

Can we stop by and pick up a survey?

Yes, surveys are available in the District Office as well as additional codes for other voting family members.

Scott Walker states, “No school should be suffering.” He sets goals and requirements for getting aid almost unattainable is that true?

Yes the requirements are unattainable. The only way district’s get more state aid is by having low property values and increasing students. We don’t have control over that.

The aid formula is driven by student counts, property values, and the state’s budget allocation in any given year.

Also, schools would not suffer if districts sliced employee salaries and benefits even more than they have already been cut. Governor Walker gave us the “tools” (as he called it), because Unions no longer have the bargained contractual language previously used to keep great teachers through benefits and salary. We need to pay them fairly and comparable to their peers in other districts.

Our District experienced a 17% reduction in state aid – is that correct?

Yes, since the 2007-08 school year our district state aid was reduced by 17% or \$2,136,376.

Are other school districts impacted as such?

Some were reduced and others increased, depending upon property values.

Is Douglas County the poorest county in Wisconsin? We are not property rich.

Actually, according to the 2010 Census, Douglas County ranks 33 and Bayfield County ranks 36 of the 72 counties in median income levels.

Note: Data is from the 2010 United States Census Data. Updated information will be available following the 2020 Census.

Rank	County	Per capita income	Median household income	Median family income	Population	Number of households
1	Ozaukee	\$39,778	\$74,996	\$90,133	86,395	34,228

2	Waukesha	\$36,752	\$75,064	\$89,799	389,891	152,663
3	Dane	\$32,392	\$60,519	\$80,995	488,073	203,750
4	St. Croix	\$31,377	\$67,446	\$78,646	84,345	31,799
5	Washington	\$30,580	\$64,434	\$77,154	131,887	51,605
6	Door	\$29,154	\$47,775	\$60,139	27,785	12,548
7	Oneida	\$28,085	\$45,857	\$56,092	35,998	16,003
8	Calumet	\$27,567	\$61,685	\$72,208	48,971	18,575
	<i>United States</i>	\$27,334	\$51,914	\$62,982	308,745,538	116,716,292
9	Vilas	\$27,128	\$41,631	\$52,777	21,430	9,658
10	Columbia	\$26,993	\$55,910	\$65,713	56,833	22,735
11	Outagamie	\$26,965	\$55,914	\$69,331	176,695	69,648
12	Brown	\$26,816	\$52,553	\$66,024	248,007	98,383
13	Walworth	\$26,769	\$54,487	\$67,308	102,228	39,699
14	Green	\$26,721	\$53,088	\$64,092	36,842	14,866
	<i>Wisconsin</i>	\$26,624	\$51,598	\$64,869	5,686,986	2,279,768

15	Winnebago	\$26,383	\$50,974	\$65,646	166,994	67,875
16	Racine	\$26,321	\$53,855	\$65,200	195,408	75,651
17	Pierce	\$26,313	\$60,181	\$74,419	41,019	15,002
18	Kenosha	\$26,168	\$54,430	\$67,311	166,426	62,650
19	Marathon	\$25,893	\$53,471	\$65,566	134,063	53,176
20	Sauk	\$25,452	\$50,390	\$62,196	61,976	25,192
21	Fond du Lac	\$25,360	\$51,549	\$64,173	101,633	40,697
22	Manitowoc	\$25,161	\$49,354	\$61,849	81,442	34,013
23	Iowa	\$25,156	\$54,737	\$67,090	23,687	9,547
24	Sheboygan	\$24,976	\$51,127	\$65,301	115,507	46,390
25	Green Lake	\$24,973	\$47,624	\$61,232	19,051	7,919
26	La Crosse	\$24,917	\$49,328	\$65,882	114,638	46,137
27	Wood	\$24,893	\$47,204	\$58,294	74,749	31,598
28	Portage	\$24,873	\$51,456	\$66,262	70,019	27,814
29	Eau Claire	\$24,826	\$45,846	\$64,507	98,736	39,493

