Yes

### Q33 - 8. Middle School Lecture Hall Renovation and Circulation Improvements

The middle school lecture hall could be updated to provide flexible classroom and large group space. In addition, the hallways could be redesigned to improve circulation of students throughout the building. Estimated Cost: Up to \$1.1 million

821 Responses



● Not Sure ● No ● Yes

### Q34 - Feedback/Comments:

121 Responses

Last year property tax bill showed 9.8% increase for schools. (not acceptable) When right sizing also look at administration positions as well as school staff. Reach out to local business for partnership with tech labs as some other districts have done. Realize that a good number of vacation homes pay taxes here. this may be reduced by increased taxes.

Apparently the only way you people know how to solve problems is asking for more money. Grow up! Learn to cut, budget, and get along with what you have. This is how the rest of us live. If any upgrading is done, it should be in the area of technical training, work skills, and financial education.

You already had a survey about making the school into a rec center. Voted down.

None of these is appropriate at this time. when the district gets back on the right track this could be investigated. #14 The Middle School was just renovated a few years ago. Isn't the middle school under consideration to be closed? this is like buying a million dollar mansion when you have lost your job.

The buildings have been kept up in the past with the help on knowledgeable architects and contractors. No update are needed. What is needed is a school board and teacher that know what to do.

Add this when you have the budget under control and reliable people prioritizing real needs. Now is not the time to spend more. No business would survive if run the way this school district has been.

Please teach cursive writing in schools--starting in 2nd grade. The writing coming out of the high school students looks like chicken scratching. If they can't even write correctly and legible why would I want to spend money for schools?

If there is a possibility that we will need to close a school, it is not right to put millions of more dollars into the Middle School.

The stakeholder group is not representative of the SSD. We need a diverse group that represents the whole district, not a group hand picked for their opinions. I cannot trust anything coming from the stakeholder group. None of them represent a person like me or anyone in my family.

Sports is the least of this district's needs and concerns

so many of these plans are not worth doing due to non use. It starts as a good idea then fizzles out and the money is gone along with the plan

We don't need this right now stop just wasting money

All of these projects are centered on the high school and middle school. I find it interesting that the middle school is one of the schools mentioned for potential closure and at the same time the focus of several of the investment projects above. With the information at hand, it appears the right decision would be to close the middle school to not only narrow the operating deficit but also to eliminate required capital repairs and to avoid additional capital investments in the facility. In addition, many of these investment projects will be accompanied by future operating costs to support and maintain them. I think it is unfair to ask voters/tax payers to approve these without an indication of how much operating cost comes along with them. These will contribute to future discussions of reducing staff and closing schools based on enrollment projections and unknown levels of state funding.

I appreciate the need for upgrades to the football field and concessions, however: to be a destination district wouldn't offering other opportunities besides sports help in that attracting more students.

These estimates are nowhere near what the bottom line will be. Everything is going up on a weekly basis. Hold off until there is some stability in the economy. It's not rocket science.

You have a deficit, why are you even considering these projects, especially when there is talk of closing a school

Some parts of these don't make sense - 4. yes to the track no to new bleachers, concessions, etc. 5. no to additional seating. Why more seating if enrollment is declining?

You definitely don't need a stadium upgrade. Get a winning football team and a better coach, then ask. Why make the weight room bigger, not all sports will have access to it. They don't with the current one.

Renovations should include wheelchair-accessible ramps (e.g. auditorium stage, bleachers). For pool renovations, would it be possible to deepen the pool so we could have a diving board and possibly a diving program?

I believe our schools do need some updating and repair. I am not sure of putting any more money into the middle school as eventually, that building will have to be replaced. Rather than waiting and bringing up that conversation when it needs to be replaced, we should be talking about it now to prepare people for the distant future.

Do them all. Our children, our teachers, our staff, all deserve the best to teach our children and to keep them healthy and safe in mind and body. Do it raise my taxes I don't care I moved to Shawano due to the schools others will also knowing we have upgraded our schools for the future

Many of these projects appear to be "pet" projects with large price tags, with no added benefit to the students beyond high school.

With the uncertainty of school closure, it may not be a good idea to put money into a building that could potentially close in the next 5 years.

Look for feder grant to help subtidize costs. Maintaining of ptdoor grounds should be building and maintenance budget. Is this not seperate? Cutting programs is not the answer.

We need facilities we can be proud of and need to be able to offer sports and fine arts programs.

All of these seem like great ideas but are not a NEED at this time.

No changes until the deficit is gone.

