

**SCHOOL DISTRICT OF MANAWA  
FINANCE COMMITTEE MEETING  
AGENDA**

**Google Meet joining information**

**Video call link: <https://meet.google.com/gjg-gzgs-igw>**

**Or dial: (US) +1 260-782-6150 PIN: 257 683 380#**

**Date: August 31, 2022**

**Time: 5:00 p.m.**

**MES Board Room  
800 Beech Street, Manawa**

**Hybrid Meeting Format (In-person Meeting for Board of Education at MES Board Room,  
800 Beech Street & Virtual Components)**

**Board Committee Members: Jepson (C), Fietzer, Reiersen**

**In Attendance:**

**Timer:** \_\_\_\_\_ **Recorder:** \_\_\_\_\_

1. Consider Endorsement of 2022-23 Fundraisers (Information / Action)
2. Consider Endorsement of the 2022-23 Salary and Stipend Guide (Information / Action)
3. Occupational Therapist Services for 2022-23 School Year (Information)
4. Business Mileage Reimbursement Rate Increase (Information)
5. Monthly Financial Summary (Information)
6. Estimated Equalized Valuation for SDM Municipalities (Information)
7. Discussion and/or Endorsement of Financially Related KPIs (Information / Action)
8. Finance Committee Planning Guide (Information / Action)
9. Next Finance Committee Meeting Date: \_\_\_\_\_
10. Next Finance Committee Items:
  1. Annual Meeting Preview
  2. OPEB Benefit Proposal
7. Adjourn

## 2022-23 SDM Salary and Stipend Guide Revision Recommendations

Page	Change
	Addition of Wage Equalization info
4 (V)	Clarification of where to find the TPE Guide
throughout	Gender neutral pronoun
5-6 (X)	Added language and reorganized the steps for clarity (procedure did not change)
7	Replaced “mentee” with “initial educator”
7	Replaced “mentee” with “newly hired, experienced teacher”
8	Added “*” to activities that require preapproval
10	Professional Educator Stipends, Internal Subbing, added “or \$20 per hour”
10	Substitute Teacher hourly rate no longer applies
11	Athletic Director stipend reflects current agreement with a stipend for Home Event Supervisors (reflects practice begun in 2021-22 due to AD being a head coach of multiple sports)
11	7 <sup>th</sup> and 8 <sup>th</sup> grade separated if number of participants warrant it (Volleyball, Boys Basketball, Girls Basketball)
11	Eliminated Middle School Cross Country and combined the program to 6-12 Cross Country (reflective of practice)
12	Changed “MS” to “5 <sup>th</sup> -8 <sup>th</sup> Gr.” Wrestling
12	Changed “Jr. High” to “Middle School” Track
12	Added “Boys and Girls” to Golf for clarity
12	Separated Art Club and Art Team because they are separate groups
12	Event Chaperones – moved the payment to correct column
12	Changed FBLA/DECCA advisor payment to \$315 to match others
13	Separated LWHS and MMS Yearbook stipends into 2 separate groups and added wording to eliminate payment if the development of a yearbook is part of a class taught within the school day
13	Changed “mentee” to “initial educator”
13	Changed the CWC Officials Rates table to match the CWC publication
14	Eliminated Trainer pay because this is a contract through the physical therapy provider
14	Changed the rates of pay for the Track Flash Timer and the Track Hand Timer to \$35 each and the Volleyball Freshman Book and Volleyball Freshman Clock to \$15 each.

The Support Staff Handbook will be posted to the School District of Manawa website following Board of Education approval of substantive language changes as presented. The Manawa Board of Education will be notified of the date that this handbook is converted to a version considered compatible for use by individuals with visual impairments or limited vision as per the Office of Civil Rights requirements and posted to the School District of Manawa website. This OCR compatible conversion may impact the appearance of the document (i.e. change in fonts, font sizes, paging in the table of contents, etc.) resulting in technical changes but no substantive changes will be made. Should a substantive change be required, the handbook will be brought back to the Board of Education for approval.



**Students choosing to excel; realizing their strengths.**

~~2021-22~~2022-23

# Salary & Stipend Guide

School District of Manawa  
800 Beech Street  
Manawa, WI 54949  
920-596-2525  
[www.manawaschools.org](http://www.manawaschools.org)

*Approved by the Manawa Board of Education on  
July 19, 2021 and November 15, 2021(revised), September 19, 2022*

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**School District of Manawa**  
**Salary Advancement Model**

Original Planning Team

District Administrator, Melanie J. Oppor  
Business Manager, Carmen O'Brien  
MES, Sarah Highlander  
MES, LuAnne Ujzdowski  
MES, Meria Wright  
LWJSHS, Jeff Bortle  
LWJSHS, Andrea Hraban  
LWJSHS, Michele Koshollek

**I. Background**

The SDM Salary Advancement Model was designed in the 2017-18 school year by a joint committee of SDM teachers and administrators. This Salary Advancement Model replaced the previous teacher/administrator designed plan called the Professional Advancement Compensation Eligibility (PACE) that was in place from the 2015-16 school year through the 2017-18 school year with final payments made in the 2018-19 school year.

The Salary Advancement Model is a combination of features gathered from other Wisconsin school districts along with the creative, personalized ideas suggested by School District of Manawa stakeholders. The driving vision for this plan is to acknowledge and foster a culture of professionalism that is characterized by a commitment to continuous improvement throughout a career. The vision reinforces characteristics to include quality instruction by fostering a culture of professionalism through accountability, a job-embedded salary structure, and continuous improvement through lifelong learning. This compensation system recognizes the many, varied ways in which 4K- to grade 12 teachers work with students to enrich their lives and thus, the wide variety of professional growth opportunities needed by teachers to continue to grow and feel fulfilled over the life of their career as a professional educator. A goal of the SDM Salary Advancement Model is to promote a positive and collaborative learning environment in which teachers are compensated for their professionalism.

**II. Overview**

A single-lane, eight-tiered career ladder is used as the basis for salary advancement (See Appendix A). There are several levels through which a typical teacher will pass during a career spanning 2-3 decades of employment with the SDM. Teachers typically move from one level to the next level about every six years through a promotion process based on the accumulation of points for a wide variety of professional development activities. Advancement requires collaboration, professionalism, and evidence of continuous improvement. There is also annual incremental growth within each level.

### III. Career Levels

The single-lane salary structure is intended to provide opportunities for all educators --- from initial educator through experienced veteran educators. Promotions from one level to another are based on evidence of professional improvement that will be showcased in a culminating reflection experience with the teacher's supervising principal with the option of including a secondary administrator. This is a professional advancement career ladder.

### IV. Salary Structure

The single-lane salary structure is based on the opportunity to be promoted annually in small incremental steps. Teachers can move one step each contract year. Larger salary advancements will be provided at critical junctures in the model as teachers move from initial educator licenses to regular teacher licenses and again as teachers move from one level to the next level about every six years or two summary evaluation cycles. The teacher may submit documentation of the accumulated points no later than February 1 of the teacher's eligible year. Those points may include anticipated activities anticipated to be completed on or before June 30 of the year points are being submitted for salary advancement. A teacher may defer movement from one level to the next level for one year either at the teacher's discretion or the principal's recommendation.

