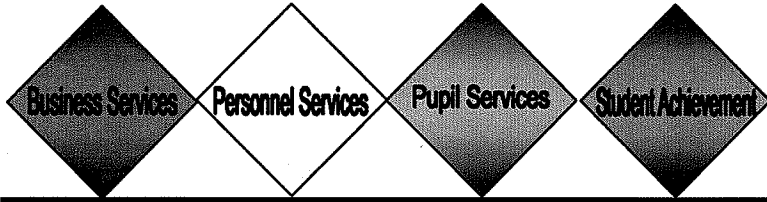


School District of New London



MONTHLY UPDATE

By: Bill Fitzpatrick
District Administrator
Date: December, 2009

Staff Input for Budget Development

In an effort to engage our staff in the generation of ideas or actions that we can consider to meet the challenges associated with the development of yet another difficult budget, I am inviting input from staff. Attached to my report is a letter to staff as well as a form that was developed to solicit ideas for consideration. I have given them through the holiday break to submit their input. Please note the specifics regarding the process and timeline we will be using to process any of their ideas as well as those that we are already considering. I would like to present several ideas for consideration that will help us better align with our stated vision statements at our Board/Administrator Retreat in January.

Board/Administrator Retreat

We agreed to conduct our winter retreat in January after the WASB Annual Convention. I would like to offer that we schedule the retreat on Monday, January 25. This coincides with the second meeting of the month. I would like to begin at 8:00 a.m. We will have a working lunch provided and conclude by 1:00 p.m. This day time meeting will take the place of the evening board meeting so we will not meet that night. The purpose of the retreat will be to update the Board on budget development assumptions, a prospectus of the near future of public education and the development of new Board goals and objectives. These discussions and goals will be used to build the 2010-2011 budget. Please check your calendar to see if the date and time will work for you.

Years of Service Awards

With the beginning of the new calendar year we typically host a breakfast for employees where we recognize employees for their years of service to the district. We do so for milestone years beginning with 10 years of service and continuing in five year increments. We have traditionally hosted the breakfast at the high school on the January workday. You will remember, however, that we have also decided to cut costs by implementing a one day furlough on the January 22 workday. Teachers and support staff are not expected to come to work on the day. Therefore, we will not have a district-wide gathering on that date. I have instead decided to present these awards at individual receptions hosted

at each of the schools and bus garage during the months of January and February.

Technology Proficiencies

The Board has challenged all certified staff to have met the level one Technology Proficiency by February 12. At the half-way point we now have approximately one-third of our teaching staff that has already demonstrated competence in these basic competencies. Another one-third is nearing completion and will do so by the holiday break. Others have postponed the work until the holiday break and have communicated that they will be ready for check-off in early January. We will have a small number of those that will need some additional training and assistance which will continue to be offered in open labs after school, on the early release days, and on an individual one-on-one help basis.

Our administrators have been asked by a few staff members about the consequences of failing to complete the expectations. My response has been that for those that have made a concerted effort to meet the expectations, we will note the deficiencies in the evaluation process and develop a plan of improvement to be completed by the end of the school year. For those who choose to disregard a directive of the Board of Education which has been supported by a variety of training and support mechanisms, it is simply viewed as blatant insubordination and grounds for discipline up to and including non-renewal of their teaching contract for the subsequent school year. You may want to weigh in on this topic at our meeting.

I would like to send a note of congratulations to those that will have their competencies completed by December 23 along with a reminder of the employment expectation that these basic skills be demonstrated by February 12, 2010.

New Athletic Fields Highlighted in Trade Publication

Our new athletic field has been highlighted in the recent edition of the Rettler Newsletter. Please see attached.



SCHOOL DISTRICT OF NEW LONDON

DISTRICT ADMINISTRATION OFFICE

901 West Washington Street

New London, WI 54961

Phone (920) 982-8530 • Fax (920) 982-8551

December 8, 2009

To All Staff:

We are currently projecting a \$500,000 budget deficit for the 2010-11 school year based on the existing school funding formula and the level of expenditures needed to maintain our current level of programs and services. As any of those assumptions change, our target will also be affected. As we begin the budget development, our strategy will be to balance the budget through the identification of revenue enhancements and expenditure reductions. This will require examining the elimination and/or restructuring of programs and/or services.