If we are struggling to make the budget, we should not be making any improvements. Only ABSOLUTE NECESSITIES.

Tired of hearing (for more than 2 decades) that improvement will allow more community use. We voted for THAT when the "new" high school was built and much of that never happened! The weight room has been off limits to the public from the very beginning and the pool has very limited use. What was promised is a huge disappointment. It should be like Clintonville, I think they learned from our HUGE mistakes. It's also why there so many private businesses that offer wellness classes and exercise equipment.

Not with the current district leadership. If someone else, then I will agree.

Why are you not including the earlier idea of adding a new rec center on to the high school? The current rec center needs replacing and it's land-locked.

How can you justify all the extra stuff that's not necessary when you are struggling to balance the budget now I as a taxpayer have had enough of the stupid spending and so have others I have talked to

athletics could be a huge part of shawano community IF proper coaching was hired at shawano. but of course that can't be done due to the administration treating employees horribly.

Uncertainty around closing of a facility confounds capital improvements opinions

I will consider paying for updates. Until then, I will vote no.

Get your priorities in order and eliminate the deficit.

all of these are NOT needed; work with what you have

Have you looked into corporate sponsorship of athletic facilities? Ex. Greenheck for DC Everest?

The schools are fine, why do we need to create new spaces if enrollment is down?

Work within your budget. Make improvements that are needed for safety

You keep saying you have less students. Live within your means, like we have to.

Why would you NOT have taken advantage of the opportunity to make an ask to those attending the Athletic Booster Jamboree for donors for the stadium, field, etc.? You MISSED a HUGE opportunity to meet people where they are at with open wallets. Why have fundraising opportunities been quite in the community for these things? Has this been approved by the school board? My trust is minimal with the SSD money handling & decision making abilities. I cannot support any referendum at this time. You need to do some reflecting & work from the top down. Show proof that we were in trouble 3 years ago. Why aren't financials included with EVERY school board meeting agenda? Most districts do this. Welcome suggestions from the community, especially those that have experience. A community district deficit task force should be started & send the invitation to the entire community- not hand picked people & utilize them! Ask teachers & staff why they are really leaving & address that. Ask teachers, students & staff what they feel their needs are-please do not give the excuse that we don't want to ask them because if it doesn't happen, we do not want them to be disappointed.

I feel that when it comes to school education must come first. I don't think that a new stadium or expanded athletic space should even be a consideration. First and foremost, we are an education facility not a sports complex. Sports should not be a factor until the educational requirements are met. According to this material we have 10.2 million in educational related requests this is not including the outdoor classroom which in my opinion makes little sense in our climate. We have 15.4 million in athletic requests. Maybe I am missing something but this is what is wrong in education today.

Why spend more money on a building that might close?

focus on retaining our teachers. Why are our building principals leaving? No trust with Administration????

No more money to athletics. Academics are much more important.

Act like the rest of us and get your budget fixed and don't try and do everything all at once

Many families and people in general in the community who are skilled in certain trades may be willing to donate their time to help offset some of these costs, especially with the outdoor sports needs and wants. I feel VERY strongly in not cutting any arts, trades, and sports programs. All these things make for well rounded students, and the trades help to get kids who may not be college bound to gain access to different trades they may be interested in

I would only approve the changes to the middle school if there is no possibility of it being shut down in the next few years

Although I am in favor of Updated and Expanded High School Athletic Spaces and stadium renovations, there is absolutely no reason to spend money in these areas if you are not going to get rid of some coaches. Sadly enough, sports is a contributing factor in you declining enrolment. I can name several kids who have left the district to play sports on other districts. Many will say we have been successful in sports recently. I will agree that we have done well with individual sports (wrestling, track, cross country etc) which means we have great athletes but not great team sports. If you don't want to believe me and will just write me off as a crazy parent, just go to the high school and look at the banner or should I say lack of banners. You cannot tell me we haven't enough talent come through Shawano High School in the last 30 years to win a few team conference championships. We can do better, we owe it to our kids, parents and community. Pull your head out of the sand and do something about it! It will literally cost you nothing and you will reap big benefits from it but you have to go seek out some good coaches with a history of success. You cannot just sit back and be complacent with who ever applies because no one any good will come here because of our history. You have to go get them!

I am in shock that some of these items are even on this list! Some of these are ridiculous and excessive! I have seen many amazing teachers "let go" because of this deficit and we are thinking of a new stadium and track instead of retaining quality teachers for our children?! Unbelievable.