### V. Job Performance Evaluation

The specifics of the District's teacher evaluation plan are contained in the *SDM Teacher Performance Evaluation (TPE) Guide*, [as found in the Frontline software solution](#). The SDM utilizes the CESA 6 Teacher Effectiveness Model, based on the work of Dr. James Stronge, for its evaluation system. The SDM Salary Advancement Model is fully integrated with the TPE to maximize the connectedness between job performance reviews, evidentiary artifacts, and the advancement process. This integration allows teachers to maintain their focus and not be pulled in different directions by varied systemic requirements. The SDM annually conducts a full summary evaluation on each initial educator (defined as any teacher employed in ~~his/her~~ their first three years as a teacher within the District). Subsequently, teachers on continuing contracts have a full summative evaluation by their direct supervisor no less than every three years, subject to compliance with state statute. Every teacher has specific goals upon which they are measured every year, and every teacher receives a brief administrative review every non-summative year based on goal progress and other factors.

### VI. Performance Improvement Plan Freeze

Each teacher's direct administrative supervisor is responsible for providing a written summary evaluation of the teacher's performance since ~~their/his/her~~ previous summary evaluation in accordance with the format adopted by the District. If a teacher has a negative summary (more than one "needs to improve" standard on the Teacher Effectiveness Model), then that teacher is placed on a Performance Improvement Plan and is frozen at ~~his/her~~ their current location on the Salary Advancement Model for the next school year. No advancement may occur. The same process would be used with a teacher between summary years whose performance was deemed unsatisfactory by the administrator who is responsible for documenting administrative review during non-summary years. In order to resume advancement in the Salary Advancement Model, the professional educator must satisfactorily complete the Plan of Improvement process as defined in the *TPE* and approved by the supervising principal.

## VII. Advancement on the Wage Model

Points are accumulated over a six-year span for Salary Advancement. Each teacher must accumulate 240 points that roughly equates to 240 hours of non-contractual time. Points are divided into two categories: Professional & Leadership Growth and Community & Connections.

At least 70% or 168 points must be devoted to Professional & Leadership Growth related activities. A teacher can choose to complete all points in the Professional & Leadership Growth activities. These activities focus on a professional growth mindset that culminates in the teacher taking on leadership roles that enhance the profession.

No more 30% or 72 points will be accepted for Community & Connections. This category recognizes the importance of forging lasting relationships with students, families, business partners, and the SDM community for the betterment of the district.

The teacher will create a reflection on how the new learning from participation in the activities named for points enhanced instruction in the classroom (or service to clients in the case of counselors, therapists, etc.). The reflection may be presented in a variety of different ways such as, but not limited to, written, verbal, technology presentation, or video. The method of sharing the reflection should support the teacher's purpose in demonstrating how the teacher has grown in his/her/their craft.

The Board of Education makes all advancement decisions in the spring based on the recommendation of the District Administrator, who is presented with an approved compilation of the Salary Advancement points. There are no automatic advancements from one level to the next level meaning that if a teacher chooses not to submit the documentation of points and reflection, an advancement will not be processed. There is no quota or restriction for the number of advancements granted annually from the pool of eligible candidates. All criteria for documentation must be submitted for advancement by February 1. Teachers who are not promoted remain frozen at their current salary schedule level until such time as they are advanced. Candidates who do not feel ready for the advancement process may defer for a year at a time, remaining frozen at their level, until such time as they feel ready to proceed with the advancement process. Smaller annual salary increases are available within levels.

## X. Procedures for Advancement

- A. It is the teacher's responsibility to keep track of points on the Professional Advancement Points Form – Addendum D Form (electronic or paper options) for qualifying activities.
- B. It is the responsibility of the teacher to obtain verification (electronic or signature) on the Professional Advancement Points Form – Addendum D for each activity within 15 days following the completion of the activity. Teachers will retain their completed form(s) until they reach level 6 and have accumulated 240 points/equivalent to about 240 hours.
- C. No later than February 1, the teacher must submit all documentation of accumulated Salary Advancement and have a meeting with their principal to endorse the Reflection Cover Sheet (Addendum C). Teachers will retain their completed form(s) until such time as the teacher accumulates 240 points/equivalent to about 240 hours and submits the completed form(s) found in Addenda C and D for those points to the District Administrator. The deadline for submission is February 1 of the year in which the

~~teacher is eligible for salary advancement from one level to another. The salary advancement will be applied the following school year.~~

- D. No later than February 1 ~~and with the principal endorsement of the Reflection Cover Sheet (Addendum C)~~ the teacher must submit all documentation of accumulated Salary Advancement ~~and a principal endorsed Reflection Cover Sheet (Addendum C)~~ to the District Administrator.
- E. At the February meeting of the School Board, the District Administrator will present the advancement recommendations to the Board in open session. The Board will discuss and make decisions regarding the advancements.
- F. Following the Board's decision at the February meeting, the District Administrator will notify each teacher of the Board's decision.
- ~~F.G.~~ G. ~~The salary advancement will be documented on the following school year's contract.~~
- ~~G.H.~~ H. Points not submitted for Salary Advancement may be held over for not more than seven fiscal years (July 1 to June 30) beyond the date of completion noted on the Salary Advancement Activity Form for that activity.

XI. **Rules for Salary Advancement Compensation Eligibility Points**

- A. The number of points needed for movement from one level to the next is 240 points/about the equivalent of 240 hours.
- B. There will be no "double dipping." If a monetary stipend is available for an activity (e.g., an advisory post or coaching), the teacher will receive either the monetary stipend or the Salary Advancement points for that activity as declared in advance when accepting the annual contract for that position.
- C. It is the responsibility of the teacher to obtain a verification (electronic or signature) on the Activity Form for each activity within 15 days following the completion of the activity.
- D. Teachers will retain their completed compilation form until such time as the teacher accumulates 240 points and submits the completed form for those points with the signed reflection cover sheet to the District Administrator. The deadline for submission is February 1 of the year in which the teacher is eligible for salary advancement from one level to another. The salary advancement will be applied to the teacher's contract base wage for the following school year.
- E. A special Professional & Leadership Growth activity option provides an opportunity for professional educators to apply to their school principal for salary advancement points for an activity that is not outlined below. The school principal has discretionary authority to grant points for such requests and will use a rigorous professional standard for making a decision. Points are given for tasks that go beyond the professional educator's contractual/handbook responsibilities.

The following guidelines will be used for assigning point values to activities not specifically listed in the tables below:

- Activity occurs outside of work hours (evenings, weekends, summer, etc.).
- No compensation is being received for the task.
- Tasks must lead to demonstrable professional growth as evidenced through reflections shared with the principal.



