

District Digest

School District of New Berlin

www.nbexcellence.org

VOLUME 2

EDITION 4

SUMMER 2010

Delivering Excellence

School District of New Berlin 2009- 2010 Annual Performance Report

We are pleased to offer you our 2009- 2010 Annual Report. Quite possibly, this was the best performance year we have ever had. Inside you will find stories on the “Big 8” and a copy of the 2010- 2011 proposed budget. Our annual meeting and budget hearing will be held at New Berlin West in the Performing Arts Center at 7:30pm Monday, July 26th.

After posting numerous record setting performances in the prior year, we were very pleased to see nearly all of our past achievements surpassed in 2009- 2010. This past year was perhaps one of the most productive years in our district’s history with student achievement at record setting levels. Notable areas of accomplishment include:

- All time highest district WKCE (state exam) cumulative score
- All time highest average district ACT score
- All time highest average district AP score
- All time highest number of students scoring 30 or higher on ACT
- All time highest district ACT participation rate
- Lowest percent of special needs identification in 10 years
- Eisenhower Girls Basketball State Champions
- New Berlin United Co- Op Boys Volleyball State Champions
- Eisenhower Academic Decathlon record setting 6th State Title
- Eisenhower Table Tennis State Champions
- Most ever conference titles won (as a district) in a single year
- Most ever conference “Players of the Year” (as a district) in a single year
- Five of our seven schools received the Energy Star Award for 2009- 2010

Our students, staff, families, and community have worked hard to make this past year one of the most successful on record. Upon review of the budget, you will find that we are placing emphasis on student learning and staff development. We maintain a highly skilled professional staff that makes the pivotal difference in learning. Our Arts programs performed at extremely high levels this past year with numerous performance highlights inside this report. We welcome stage performances back to West for the first time in recent memory as well as a new community theater program starting this year. Our facilities are undergoing upgrades and repairs. Major projects to be completed this summer include a new private sanitary sewer line at West and major roof replacements at Poplar Creek. Both West and Eisenhower will have new wireless technology capability by this fall, as well as a commitment to more advanced wireless computers and student learning devices.

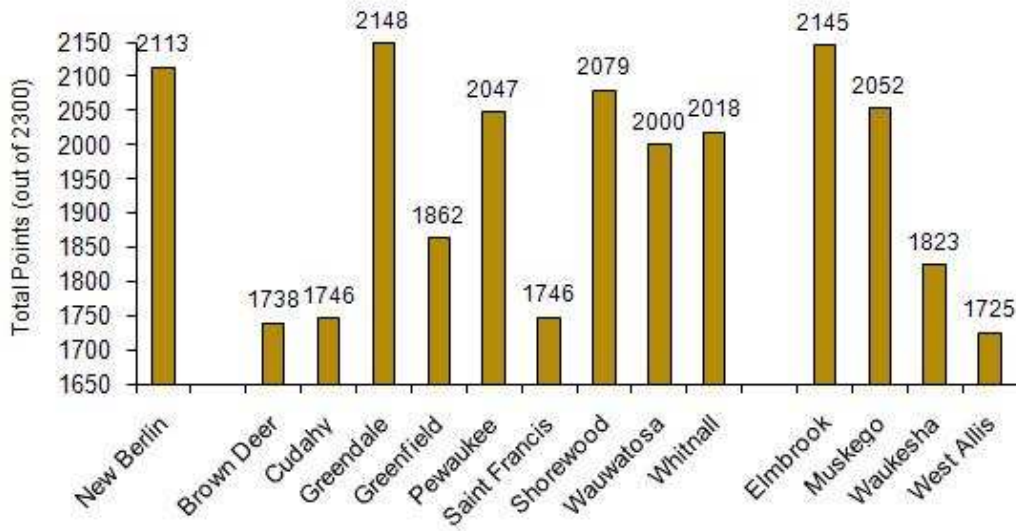
While at times it seems wholly unrealistic to expect these levels of performance from our students and staff year after year, they have truly “Delivered” the Excellence we have come to Expect.