The performing arts are important but they don't need an orchestra pit. Upgrade performing art facilities

.

I will not support any capital referendum if it includes the tech ed area because that was recently renovated, but many other areas of the high school have not been updated since the school opened.

Absolutely. All of it. All of the aforementioned projects are vital to the increase in success for our students. Everything we can do, we should do.

Outdoor education?! Just have class outside like we use to when still in school.

I would rather see the middle school closed.

need more information on library space request.

How would the community be allowed the use of the weight room? If there's a deficit I don't understand spending more money. Maybe a financial education course would be useful if added for students.

Provide an education, good lord- pool? athletic space? Stadium? How many alum are pro athletes? Focus on education for a change.

If we need money so badly, why would we think of doing ANY of these OPTIONAL improvements? Focus on the NEED

I think it would be moneybetter spent to KEEP the long tendered good teachers, which have proven you cannot do.

Sports can come last. I'm sorry but operations, education, and programs like trades that make life skills and jobs for students need to happen first. We have neighbors known for their athletics. Lets be known for our education. The teachers can tell you how.

Work better on keeping the "good" teachers!

Focus on educating students and preparing them for life after HS. Athletics and "fine arts" are of secondary/tertiary importance.

There is no reason these updates are being questioned when the District can't even get their finances in order to pay their employees.

Please remove Randi!!

Shawano school district was one of the best in the state, on of the reasons I moved here. It's time for it to be that again.

Sounds like the middle school needs to go. We need to keep the arts and skilled trade aspects for the youth. Again we need to ensure we are drawing families to this community. Sports, well lets be honest if families are focused on kids sports they arent coming here to begin with. Why stick more money into it.

Ask college of menominee to use the walking trail. It has learning center.

Public education is a socialist system. Let the Republicans know, as they struggle with this concept.

Just about all of the improvement projects above would be very nice to have and would help make Shawano a true destination district.

Please make these projects happen to improve the quality of our schools and district as a whole. We need these improvements to strengthen our community!

The tech-ed space is more than sufficient and was just expanded less than a decade ago, this is not something that needs to be done! The athletic, library and fine arts improvements need to be made because those spaces have not been touched since the school was built. I will not vote for a capital referendum if the tech-ed area is included!

The high school is in desperate need of athletic and theater renovations, that should be first priority.

Close the middle school

Updated sports area will help bring more families to our district and create better sports teams.

Much of this implies want versus need. Go back to the drawing board and prioritize this properly.

Not under the current district office staff.

We don't need any of this

Can not agree with middle school. Additions because we may have to close

we need to focus on education not sports.

I'm concerned that we are continuing to spend the money we do not have on things that can wait a few more years to do.

Before any of this can be done get your act together and work within a realistic and balanced budget. I would not support any of these until you can prove you are fiscally responsible.

Spend your money on your teaching staff

We need to find why we're in such a huge deficit before we ask the public for more money. Once the public gets honest answers, they might be more willing to support.

Good Lord!

Kids are too spoiled these days!!! If the PARENTS/GRANDPARENTS want the gravy have them pay for it!

Your asking for \$15.4 million for sports, \$3.1 million for non sport extracurricular and \$7.6 for academics. That is an interesting way to show you care about education.

I would agree with fine arts but not the orchestra pit.

All at once, no way. Some of these issues exist because the original high school design was cut to meet the budget. Many of these are long standing issues from previous decisions. It would have been much cheaper 20 years ago for the physical structure.

Top priority to learning the arts and sports need to show they really want these things by fundraising and grant writing also asking for big corporate donations

Put that kind of spending into more teachers not less! After this fiasco with Randi Anderson we'll be lucky to get quality teachers to replace those she shoved out the door.

Not sure what to do. Need to attract more people but then we are burdened with the extra expenses to get people here.

We have no money. What do we do at home when we are short on funds. We do not renovate just for the comfort of others..We get a long with what we have until we have the funds to pay CASH

With a projected budget deficit of 2+million - these items are luxuries not necessities

Do a little each year, not all at once.

What? Why would you even consider the middle school for updates? I thought you were closing Olga Brenner or the Middle School? I thought there were sewer issues at the Middle School? Honestly, I don't trust the leadership in this school district to lead a referendum. Why are there so many guest speakers who are speaking at district meetings....delegating responsibilities to consultants is odd and expensive. Here's an idea....go to a 4 day schedule and you will save on bussing-almost a million dollars. As of right now, families need to find day car that can be available on Wednesdays 1/2 a day. Why wouldn't you do longer days, 4 days a week and families would only need to find day care for one day a week verses every day and extra on Wednesdays?