F. The following activities qualify for salary advancement points as delineated below:

Professional & Leadership Growth	
Points needed at the 6-year mark = <b>240</b>	at least 70%
Minimum number of points needed	168
Points Opportunities	
Complete graduate credit(s)	15 per credit
Additional certification/license related to position or school district (preapproval required) or National Board Certification	100-240 points*
Mentor (up to 20 hours per year)	2 points/hour/ <del>initial educator</del> <del>mentee</del>
Professional Buddy (up to 20 hours per year)	1 point/hour/ <del>newly hired,</del> <del>experienced teacher</del> <del>mentee</del>
Supervisor of student teachers	9 points/quarter
Internship supervisor	18 point/quarter
Teach a graduate course	50 points/course
Articulated/dual credit or AP course instructor	20 points/year
Officer of a professional education organization	1 point/hour
Member of a professional education organization	10 points/organization
Lead a professional development session (in-house)	5 points per hour of presentation (includes preparation in the figure)
Present at a workshop/conference (out-of-district)	10 points
Attend conference/workshop (preapproval required)	1 point/hour *
Member of non-contractual committees (preapproval required)	1 point/hour *
Initiate innovative classroom practice(s) (preapproval required)	2 points/hour/week(s) implemented up to 100 points *
Participate in a book study group outside of contractual hours (preapproval required)	1 point/hour up to 10 points/book *
Published in a scholarly journal	50 points

Grant writing	2 point/hour
Awarded a grant	10 points/grant

\*denotes preapproval requirement

Community & Connections	
	up to 30%
Maximum number of points accepted	72
Points Opportunities	
Athletic or co-curricular Coach/Advisor of pre-approved activity (points vs. stipend)	1 point/hour*
Create and serve as an advisor for an after-school activity (non-stipend)	1 point/hour*
Community outreach	1 point/hour up to 20 points
Attend a school related event (non-contractual hours)	1 point/hour up to 20 points
Member of a community organization	1 point/hour
Author article in Wolf Pack Express	1 point/article
Human Service-based children/family support team	1 point/hour*
Chaperone a one-day non-school day field trip/non-parent role	1 point/hour up to 8 hours a day*
Chaperone a multi-day field trip (in a non-parent role)	1 point/hour up to 8 hours a day*
Lunch Supervision – in lieu of 30 minute duty-free lunch	6 points or 1 additional PTO day per semester*

\*denotes preapproval requirement

### Summary Timeline for SDM Salary Advancement

By October 1	Teachers who are eligible for Advancement will be confirmed.
By January 31	Teachers who are eligible for Advancement will hold a reflection conference with their building principal and up to one secondary administrator (optional) as mutually agreed upon by the teacher and principal based on the secondary evaluator's expertise.
By February 1	All signed Salary Advancement point forms are submitted to the District Administrator in a single complete packet.

At February BOE meeting	District Administrator presents advancement recommendations to the Board of Education in open session for Board action.
By Early-March	Teachers will be notified of their advancement as per the Board's decision.

**Salary Advancement Model**

	Increase from past year	Level	Wage
<b>LEVEL A</b>	\$0	A1	<b>\$40,000</b>
	\$800	A2	<b>\$40,800</b>
	\$800	A3	<b>\$41,600</b>
	\$1,000	A4	<b>\$42,600</b>
	\$1,000	A5	<b>\$43,600</b>
	\$1,500	A6	<b>\$45,100</b>
<b>LEVEL B</b>	\$1,500	B1	<b>\$46,600</b>
	\$1,000	B2	<b>\$47,600</b>
	\$1,000	B3	<b>\$48,600</b>
	\$1,000	B4	<b>\$49,600</b>
	\$1,000	B5	<b>\$50,600</b>
	\$1,000	B6	<b>\$51,600</b>
<b>LEVEL C</b>	\$3,000	C1	<b>\$54,600</b>
	\$500	C2	<b>\$55,100</b>
	\$500	C3	<b>\$55,600</b>
	\$500	C4	<b>\$56,100</b>
	\$500	C5	<b>\$56,600</b>
	\$500	C6	<b>\$57,100</b>
<b>LEVEL D</b>	\$3,000	D1	<b>\$60,100</b>
	\$500	D2	<b>\$60,600</b>
	\$500	D3	<b>\$61,100</b>
	\$500	D4	<b>\$61,600</b>
	\$500	D5	<b>\$62,100</b>
	\$500	D6	<b>\$62,600</b>
<b>LEVEL E</b>	\$3,000	E1	<b>\$65,600</b>
	\$500	E2	<b>\$66,100</b>
	\$500	E3	<b>\$66,600</b>
	\$500	E4	<b>\$67,100</b>
	\$500	E5	<b>\$67,600</b>
	\$500	E6	<b>\$68,100</b>
<b>LEVEL F</b>	\$1,000	F1	<b>\$69,100</b>
	\$500	F2	<b>\$69,600</b>
	\$500	F3	<b>\$70,100</b>
	\$500	F4	<b>\$70,600</b>
	\$500	F5	<b>\$71,100</b>
	\$500	F6	<b>\$71,600</b>
<b>LEVEL G</b>	\$1,000	G1	<b>\$72,600</b>
	\$500	G2	<b>\$73,100</b>
	\$500	G3	<b>\$73,600</b>
	\$500	G4	<b>\$74,100</b>
	\$500	G5	<b>\$74,600</b>
	\$500	G6	<b>\$75,100</b>

	\$1,000	H1	<b>\$76,100</b>
	\$500	H2	<b>\$76,600</b>
	\$500	H3	<b>\$77,100</b>
	\$500	H4	<b>\$77,600</b>
	\$500	H5	<b>\$78,100</b>
<b>LEVEL H</b>	\$500	H6	<b>\$78,600</b>

**Professional Educator Stipends**

	Rate
Curriculum Development	\$25 per hour
Professional Development	\$20 per hour
Professional Development with required product	\$25 per hour
Internal Subbing	\$18 per class period <u>or \$20 per hour</u>

**Substitute Teacher**

	Rate
<del>Former SDM Teacher</del>	<del>\$120 per day</del>
Substitute Teacher	<del>\$120</del> per day
	<del>\$14.29 per hour*</del>

Hourly sub. rate was calculated as \$100 per day divided by 7 teaching periods in a regular teaching day (includes RTI time)

**Support Staff - Each year, the Business Manager will submit a support staff wage proposal as part of the Staff and Program change procedure to the Board of Education. Increases in wages will be determined by the Board of Education pending a positive evaluation.**

Support Staff	
Job Category	Starting Wage
<b>Clerical</b>	
Payroll/Accounts Payable	\$16.00
Administrative Assistant	\$15.00
District Administrative Clerical Support	\$14.50
Clerical/Health Support	\$14.25
<b>Food Service</b>	
Food Service Manager	\$15.00
Food Service Team Member	\$13.25
<b>Paraprofessionals</b>	
Special Education Paraprofessional	\$14.75
Instructional Paraprofessional	\$13.25
<b>Custodial</b>	
Building Custodian	\$13.75
Part-time Maintenance	\$14.00
Part-time Grounds Keeping	\$11.75

<b>Substitutes</b>	
Custodian	\$11.50
Paraprofessionals	\$11.00
Food Service	\$11.00
Building Clerical	\$10.75