We have identified the following specific **budget areas** to be studied:

- | | |
|---|--|
| ➤ Administration | ➤ Human Resources/Labor Relations/Contracts |
| ➤ Alternative Programs/Summer School/GT | ➤ Professional Learning |
| ➤ Assessment/Evaluation/Accountability | ➤ Pupil Services (excluding Special Education) |
| ➤ Bilingual Education | ➤ Purchasing/Distribution/Printing |
| ➤ Business Services/Risk Management | ➤ Revenue Enhancements |
| ➤ Co-curriculars | ➤ Special Education |
| ➤ Curriculum & Instruction | ➤ Technology/Library/Telecommunications |
| ➤ Facilities/Maintenance/Planning | ➤ Transportation |

Our administrative team will be asked to:

- Look for efficiencies.
- Find duplication of efforts and services.
- Look for program alternatives that can provide services to students in more efficient or effective ways.
- Identify revenue enhancements to support programs.
- Look for programs that are a low priority.
- Consider the impact of services that will result from the recommendations made.
- Identify and prioritize recommendations for potential reductions.
- Make suggestions for changes to be considered in future bargaining.

In order to make the best decisions possible, we are asking for your help and expertise in the determination of potential revenue enhancement and expenditure reduction ideas. We believe that staff can provide a unique perspective in determining possible solutions to the District's budget problem and we hope that staff will take advantage of this opportunity to provide input.

The format below will be used to provide information about each program along with your recommendations for adjustments to the program which could include:

1. Keeping the program as currently operated
2. Redesign the program
3. Reduce the current program
4. Eliminate the current program

In order to gather your thoughts and ideas in an organized and efficient manner, I have created a template that I am asking you to use. On page 2 of this letter, I have included an example of how you might complete the form. If you have a suggestion or idea that you wish the budget teams to consider, please complete the form attached to the e-mail and submit it electronically to me by January 4, 2010.

1. Provide your name or the names of those who generated the idea so that we can contact you with questions of clarification if necessary as we proceed through the decision-making process.
2. In the first column identify the budget area from the list above.
3. In the second column simply state the action you are offering for consideration.
4. In the final column provide your perspective with regard to the potential consequences of implementing each idea or suggestion.

William Fitzpatrick
District Administrator
wfitzpat@newlondon.k12.wi.us

Kathleen Gwidt
Director of Teaching and Learning
kgwidt@newlondon.k12.wi.us

Ann Christopherson
Director of Pupil Services
achristo@newlondon.k12.wi.us

Richard Yerkey
Director of Business Services
ryerkey@newlondon.k12.wi.us

◆ ◆ ◆ ◆
Joe Pomrening
High School Principal
jpomreni@newlondon.k12.wi.us

Terry Wetzel
High School Asst. Principal
twetzel@newlondon.k12.wi.us

Scott Eggart
High School Asst. Principal/
Activities Director
seggart@newlondon.k12.wi.us

Andrew Jones
Middle School Principal
ajones@newlondon.k12.wi.us

Joseph Green
Middle School Asst. Principal
jgreen@newlondon.k12.wi.us

Pete Schulz
Lincoln Elem. Principal
pschulz@newlondon.k12.wi.us

Jo Collar
Parkview Elem. Principal
jcollar@newlondon.k12.wi.us

Kristin Grable
Sugar Bush Elementary and
Readfield Elem. Principal
kgrable@newlondon.k12.wi.us

EXAMPLE

2010-2011 Budget (Ideas or Suggestions for Consideration)