**MONEY ONLY FOR LIBRARY AND CAREER AND TECH**

I would like more information about what the plans are and how that ties into the estimated costs. Also for some of the sports and orchestra updates, can some money be raised through fundraisers or ticket sales?

I feel that have to's should be done, but only till the budget gets under control. It's sad but we have to stretch things out during a very unpredictable time in our history. Also absolutely NO WOKE agenda materials in our schools!!!!!!!!!!!!!!

Focus on education not sports or extracurricular activities until we are in the top ten percent

It's difficult to agree to any of these (except for those specific to learning trades) without seeing the board and superintendent can make decisions that don't cause all of our good teachers to leave. You need to replace HVAC, understand and accept but new libraries, football field are not giving my children a quality education. This district is in the 13th percentile and you get rid of deans of students, interventionists, experienced teachers, that doesn't give me faith that this district is doing what's best for educating our children. My children are above average, including my 4th grader who scores in the 99th percentile for Stars math. You want to "right size" but removing staff that helps those struggling, will hurt my children in the end. Students who don't struggle or are even ahead in learning according to their peers will be "used" in a consultant capacity to help but won't get what they need.

I will not support any new funding until the district can show it can keep it's staff and buildings. A fancy lecture hall or football stadium are not necessary for a quality education but good teachers are.

I personally do not know the needs of these areas, I would like to see a breakdown survey of users to see if this would be useful/beneficial to students or not

I'm not in support of further investment at the middle school while it is being considered for future closure. I'm also not in favor of investment for community use projects like the stadium and pool which I feel could be supported, at least in part, through fundraising drives. (I say this as a swim parent who would get roped into helping these fundraisers.) I do fully support the music and tech departments because these provide direct student instruction. While other communities cut, these types of programs can be a unique draw to our region.

Traffic flow at the high school should be redone but the stadium area is fine. A roundabout on B at the far East entrance/exit would help greatly.

Could some these expenses be covered with community support / funding including naming rights?

Increased supports for the SPED departments and the need for Calm down spaces, emotional regulation spaces, and SEL curriculum

Shutdown all the schools and encourage home schooling for all

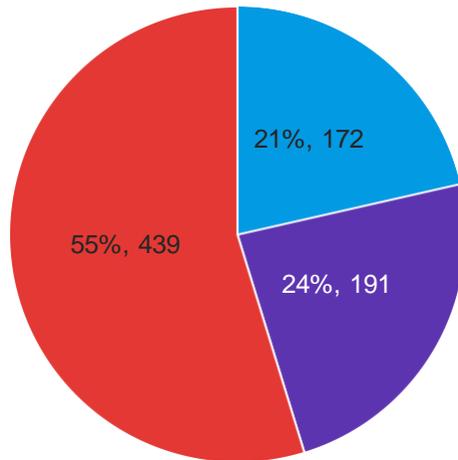
No updates should be made to the middle school as that would likely be the building that is closed if we fail to balance our budget.

Most of these items should not be done until the deficit is flipped.

I feel like there just isn't enough information to make my decisions. I see the cost of the projects, but not what that boils down to for cost to tax payers. Also - looking to update the high school pool area when that was supposed to be open to the public when tax payers agreed to pay to add that, but it's not.

Q37 - Would you support an operating referendum for \$1.75 million in 2023 and growing to \$2.25 million in 2028 to support the day-to-day operations of the District for each of the next five years? This will not raise the school tax mill rate.

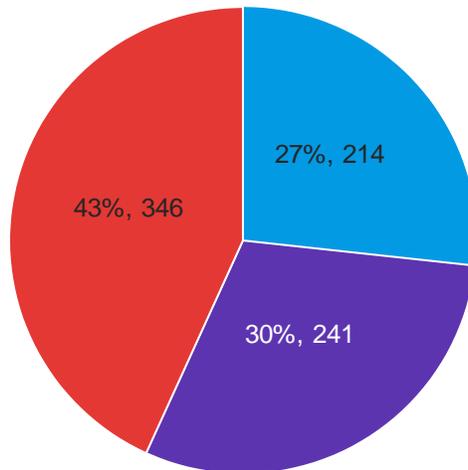
802 Responses



● Not Sure ● No ● Yes

Q38 - Would you support a capital referendum of up to \$40 million to fund the critical maintenance projects and facility improvement projects the community supports (based on survey responses)?

801 Responses



● Not Sure ● No ● Yes