Appendix B

<b>Co-Curricular Stipends</b>	
<i><b>Position</b></i>	<i><b>Stipend</b></i>
Athletic Director	<del>\$8,750</del> 10,000
Home Event Supervisor (in place of AD)	\$50 per event
<b>Fall Coaches</b>	
Head Football	\$3,240
Asst. Football (3 @ \$1,935 each)	\$5,805
7-8th Gr. Football	\$1,465
7-8th Gr. Football	\$1,465
Head Volleyball	\$3,240
Junior Varsity Volleyball	\$1,935
Junior Varsity 2 Volleyball	\$1,935
8th Gr. Volleyball (if numbers warrant separate middle school teams)	\$1,465
7th Gr. Volleyball (if numbers warrant separate middle school teams)	\$1,465
6-12 Cross Country Head	\$3,240
6-12 Asst. Cross Country	\$1,935
<del>MS Cross Country</del>	<del>\$1,465</del>
<b>Winter Coaches</b>	
Boys Basketball Head	\$3,240
Junior Varsity Boys Basketball	\$1,935
Junior Varsity 2 Boys Basketball	\$1,935
8th Gr. Boys Basketball (if numbers warrant separate middle school teams)	\$1,465
7th Gr. Boys Basketball (if numbers warrant separate middle school teams)	\$1,465
Girls Basketball Head	\$3,240
Junior Varsity Girls Basketball	\$1,935
Junior Varsity 2 Girls Basketball	\$1,935
8th Gr. Girls Basketball (if numbers warrant separate middle school teams)	\$1,465
7th Gr. Girls Basketball (if numbers warrant separate middle school teams)	\$1,465
Head Wrestling	\$3,240
Asst. Wrestling	\$1,935

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<del>5<sup>th</sup>-8<sup>th</sup> Gr</del> MS Wrestling	\$1,465
<b>Spring Coaches</b>	
Head Softball	\$3,240
Junior Varsity Softball	\$1,935
Head Baseball	\$3,240
Junior Varsity Baseball	\$1,935
Track Head Coach	\$3,240
Asst. Track	\$1,935
Asst.-Track (if 25+ students)	\$1,935
<del>Middle School Jr. High</del> -Track	\$1,465
<del>Middle School Jr. High</del> -Track	\$1,465
<del>Middle School Jr. High</del> -Track (if numbers exceed 50)	\$1,465
Head Golf <del>--</del> Combined <u>Boys and Girls</u>	\$3,240
Cheerleading / Pep Club	\$3 <del>1</del> <u>25</u>
<b>Fine Arts / Club / Advisors</b>	
Art Club <del>/Team</del>	\$3 <del>2</del> <u>15</u>
<u>Art Team</u>	<u>\$1,935</u>
Marching Band (up to 7 total performances per year - must include Homecoming, Miracle on Bridge Street, Memorial Day, the Manawa Rodeo parade, and other community events)	\$75 per event
Pep Band (up to 10 total performances per year)	\$30 per event
Class Advisor LWHS/Sr.	\$300
Class Advisor LWHS/Jr.	\$300
Class Advisor LWHS/S	\$300
Class Advisor LWHS/F	\$300
Class Advisor MMS	\$300
Prom Advisors - 3 @ \$150 each	\$450
Event Chaperones <del>-\$25 per event</del> (per principal advanced approval)	<del>\$1,000</del> <u>25 per event</u>
FBLA/DECCA	\$3 <del>1</del> <u>25</u>
Forensics Director /HS Head Coach	\$1,935
Forensic MS Coach/Asst. Coach to HS as needed	\$1,255
Debate Coach/High School	\$315
NHS Director	\$315
One-Act Play	\$315
Play Director	\$1,000
Musical Theater Production/Artistic Director	\$3,000
Student Council HS - includes oversight of homecoming related events	\$625

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Student Council – MES (-would include any after school event)	\$250
LWHS <del>and MMS</del> -Yearbook ( <u>unless it is included as part of a Publications Class</u> )	\$630
<u>MMS Yearbook</u>	<u>\$315</u>
-MES Yearbook	\$315
Quiz Bowl	\$315
Initial Educator Mentor	\$250 per assigned <u>initial educator</u> <u>mentee</u>

**Officials Rates (CWC sets all Varsity rates)**

Sport	Number of Officials	Current Rate
Baseball	2	\$80
<del>Baseball – JV</del>		<del>\$60</del> (or additional \$20 to retain Varsity officials for an extra innings game)
Basketball	3	<del>\$90</del>
Cross Country	2	\$75
Football – <u>11 person</u>	5	<del>\$120</del>
<u>Football – 8 person</u>	<u>5</u>	<u>\$130</u>
Soccer	3	<u>\$70</u>
Softball	2	\$70
<del>Softball – JV</del>		<del>\$60</del> (or additional \$20 to retain Varsity officials for an extra innings game)
Track	3	\$100
Volleyball - Dual	2	<del>\$105</del>
<del>Volleyball – Pool Play</del>	<del>2</del>	<del>\$40 per match</del>
Wrestling	1	\$80
<u>Wrestling – Double Dual</u>	<u>1</u>	<u>\$160</u>
Wrestling - Multi Dual	3	\$175
Wrestling - Conference	3	\$200

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**Game Worker Rates (as set by the SDM)\***

JOB	LEVEL	RATE
ALL SPORTS - Security	Varsity/JV	\$45

	MS	\$35
ALL SPORTS - Tickets	All Levels	\$25 or Volunteer hours
Basketball - Book	C Team/Freshman	\$20
	Varsity	\$39
Basketball - Book/Clock	MS	\$30
Basketball - Clock	C Team/Freshman	\$20
	Varsity	\$34
Football - Chain Gang	All	\$20
Football - Clock	JV	\$25
	MS	\$40
	Varsity	\$30
Track- Computer	All	CONTRACTED at \$250
Track- event worker	All	\$20
Track- Flash Timer	All	<del>CONTRACTED at \$250</del> \$35
Track- Hand Timer	All	<del>\$35</del> \$20
<del>Trainer</del>	<del>All</del>	<del>CONTRACTED at \$300</del>
Volleyball - Book	Freshman	<del>\$42</del> \$15
	Varsity, JV	\$36
	MS	\$25
Volleyball - Clock	Freshman	<del>\$15</del> \$12
	Varsity, JV	\$35
	MS	\$25
Wrestling - Dual Book	Varsity	\$27
Wrestling - Dual Clock	Varsity	\$27

\*Tournaments lasting more than four (4) hours will be paid at two (2) times the above rate



Appendix C

**Salary Advancement Reflection Cover Sheet**

**Salary Advancement Candidate:**

**Reflection Meeting Date:**

**Points Confirmation:**

**Recommendation (“Yes” or “Not Yet”):**

If “not yet” is chosen, please explain with evidence why the candidate is not ready for a salary advancement.