Ideas or Suggestions Generated by: Bill Fitzpatrick

Budget Area:	Suggestion: Keep/Redesign/Reduce/Eliminate	Presenter's Recommendation & Comments
Administration	Eliminate Superintendent of Schools	This would eliminate the salary & benefit costs associated with this position. This decision would leave the district without a clear direction and would require that the position responsibilities be distributed to another person or persons in the district.
Maintenance	Defer all maintenance projects	Doing this would cut costs for one year. You would still need to provide a budget to fix things as they break or fail. The danger of doing so means that we move from preventive maintenance to crisis management. This could be a short-term solution but a long-term disaster.
To be completed by budget team	Potential Savings or Revenue Generated	Impact of Implementation

The following is the timeline for the 2010-11 budget development:

2010-11 Budget Reduction Team Process Calendar	
December 2009	District call for staff suggestions and ideas.
December 2009	Meet with Union Leaders.
January 4, 2010	Deadline for staff suggestions and ideas.
January 14, 2010	District Directors and Principals (budget teams) meet to establish process and reduction goal.
January 14 - February 24, 2010	Budget teams meet to study ideas and suggestions and formulate recommendations.
February 25, 2010	Budget teams meet to review recommendations and to establish common ground.
March 2, 2010	District Administrative staff (Superintendent and Directors) meet to prioritize budget recommendations from teams and develop other ideas for reducing the 2010-11 budget.
April 2010	Meet with union leaders to inform them of preliminary recommendations.
April 14, 2010	Inform staff of budget reality and preliminary recommendations.
April 26, 2010	Preliminary recommendations brought to Board.
July 2010	Board of Education approves budget.

We appreciate your continued patience and support as we are faced with these challenging decisions.

Sincerely,



Bill Fitzpatrick
District Administrator

**SCHOOL DISTRICT OF NEW LONDON
 POTENTIAL REVENUE ENHANCEMENT/
 EXPENDITURE REDUCTION IDEAS
2010-11 BUDGET**

Complete and return to District Administrator by January 4, 2010

Ideas or Suggestions Generated by:

Budget Area	Suggestion Keep/Redesign/Reduce/Eliminate	Presenter's Recommendation & Comments

(To be completed by budget team)

Potential savings or revenue generated: _____

Impact of implementation: _____

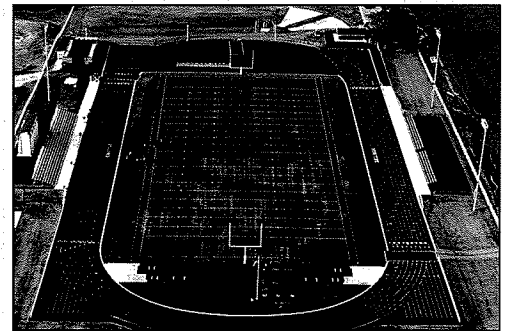
New London High School Athletic Complex...A Dream Come True

By Richard Yerkey
Director of Business Services
School District of New London

Not a field of dreams but a dream come true. "I've waited my whole life for this" commented several New London senior citizens. This comment was made because New London High School has played football for the last 40 years plus in Hatton Stadium. Hatton Stadium, a beautiful baseball park built in the 1930's, was never intended to be

a football field. Now New London has a fantastic new sodded football field surrounded by a new eight lane running track, in a wooded setting that just makes you want to be there.

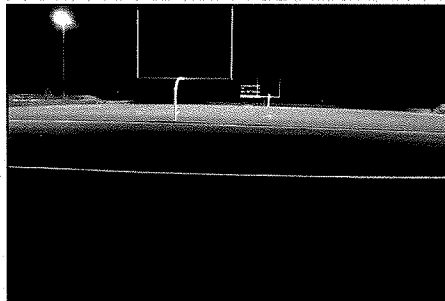
New London started its own "field of dreams" dream shortly after our new high school was built in 1999. At that time we didn't have the space, funds, or support necessary to construct a new track and football field. Our initial plans called for a six million dollar complex with an artificial turf field, track, bathrooms, and new seating. It took a defeated referendum, at least six years of attempting to raise six million dollars from the private sector, serious analyzing of our existing non-referendum debt, an economy ready to do almost anything to have a job, a



very supportive local bank, an architect (Rettler Corporation) ready to listen and work with us, a school board that both recognized the need and was willing to move ahead and the stubborn persistence of school district employees to make this happen.