30	Jefferson	\$24,729	\$54,769	\$65,684	83,686	32,117
31	Polk	\$24,704	\$49,806	\$59,246	44,205	18,004
32	Kewaunee	\$24,574	\$54,152	\$63,861	20,574	8,239
33	Douglas	\$24,552	\$43,127	\$56,723	44,159	18,555
34	Oconto	\$24,521	\$46,633	\$55,367	37,660	15,415
35	Pepin	\$24,233	\$48,446	\$57,736	7,469	3,051
36	Bayfield	\$24,028	\$43,176	\$53,882	15,014	6,686
37	Chippewa	\$23,952	\$48,672	\$58,963	62,415	24,410
38	Rock	\$23,926	\$49,716	\$61,165	160,331	62,905
39	Lincoln	\$23,793	\$46,625	\$59,195	28,743	12,094
40	Milwaukee	\$23,740	\$43,215	\$54,539	947,735	383,591
41	Dodge	\$23,663	\$52,571	\$62,341	88,759	33,840
42	Sawyer	\$23,527	\$37,091	\$46,134	16,557	7,038
43	Waupaca	\$23,293	\$46,876	\$58,613	52,410	21,387
44	Trempealeau	\$23,224	\$46,582	\$57,432	28,816	11,524

45	Washburn	\$23,221	\$41,641	\$49,865	15,911	6,916
46	Price	\$23,125	\$41,026	\$53,697	14,159	6,329
47	Monroe	\$23,052	\$47,333	\$58,666	44,673	17,376
48	Juneau	\$23,026	\$45,664	\$54,059	26,664	10,527
49	Marinette	\$22,999	\$39,698	\$50,243	41,749	17,974
50	Marquette	\$22,895	\$45,012	\$53,408	15,404	6,571
51	Burnett	\$22,767	\$39,626	\$47,923	15,457	6,807
52	Barron	\$22,666	\$42,601	\$52,189	45,870	19,173
53	Taylor	\$22,639	\$44,489	\$55,182	20,689	8,388
54	Buffalo	\$22,579	\$45,302	\$55,095	13,587	5,708
55	Shawano	\$22,539	\$45,841	\$53,337	41,949	17,019
56	Lafayette	\$22,026	\$48,114	\$58,031	16,836	6,609
57	Langlade	\$22,025	\$41,034	\$49,897	19,977	8,587
58	Waushara	\$22,002	\$42,540	\$50,189	24,496	9,949
59	Adams	\$21,917	\$39,885	\$45,821	20,875	8,666

60	Dunn	\$21,624	\$48,376	\$60,984	43,857	16,373
61	Vernon	\$21,618	\$43,632	\$53,813	29,773	11,616
62	Crawford	\$21,346	\$39,486	\$51,466	16,644	6,812
63	Richland	\$21,301	\$43,900	\$54,186	18,021	7,349
64	Iron	\$21,286	\$35,618	\$45,851	5,916	2,822
65	Jackson	\$20,778	\$43,191	\$51,885	20,449	7,843
66	Grant	\$20,758	\$43,889	\$54,743	51,208	19,396
67	Forest	\$20,578	\$37,627	\$44,296	9,304	3,836
68	Rusk	\$20,573	\$38,352	\$48,176	14,755	6,232
69	Florence	\$20,283	\$40,180	\$44,940	4,423	1,987
70	Clark	\$19,797	\$42,777	\$51,441	34,690	12,679
71	Ashland	\$19,730	\$38,111	\$44,365	16,157	6,736
72	Menominee	\$14,794	\$31,076	\$37,176	4,232	1,318

Does increasing class sizes in the upper grades make more sense? Teachers are saying they cannot teach large class sizes.

Yes, reducing staff and increasing class sizes for upper grades will also need to happen. The only classes that may not be conducive to increasing class sizes may be Technology Education, where equipment and maintaining safety would be an issue.

Why is enrollment dropping so quickly? There is legislation for rural areas, where is that money?