**Teacher Signature & Date:**

**Principal Signature & Date:**

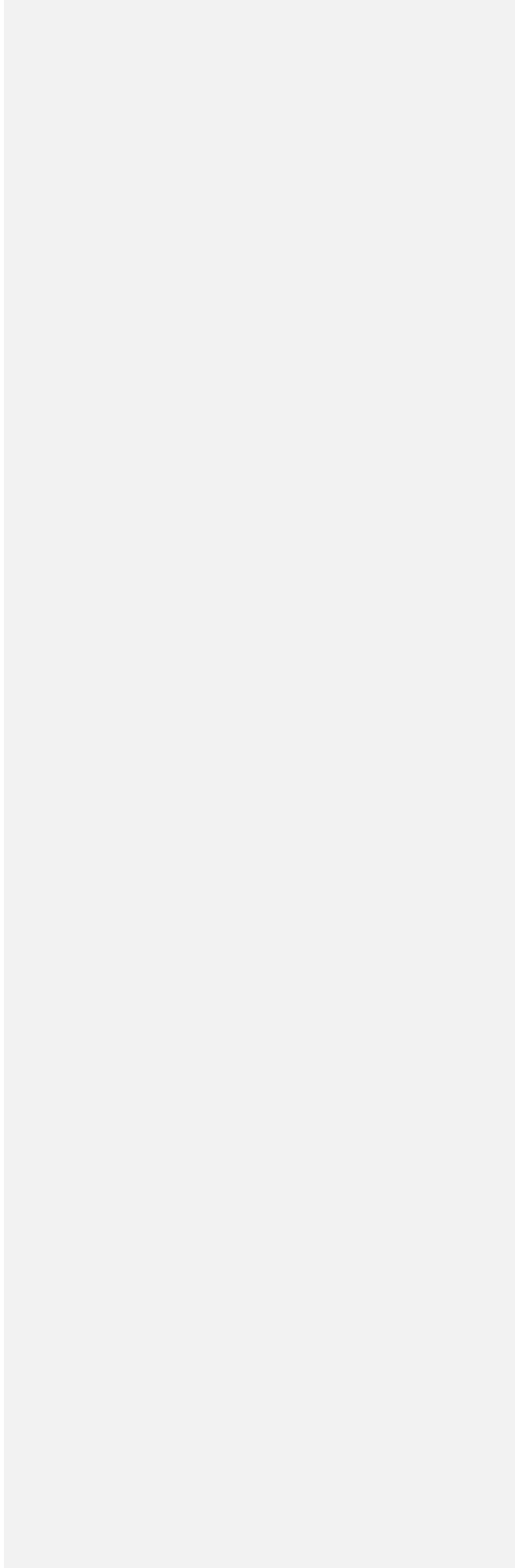
**District Administrator Signature & Date of Receipt:**

**Board of Education Decision:**

Appendix D

School District of Manawa  
Professional Advancement Points Form

Activity	Date/ Time	Point Value: Professional & Leadership Growth (at least 70%)	Point Value: Connections & Community (up to 30%)	Principal Endorsement



**School District of Manawa**  
Students Choosing to Excel, Realizing Their Strengths

**To:** Board of Education  
**From:** Carmen O'Brien  
**cc:** Dr. Melanie Oppor  
**Date:** 8/25/2022  
**Re:** Occupational Therapist Services for 2022-23 School Year

---

The School Districts of Manawa and Weyauwega-Fremont were able to work together to hire a certified occupational therapy assistant. Ms. Jessica Handrich will provide in-person services for students at both districts under the direction of licensed occupational tele-practitioner, Rebecca Lambright, employed by Soliant Health, LLC. Both contracts are held by Weyauwega-Fremont and Manawa has agreed to pay 40% of the costs for this combination of OT services.

The total salary and benefit cost for Ms. Handrich will be \$74,994, Manawa will be billed for \$29,997.60. The agreement with Soliant Health is for up to 16 hours per week at \$80 per hour. The high estimate is to use all 16 hours for 38 weeks, equating to \$48,640. If this occurred, the cost to Manawa would be \$19,456. The licensed OT legally must attend all IEP meetings and do all student evaluations. Ms. Lambright will also need to meet with Ms. Handrich periodically. Only the actual costs will be billed.

OT services for the 2021-22 school year were done remotely through Soliant Health because of the inability to hire an in-person occupational therapist. The 2021-22 cost was \$36,920. The above agreement will cost the SDM approximately \$49,453.60, dependent upon the number of weekly hours needed from Ms. Lambright.

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**ManawaSchools.org**



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## ADDENDUM A Terms of Teleservices Assignment

This Terms of Teleservices Assignment is subject to the terms and conditions of that certain Client Services Agreement between the parties outlined below.

### Assignment Details

Soliant Health, LLC will contract with VocoVision for the provisions of telepractice services to Client. Client will pay Soliant Health, LLC for the hours worked by Telepractitioner under the following terms:

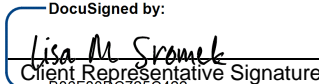
<b>Telepractitioner:</b>	Rebecca Lambright		
<b>Client:</b>	Weyauwega-Fremont School District		
<b>Assignment Start Date:</b>	8-8-22	<b>Assignment End Date:</b>	6-5-23
<b>Position:</b>	OT		
<b>Hours per Week:</b>	16		
<b>Bill Rate per Hour</b>	\$ 80	<i>Bill Rate is all-inclusive<sup>(a)</sup></i>	
<b>Technology Fee:</b>	\$ N/A		

One VocoVision station per full time position at no cost. Additional stations can be provided with a \$1,000 per unit refundable deposit and \$200 per unit nonrefundable configuration and shipping charge. Deposit will be refunded to the school district upon return of the station(s) in working condition within fifteen (15) days of the assignment being completed.

**Miscellaneous:** Not Applicable

- a) Sales tax will be added to professional fees if required by state law and client is not a tax-exempt entity.
- b) Client agrees that it will not directly or indirectly, personally or through an agent or agency, contract with or employ any Consultant introduced or referred by Soliant Health or VocoVision for a period of (24) months after the last date Client received Services from such Consultant. If Client or its affiliate enters into such a relationship or refers Consultant to a third party for employment, Client agrees to pay an amount equal to first year's total compensation including but not limited to a signing and/or relocation bonus, as agreed upon at the time of hiring. Payment is due and payable to Soliant Health upon start date.
- c) Client agrees to approve Telepractitioner's weekly log of service. Logs will be submitted on a weekly basis by Telepractitioner for Client's review and approval. Should Telepractitioner fail to submit paperwork or weekly log to show proof of completed work, Client agrees to notify Soliant Health in writing within three (3) business days of alleged failure. Client's failure to notify Soliant Health in writing within three (3) days period shall negate any Client invoicing dispute.

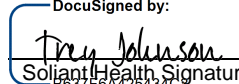
### Weyauwega-Fremont School District

DocuSigned by:  
  
 Client Representative Signature      6/30/2022      Date

Lisa M Sromek  
 Print Name

Director of Pupil Services  
 Title

### SOLIANT HEALTH, LLC

DocuSigned by:  
  
 Soliant Health Signature      6/30/2022      Date

Trey Johnson  
 Print Name

Account Executive  
 Title



## ADDENDUM B Teleservices Provisions

**Client Responsibilities.** Client agrees to the following items to facilitate VocoVision's provision of Services:

- (a) Client shall be responsible for providing a secure environment for VocoVision hardware and software ("Equipment") installed and operated at Client's designated location(s).
- (b) Client will provide sufficient infrastructure to support the proper operation of the Equipment, including network connectivity equal or superior to DSL access.
- (c) Client warrants that its facilities and operations will comply at all times with all federal, state and local safety and health laws, regulations and standards.
- (d) Client warrants that it will not use the Equipment for any purpose other than as contemplated hereunder and acknowledges that VocoVision is not responsible for any damages associated with such impermissible use.
- (e) Client agrees to provide appropriate local support to facilitate remote Telepractitioner's ability to fulfill the responsibilities outlined in Addendum C: Duties and Responsibilities.