First step: Sit down with Rettler Corporation to determine if the property we had acquired was large enough to accommodate a combination soccer/football field and track and field events. After a thorough survey of the site, the answer came back positive that indeed there was enough. The next step was to design a site that fit our needs while at the same time utilizing the seating we had, portable toilets, local contractors and building a budget our constituents could afford. Results of this process, a project budget of \$1,750,000.

(Continued on Page 2)



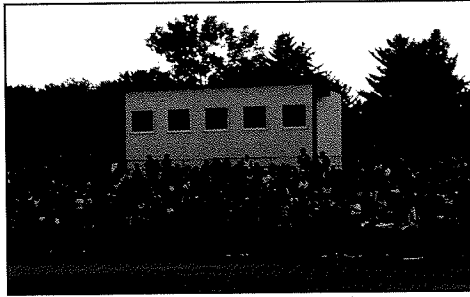
INSIDE THIS ISSUE:

A Dream Come True	1
A Dream Come True Cont.	2
Building Green	3
Getting to Know...	4
Lawn Care Tips for Fall	5
Employee Temporarily Leaving Back	

A Dream Come True Continued...

Second step: How do we fund it? With the economy and loss of jobs in 2008, there was no way we were going to float another referendum. We had only marginal borrowing power under the \$1,000,000 cap. But then we remembered that back in the 70's we were able to have our board pass a resolution to borrow, post the notice of the resolution in the local paper and if no one petitioned for a referendum we had the authorization to proceed with the loan. Best part, that borrowing was outside the \$1,000,000 cap. This still had to be paid for with funds within the revenue cap but could exceed the \$1,000,000. We checked with the Department of Public Instruction and our attorneys to confirm that this was still a viable option and it was.

Third step: Where do we find the funds under the revenue cap to repay the borrowing? During the 2000's we borrowed, through the State Trust Fund and our local banks, many times to acquire property for remodeling projects, new heating systems, new gymnasium floor, etc. These loans all had different payoff dates all maturing within the next seven years. So with the help of First State Bank in New London we built a repayment schedule based on the amounts that became available as other loans were paid off. Being careful never to exceed the original amount designated for debt service payments. In doing this we were able to convince our board and our public that they would be paying out no more, on an annual basis, for



debt service with the new track and field than they were paying currently. Our local bank, in addition to helping the school district, also realized the benefit for our community by making this loan available to us.

Last step: Convince our board that we had done our homework and that a much needed project was now possible. Convince them that there would be no better time to bid out a construction project than March of 2009 when everyone was hungry for work. They agreed and we proceeded. We published the notice to borrow and had no petitions for referendum. The construction bids were unbelievable, not to mention that we specified to all contractors a list of local excavation and concrete contractors that we wanted them to use if at all possible.

As the project progressed we got our woods and metals classes involved in the construction of a concession stand. We also had plans drawn and had a local contractor build our own press box at considerable savings. When it came to final interior finishes and cabinets for our press box and concession stand, our local cabinet maker came through with a finished job befitting a Queen's kitchen. First State Bank and Festival Foods of New London donated funds for our scoreboard, the New London Booster Club donated the cost of the press box, and our New London Gridiron Club

donated the cost of the goal posts. In addition we have, through a fund raising group, raised approximately \$100,000 (one brat at a time) to go towards the project.

For a Division Three football school our attendance is normally in the 1,500 range. For the first game in our new stadium we had approximately 3,000 and for our second, easily 2,500. We have had nothing but positive comments from our community, even the most negative of supporters have had positive comments.

As for the facility, it's the best! We have a sodded field, completely drained and irrigated, and an eight lane track with nine lanes on the straight away. We couldn't be happier with the planning, advice, and layout provided by Rettler Corporation. From the lady in the office keeping track of change orders and billing, to the young man doing the layout and elevations on the field, Rettler Corporation was the key ingredient in making this happen for New London.

Rick Rettler asked me, as we stood on the completed sod field, what would you do different if you could do it again. My response, "not a single thing, its perfect!".

Questions or comments, please call Richard at (920) 982-8530.