We can only speculate, but one thing we know for sure - families are having less children. Another major reason is lack of affordable housing for families. We have no industry or employment with higher paying jobs to bring in or keep families for employment reasons, and our lake properties are very costly for a growing family. (See page 11 of the September 6, 2017 meeting questions and answers.)

We have always qualified for the one portion of the high transportation aid. However, we do not qualify for the two new sparsity aid programs because we are still over a 1,000 students and pick up more children, on average, per square mile than the program allows.

Enrollment continues to drop; will you continue to ask for more money?

This potential referendum is asking for a five-year commitment. We have no idea of what will happen next year with state aid, let alone in year six (6). We will continue to be fiscally responsible for our taxpayers and continue to pay off the debt already incurred which may lead us into a better situation. The 2006 referendum will be paid off in 2025.

Does the district have a grant writer? Would a grant writer pay for itself?

Any parents could be grant writers – volunteering?

See page 8 of the September 6, 2017 meeting questions and answers for a specific list of those grants our current staff has obtained so far this year, totaling \$85,793. We are also a part of a consortium through CESA 12, which employs staff who also write grants that we benefit from. We stress to our administrators to continually search for more ways to fund programs that benefit our students and ease the budget through grants.

It would be difficult to determine whether a grant writer would pay for itself as funds would have to be expended before that determination could be made, and only some grants provide eligibility to claim a small stipend and benefits to the grant writer.

If there are any parents, who have experience with grant writing and would be willing to donate their time, please contact our office at 715-363-2431.

Can we restructure the HS/MS schedule and go back to a 6-7 hour day?

Is block scheduling the way to go?

All options of a daily student schedule are being examined to provide the optimal amount of instruction to our students with budget savings. Block scheduling has many advantages for multiple programs, however as enrollment declines and class sizes are reduced, it may be necessary to make some changes.

One bus route – added minutes, extra minutes – extra days of vacation? NES – extra minutes HS/MS no extra minutes, cost savings?

Yes, there was a cost savings moving to one bus route each morning; however, those funds (\$76,000 in bus driver salaries) were used to help balance last year's budget. We also saved \$225,000 of mileage/wear and tear on our buses, which helps us stretch the life of our buses.

We would not provide additional vacation to instructional staff during the school year as this reduces instructional time and would not be beneficial to students.

Can you reach out to large landholders for donations/railroads, etc.?

Soliciting funds from large landholders and asking donations from surrounding large businesses may be an option; however, our school board would need to direct the Superintendent to do so. It would be difficult to ask those already paying their fair share of taxes to ask for more.

Ask the staff – why are you here? What do you like about the district?

This is a good tool to help us maintain our quality staff. The Teacher Compensation Committee's instructional representatives were charged with this task in February 2016 to bring the information back to the Committee when we were developing the current salary schedule. We will continue to monitor this.

Can teachers reimburse the district for training?

At this point in time, we are restricting professional training unless it is covered by a grant. We would not request that employees reimburse us for training we are requesting they attend.

Teachers leaving/ratio, how many leave each year?

(This question was answered in our September 6, 2017 series of questions/answers, bottom of page 2.) In the past three years, 14 teachers have left the School District of Maple for higher pay in other districts, or 14.28% of our teachers.

How many teachers have we lost to Superior?

Eleven of the 14 teachers that left the District went to Superior area in the past three years.

**What is our goal vs. Superior?
Are we trying to match them for salary?**

We know we cannot match dollar for dollar. However, our beginning salary is similar and our ending salary is similar. The difficulty is that it takes 26 years for our teachers to make it from the bottom to the top of the salary chart. In the Superior School District, it only takes 13 to 15 years for them to reach the top of the salary chart. That is many years of lost salary.

We own our buses, can we lease them? Can we contract bus routes?

Leasing of school buses is more expensive than owning; due to the amount of miles buses accrue before retiring them. Lease companies do not want their buses on the gravel or poor roads we experience in our district.

(As far as contracting, this question was answered in our September 6, 2017 series of questions/answers, bottom of page 3.) A study was conducted four years ago; and we will do another request for bids to help with a comparison. Regional busing contractors will be contacted.