**Scheduling.** Client agrees to the minimum hours of Services per week as stipulated in Addendum A: Terms of Teleservices Assignment and will schedule the appropriate number of student speech sessions and other related services each week to meet or exceed the minimum hours requirement. Client and telepractitioner will agree upon a weekly schedule for Services which will be loaded into the VocoVision system. Any revisions to the schedule must be submitted to the VocoVision Operations Department no later than 12:00 PM EST Friday for Services the following week. VocoVision requires a 24-hour notice to cancel scheduled Services. One cancellation without notice is permitted per school year. Additional cancellations with less than 24 hours' notice will be billed at the regular rate. Note that VocoVision telepractitioners are encouraged to complete non-therapy work (e.g., paperwork, planning, file reviews, etc.) during any such cancellation time.

**Administrative Responsibilities.** Client shall be responsible for orienting telepractitioners to Client's policies and procedures regarding the submission of any requisite paperwork which must be tendered for reimbursement by funding entities such as Medicare, Medicaid, or health insurance. Such paperwork may include, but is not limited to, individual education plans or Client-specific program plans. During the contracted assignment, should telepractitioners fail to submit paperwork as required per Client's policies and procedures, Client must notify VocoVision in writing within three (3) business days of alleged failure. Failure to notify VocoVision within the three (3) day period shall negate any Client claim to withhold payment due to paperwork non-compliance by telepractitioners. Within three (3) business days following the conclusion of a contracted assignment, Client shall conduct a final review to determine whether the completion of additional paperwork is needed from the telepractitioners. Failure to notify VocoVision prior to the fourth (4th) day after conclusion of the assignment will negate any Client claim to withhold payment due to paperwork non-compliance by telepractitioner.

### Weyauwega-Fremont School District

DocuSigned by:  
  
 Client Representative Signature  
 6/30/2022  
 Date

Lisa M Sromek

Print Name

Director of Pupil Services

Title

### SOLIANT HEALTH, LLC

DocuSigned by:  
  
 Soliant Health Signature  
 6/30/2022  
 Date

Trey Johnson

Print Name

Account Executive

Title



**ADDENDUM C  
Duties and Responsibilities**

**Duties and Responsibilities**

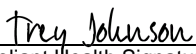
The duties and responsibilities of a Telepractitioner include, but are not limited to the following:

- Collaborates with the school district to identify students' communication characteristics, support resources, as well as any physical, sensory, cognitive, behavioral and motivational needs to determine the benefit a student may receive through telepractice.
- Collaborates with the school district to determine assessment resources - including their potential benefits and limitations - in the telepractice setting, and to develop a plan to assess students appropriately.
- Monitors effectiveness of services and modifies evaluation and treatment plans as needed.
- Maintains appropriate documentation of delivered services in a format consistent with professional standards and client requirements.
- Complies with state and federal regulations to maintain student privacy and security.
- Facilitates behavior management strategies in students as appropriate.
- Provides information and counseling to families and school personnel as needed

**Weyauwega-Fremont School District**

**SOLIANT HEALTH, LLC**

DocuSigned by:  
  
 Client Representative Signature      6/30/2022  
 Date

DocuSigned by:  
  
 Soliant Health Signature      6/30/2022  
 Date

Lisa M Sromek  
 Print Name

Trey Johnson  
 Print Name

Director of Pupil Services  
 Title

Account Executive  
 Title



**ADDENDUM D  
VocoVision Equipment Policies**

**VocoVision Damaged Equipment Policy**

If, during the course of contracted services, VocoVision computer equipment sustains damage or is missing components (keyboard, audio accessories, etc.), it should be reported immediately to the VocoVision Operations Department at 1-866-779-7005. Replacement equipment will be shipped to Client as needed. The costs of repairing or replacing the equipment (including shipping) will be charged to Client, but in no case shall exceed \$1,000 per unit.

At the end of the VocoVision contract period, all equipment must be returned in original packaging within 15 days of completion of services. All returned equipment will be inspected for both physical and internal damage. If equipment is found to be damaged, VocoVision reserves the right to withhold from Client deposit the cost of repairing or replacing the damaged equipment. If no Client deposit exists, VocoVision will bill Client for such charges and will provide supporting documentation of all costs.

Please initial 

**Packaging**

All packaging, boxes and containers used to ship VocoVision equipment are considered property of VocoVision and must not be discarded. Packaging should be stored and kept in good condition during the course of the contract and must be used for return shipping at the conclusion of services. If VocoVision packaging is lost or damaged, Client is solely responsible for obtaining replacement packaging to ensure undamaged return of equipment to VocoVision. In such cases, we strongly recommend the use of a professional packaging and shipping service, such as the UPS Store or a FedEx retail location.

Please initial 





**Ms. Carmen O'Brien**  
Business Manager

**School District of Manawa**  
*Students Choosing to Excel, Realizing Their Strengths*

**To:** Board of Education  
**From:** Carmen O'Brien  
**cc:** Dr. Melanie Oppor  
**Date:** 8/25/2022  
**Re:** Business Mileage Reimbursement Rate Increase

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The mileage reimbursement rate has increased from \$0.585 to \$0.625. This started on July 1, 2022. The 2023 rate will be released at the end of December for the upcoming calendar year.

---

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# IRS increases mileage rate for remainder of 2022

IR-2022-124, June 9, 2022

WASHINGTON — The Internal Revenue Service today announced an increase in the optional standard mileage rate for the final 6 months of 2022. Taxpayers may use the optional standard mileage rates to calculate the deductible costs of operating an automobile for business and certain other purposes.

For the final 6 months of 2022, the standard mileage rate for business travel will be 62.5 cents per mile, up 4 cents from the rate effective at the start of the year. The new rate for deductible medical or moving expenses (available for active-duty members of the military) will be 22 cents for the remainder of 2022, up 4 cents from the rate effective at the start of 2022. These new rates become effective July 1, 2022. The IRS provided legal guidance on the new rates in [Announcement 2022-13](#) [PDF](#), issued today.

In recognition of recent gasoline price increases, the IRS made this special adjustment for the final months of 2022. The IRS normally updates the mileage rates once a year in the fall for the next calendar year. For travel from January 1 through June 30, 2022, taxpayers should use the rates set forth in [Notice 2022-03](#) [PDF](#).

"The IRS is adjusting the standard mileage rates to better reflect the recent increase in fuel prices," said IRS Commissioner Chuck Rettig. "We are aware a number of unusual factors have come into play involving fuel costs, and we are taking this special step to help taxpayers, businesses and others who use this rate."

While fuel costs are a significant factor in the mileage figure, other items enter into the calculation of mileage rates, such as depreciation and insurance and other fixed and variable costs.

The optional business standard mileage rate is used to compute the deductible costs of operating an automobile for business use in lieu of tracking actual costs. This rate is also used as a benchmark by the federal government and many businesses to reimburse their employees for mileage.

Taxpayers always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

The 14 cents per mile rate for charitable organizations remains unchanged as it is set by statute.

Midyear increases in the optional mileage rates are rare, the last time the IRS made such an increase was in 2011.

## Mileage Rate Changes

<b>Purpose</b>	<b>Rates 1/1 through 6/30/2022</b>	<b>Rates 7/1 through 12/31/2022</b>
Business	58.5	62.5
Medical/Moving	18	22
Charitable	14	14

*Page Last Reviewed or Updated: 13-Jun-2022*

June 30, 2021

Monthly Financial Summary

	Revenues Month	Expenses Month	Revenues YTD	Expenses YTD	YTD Rev - Exp
Fund 10 - General	\$ 3,260,474.41	\$ 2,564,193.52	\$ 8,999,817.86	\$ 8,400,757.89	\$ 599,059.97
Fund 27 - Special Education	\$ 802,666.49	\$ 170,789.12	\$ 988,150.36	\$ 988,150.36	\$ -
Fund 50 - Food Service	\$ 98,659.93	\$ 60,379.01	\$ 466,703.15	\$ 360,296.56	\$ 106,406.59
Fund 80 - Community Fund	\$ 30.00	\$ 6,220.55	\$ 51,455.00	\$ 34,682.70	\$ 11,642.95
			<b>Interest to Date</b>		<b>Project Exp to Date</b>
Fund 49 - Referendum (2018)	\$ -	\$ -	\$ 183,503.24	\$ 664,185.07	\$ 12,171,518.49
Demo Referendum Project	\$ -	\$ 935.00	\$ -	\$ 1,870.00	\$ 345,592.08
					\$ 19,407.92
Debt Payments (Fund 39)	\$ -	\$ 475.00	\$ 1,109,282.95	\$ 817,092.56	

Accounts	Balance	Interest Rate
General Checking	\$ 3,330,342.52	0.568%
General Money Market	\$ 5,173.61	0.009%
ADM Investment Savings	\$ 150,634.88	1.000%
Fund 21 Account	\$ 118,100.64	0.040%
OPEB	\$ 265,610.33	
Fund 46 - Savings	\$ 350,270.07	

\$ (45,494.06) Change in Value from July 2021  
\$250,000 invested in CD with ADM

Grants	Allocation	Carryover	Total	Claimed to Date	Outstanding Revenue
<b>Fund 10</b>					
ARP Homeless Children & Youth II	\$ 6,079.00	\$ -	\$ 6,079.00	\$ 5,936.37	\$ 142.63
Carl Perkins (Tech. Ed)	\$ 6,468.00	\$ -	\$ 6,468.00	\$ 2,962.00	\$ 3,506.00
ESSER II Fund	\$ 360,845.00	\$ -	\$ 360,845.00	\$ 337,421.23	\$ 23,423.77
ESSER III Fund	\$ 810,972.00	\$ -	\$ 810,972.00	\$ -	\$ 810,972.00
Title I - Public (Reading/Math)	\$ 98,831.74	\$ 12,455.91	\$ 111,287.65	\$ 104,918.00	\$ 6,369.65
Title I - Private (Reading/Math)	\$ 21,721.26	\$ 33,384.07	\$ 54,959.63	\$ 22,957.99	\$ 32,001.64
Title II - Public (Professional Dev.)	\$ 21,419.27	\$ 17,677.69	\$ 39,096.96	\$ 15,891.06	\$ 23,205.90
Title II - Private (Professional Dev.)	\$ 3,145.73	\$ 3,336.35	\$ 6,482.08	\$ 6,110.40	\$ 371.68
Title IV - Public (Student Support & Enrichment)	\$ 8,745.04	\$ 9,406.56	\$ 18,151.60	\$ 6,075.70	\$ 12,075.90
Title IV - Private (Student Support & Enrichment)	\$ 1,254.96	\$ -	\$ 1,254.96	\$ 973.70	\$ 281.26
<b>Fund 27</b>					
Flow Through (SPED) - Public	\$ 180,042.28	\$ 39,594.90	\$ 219,637.18	\$ 168,690.68	\$ 50,946.50
Flow Through (SPED) - Private	\$ 29,673.72		\$ 29,673.72	\$ 11,127.48	\$ 18,546.24
Preschool (Early Childhood) - Public	\$ 11,011.00	\$ 3,216.17	\$ 14,227.17	\$ 11,211.15	\$ 3,016.02
Preschool (Early Childhood) - Private	\$ 847.00		\$ 847.00	\$ -	\$ 847.00

Revenues	Budgeted	Collected to Date	Outstanding	2020-21
Property Taxes	\$ 2,372,375.00	\$ 2,372,375.00	\$ -	\$ 2,660,335.00
Mobile Home Tax	\$ 1,200.00	\$ 2,723.09	\$ (1,523.09)	\$ 3,135.25
Athletic Event Admission	\$ 9,000.00	\$ 13,667.00	\$ (4,667.00)	\$ 4,845.50
Open Enrollment In	\$ 185,982.00	\$ 215,022.00	\$ (29,040.00)	\$ 126,073.00
Transportation Aid	\$ 20,000.00	\$ 17,765.00	\$ 2,235.00	\$ 23,718.00
Equalization Aid	\$ 4,785,653.00	\$ 4,785,653.00	\$ -	\$ 4,451,438.00
Sparsity Aid	\$ 248,935.00	\$ 262,030.00	\$ (13,095.00)	\$ 272,553.00
Per Pupil Aid	\$ 492,688.00	\$ 491,946.00	\$ 742.00	\$ 509,754.00
High-Cost Transportation Aid	\$ 30,000.00	\$ 43,611.55	\$ (13,611.55)	\$ 31,495.00

<b>Fund 10 Expenses</b>	<b>2020-21 FY Activity</b>	<b>2021-22 Budget</b>	<b>2021-22 FYTD Activity</b>	<b>Percent Expended to Date</b>	<b>Unexpended Balance</b>
Salaries	\$ 3,321,788.20	\$ 3,333,336.00	\$ 3,288,450.84	98.65%	\$ 44,885.16
Benefits	\$ 1,446,389.77	\$ 1,433,810.00	\$ 1,409,773.15	98.32%	\$ 24,036.85
Purchased Services	\$ 2,207,983.45	\$ 2,581,396.36	\$ 2,482,027.96	96.15%	\$ 99,368.40
Non-Capital Objects	\$ 410,798.90	\$ 222,916.01	\$ 389,502.35	174.73%	\$ (166,586.34)
Capital Objects	\$ 233,594.24	\$ 123,609.79	\$ 138,020.85	111.66%	\$ (14,411.06)
Debt Retirement	\$ -	\$ -	\$ -		\$ -
Insurance & Judgments	\$ 132,447.10	\$ 112,750.00	\$ 107,596.75	95.43%	\$ 5,153.25
Transfers (i.e. to Fund 27)	\$ 559,363.85	\$ 637,271.00	\$ 544,429.17	85.43%	\$ 92,841.83
Other (Dues & Fees)	\$ 27,389.93	\$ 260,440.84	\$ 40,956.82	15.73%	\$ 219,484.02
<b>TOTAL</b>	<b>\$ 8,339,755.44</b>	<b>\$ 8,705,530.00</b>	<b>\$ 8,400,757.89</b>	<b>96.50%</b>	<b>\$ 304,772.11</b>