Is anything dire needed to be fixed – “Mission Critical” in the referendum?

As far as buildings and roofs, we are okay for the next five (5) years. This is an operational referendum, not a building referendum. We will need funding to maintain the current programs and services for our students and retain quality staff.

If the survey does not support a certain item – will it be removed from the referendum?

Most likely, yes. However, it is always the school board’s decision on what the line items will be included for the possible referendum. We are purposely conducting this survey to listen to our voters.

Has district reached out to Google, Apple, etc, for direct donations?

We have not. However, finding the correct contact information will be the next step. If anyone has leads, please let us know.

How many did not receive survey?

Eight (8) as of the October 12 meeting reported they did not receive their survey and contacted our office for a code. Some who were contacted by email, found their survey in the SPAM folder.

Can we ask parents to bring kids to school?

Can we have pick up and drop off points rather than at their home? Similar to the activity bus?

Ask parents if they would be willing to provide transportation rather than taking the bus?

The following message is a response received from Janice Zmrazek, School Administration Consultant, Wisconsin Department of Public Instruction:

"I am sending this note as a reply to a voice mail left from Sara Croney. She asked if the district could ask families if they wanted transportation, and if the district could make rural students gather at a central bus pick up point?"

The district must offer transportation to all eligible students. It may ask families if they intend to use the transportation, then arrange routes for only those who say yes. However, the district must be ready to change routes to pick up any and all eligible students should they want it.

Districts have the right to establish routes and stops, and there is nothing to require a stop in front of each home. Group stops are common in urban areas. Technically a student can be made to walk two miles to school, so, unless such a walk would be hazardous for a student, such as along a highway with no shoulders, a road with no shoulders and hazards such as rivers, swamps, lakes, railroad tracks, etc., or it would put a 6 year old, for example, in the position to have to walk a mile to home in the freezing cold and dark of Wisconsin winters, the district could propose making students walk some distance to get to a group stop. We are uncertain whether the parents would be OK with this in practice – so a committee to study the issue first might be in order."

How many schools in the state are doing referendums?

There were 67 school districts statewide referendum questions in the November 2016 election ballot, in April of 2017 there were 65 school districts that went to referendum. Recently (within the last two years) South Shore, Ashland, Solon Springs, and Superior have gone to referendum.

Are neighboring districts seeing declining enrollment?

(This question was answered in September 6, 2017 question/answer session on page 11.) The following is a 10-year history of enrollment with school districts near ours. Declining enrollment has been an issue for several years for all of our districts. Enrollment information was taken from the Wisconsin Department of Public Instruction statistical center. Enrollment information for 2016-17 is not available at this time.

School District	2006 Enrollment	2016 Enrollment	Percentage Decrease
Ashland	2,218	2,127	4.10%
Drummond	519	385	25.82%
Northwood	445	348	25.82%
Solon Springs	350	260	25.71%
South Shore	201	156	22.39%
Superior	4,768	4,704	1.34%
Maple	1,415	1,370	3.2%
Maple Enrollment – 2017		1,315	7.07%

Maple is down 56 students in the past two years and will continue to decrease as there are only three classes at the high school level that are at 100 or above.

Do we receive more money based upon how many free and reduced lunch applications, how does the district lose money if we don't have many free and reduced students?

Much of the funding provided by the state through high needs grants are determined through the number of students/families who qualify for free and reduced meals through the National School Meal Program. We do need parents to complete the forms sent home with each student, also available online on our district webpage at www.nw-tigers.org, or can be requested through each school office. We have reached out continually throughout the newspaper, district newsletter and letters have been sent home to parents to complete the free and reduced meal forms.

In order for the District to qualify for high needs grants, we need to have 50% of our students qualify for free or reduced meals.

As of September 30, our free and reduced percentages are:

Northwestern Elementary School-31%; Iron River Elementary School-48%; Northwestern Middle School-30%; and Northwestern High School-32%

The qualifying percentage for high needs grants is an average of all four schools and enrollment within our district.