<b>Fund 50 - Revenues</b>	<b>Monthly Total</b>	<b>2021-22 FYTD</b>	<b>2020-21 FYTD</b>
MES Sales	\$ 126.10	\$ 7,503.30	\$ 6,008.85
MMS Sales	\$ 213.50	\$ 23,626.80	\$ 14,768.25
LWHS Sales	\$ 379.25	\$ 33,665.85	\$ 25,705.05
Catering	\$ 1,583.15	\$ 4,441.53	\$ 4,183.72
Aid	\$ 96,357.93	\$ 397,465.67	\$ 311,268.16
<b>Total</b>	<b>\$ 98,659.93</b>	<b>\$ 466,703.15</b>	<b>\$ 361,934.03</b>
<b>Fund 50- Expenses</b>			
Salaries	\$ 12,909.48	\$ 121,290.04	\$ 114,009.31
Benefits	\$ 3,912.45	\$ 42,699.32	\$ 41,535.07
Purchased Services	\$ -	\$ -	\$ -
Repair/Maintenance	\$ 2,814.00	\$ 15,139.38	\$ 1,382.87
Operational Services	\$ -	\$ 935.41	\$ 557.94
Employee Travel	\$ -	\$ -	\$ -
Fuel - Vehicle	\$ 69.30	\$ 171.30	\$ 116.00
Commodity Charges	\$ -	\$ 9,201.96	\$ 11,143.73
Central Supply	\$ 1,570.37	\$ 14,123.88	\$ 11,326.38
Food	\$ 39,103.41	\$ 155,374.48	\$ 123,850.33
Other Non-Capital Objects	\$ -	\$ 16.55	\$ -
Capital Equipment	\$ -	\$ 1,344.24	\$ -
<b>Total</b>	<b>\$ 60,379.01</b>	<b>\$ 360,296.56</b>	<b>\$ 180,071.30</b>
	End June 2021	Rev-Exp FYTD	
<b>Fund 50 Balance</b>	<b>\$ 118,273.00</b>	<b>\$ 106,406.59</b>	



**School District of Manawa**  
Students Choosing to Excel, Realizing Their Strengths

**To:** Board of Education  
**From:** Carmen O'Brien  
**cc:** Dr. Melanie Oppor  
**Date:** 8/25/2022  
**Re:** **Estimated** Equalization Valuation

The Wisconsin State Department of Revenue released the **estimated** property values for the School District of Manawa. The 2021 value of properties used to calculate the 2021-22 school year tax payments was \$416,687,618. The **estimated** 2022 value of properties that will be used to calculate the 2022-23 school year tax payments is \$444,471,011, this is a 6.7% increase overall.

Assessed value for property is not equal across all municipalities.

Municipality	2021-22 Percent Change in Property Values	Estimated 2022-23 Percent Change in Property Values	Difference in Change from previous year	
City of Manawa	5.72%	2.0%		↓
Town of Bear Creek	5.49%	6.5%	↑	
Town of Helvetia	3.55%	9.1%	↑	
Town of Lebanon	8.43%	6.5%		↓
Town of Little Wolf	7.55%	10.7%	↑	
Town of Mukwa	13.46%	-1.8%		↓
Town of Royalton	7.99%	8.5%	↑	
Town of Saint Lawrence	6.49%	4.8%		↓
Town of Union	8.48%	5.7%		↓
Village of Ogdensburg	1.27%	6.7%	↑	

If the SDM were able to keep the levy amount the same as the previous year, higher property values cause that amount to be spread over more value, causing the mill rate to drop. Property values will be finalized in October.

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**3276 - Manawa**

2021 Equalized Valuation (TID-Out) \$416,687,618

		<u>2021 Municipality</u>	<u>2021 District</u>	<u>Percent</u>	<u>2022 Municipality</u>	<u>% Increase /</u>	<u>Estimated 2022 District</u>
		<u>Equalized Valuation</u>	<u>Equalized Valuation</u>	<u>Applicable</u>	<u>Equalized Valuation</u>	<u>Decrease over</u>	<u>Equalized Valuation</u>
				<u>to District</u>		<u>Previous Year</u>	
68 251	C. Manawa	\$85,581,600	\$85,581,600	100.0%	\$87,299,000	2.0%	\$87,299,000
68 002	T. Bear Creek	\$74,403,300	\$3,435,428	4.6%	\$79,233,100	6.5%	\$3,658,435
68 016	T. Helvetia	\$78,760,500	\$8,824,143	11.2%	\$85,897,200	9.1%	\$9,623,722
68 022	T. Lebanon	\$136,429,100	\$22,771,986	16.7%	\$145,266,200	6.5%	\$24,247,026
68 026	T. Little Wolf	\$126,074,200	\$126,074,200	100.0%	\$139,593,700	10.7%	\$139,593,700
68 030	T. Mukwa	\$286,963,800	\$12,254,190	4.3%	\$281,775,700	-1.8%	\$12,032,643
68 032	T. Royalton	\$161,995,400	\$54,692,502	33.8%	\$175,835,900	8.5%	\$59,365,299
68 034	T. Saint Lawrence	\$68,840,700	\$40,061,895	58.2%	\$72,114,200	4.8%	\$41,966,911
68 038	T. Union	\$68,771,700	\$54,737,974	79.6%	\$72,719,500	5.7%	\$57,880,176
68 165	V. Ogdensburg	\$8,253,700	\$8,253,700	100.0%	\$8,804,100	6.7%	\$8,804,100

**TRUE** **\$416,687,618**

**2022 Valuation:** **\$444,471,011**

County included: 68 - Waupaca

**6.7%**  
**(Increase)**

Source: Department of Revenue website August 2022

Please note: This information is provided as an estimate only based on municipal valuation changes for 2022. If a municipality is in multiple school districts, there could be large variations between this estimate and the final school district equalized values released on October 1st by the Wisconsin Department of Revenue.

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**School District of Manawa**  
Students Choosing to Excel, Realizing Their Strengths

**To:** Board of Education  
**From:** Carmen O'Brien  
**cc:** Dr. Melanie Oppor  
**Date:** 8/25/2022  
**Re:** Financially Related Key Performance Indicators

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1. Workers Compensation Experience Rate (a.k.a. MOD rate) will be kept under 1.0.  
The MOD rate is reported once per year. It is a premium multiplier that measures the difference in the past worker's compensation claims to the expected claims. This either increases or decreases the worker's compensation insurance premium. A rate of 1.0 indicates that the amount of worker's compensation claims is at the industry norm. This fiscal year, the SDM MOD rate is 1.13, over what would be considered "normal" for a school district. Statistically, the rate cannot go lower than 0.70.
2. Levy to the allowable authority.  
The State of Wisconsin determines the total allowable revenue limit that can be used by school districts using the funding formula. Part of that revenue is generated through state aid and the other part through local property taxes. The Board of Education sets the local property tax at a level they feel is necessary to run the district. If the board decides not to tax to the allowable limit, the amount of state aid will decrease the following year. Keeping the property tax levy at the allowable limit maximizes state aid and keeps funding at an acceptable and sustainable amount.
3. Maintain an annual balanced budget.  
Each year at the annual meeting, the Board is presented with a balanced budget.

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**School District of Manawa**  
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Fax: (920) 596-5308

**Little Wolf High School**  
**Manawa Middle School**  
515 E. Fourth St  
Manawa, WI 54949

Phone: (920) 596-2524  
Fax: (920) 596-2655

**Manawa Elementary**  
800 Beech Street  
Manawa, WI 54949

Phone: (920) 596-2238  
Fax: (920) 596-5339

**ManawaSchools.org**



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