Student Learning

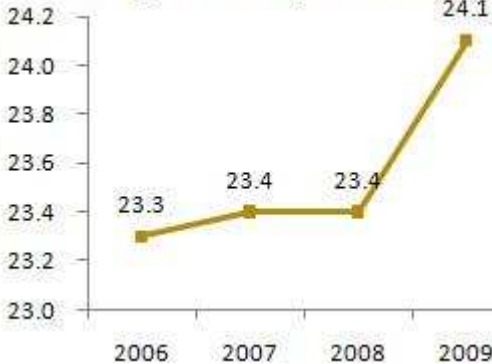
ACT and AP Testing

New Berlin offers a number of different Advanced Placement courses. Students can earn college credit by successfully passing the AP tests held each year in May. We continue to be a leader in the number of students taking Advanced Placement and ACT exams.

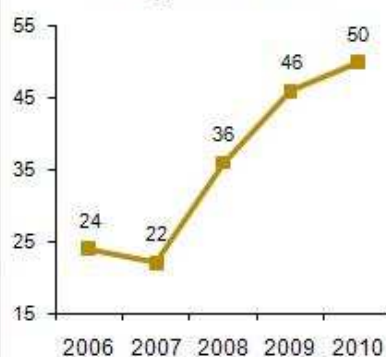
09-10 WKCE Ranking
Comparison to Woodland Conference & Neighboring Districts



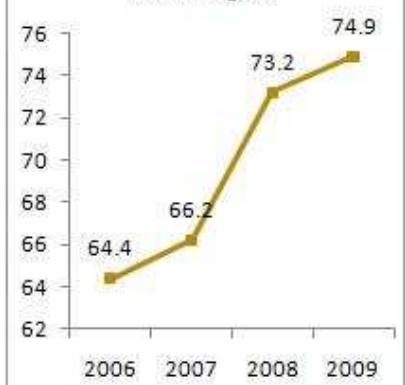
Average ACT Composite Score



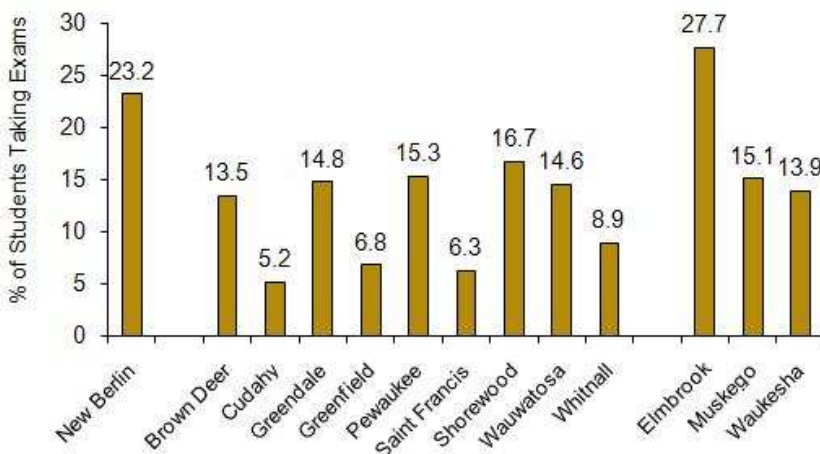
of Students Scoring 30 or higher on ACT



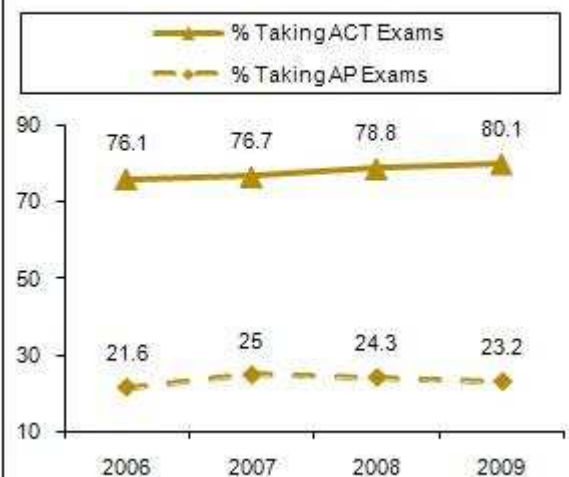
% of AP Exams with Score of 3 or Higher



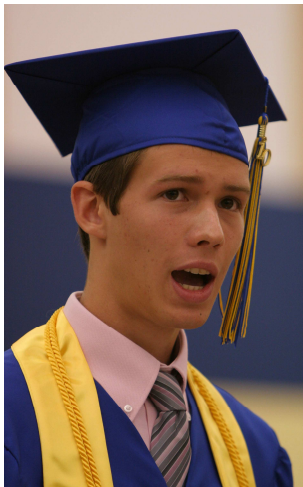
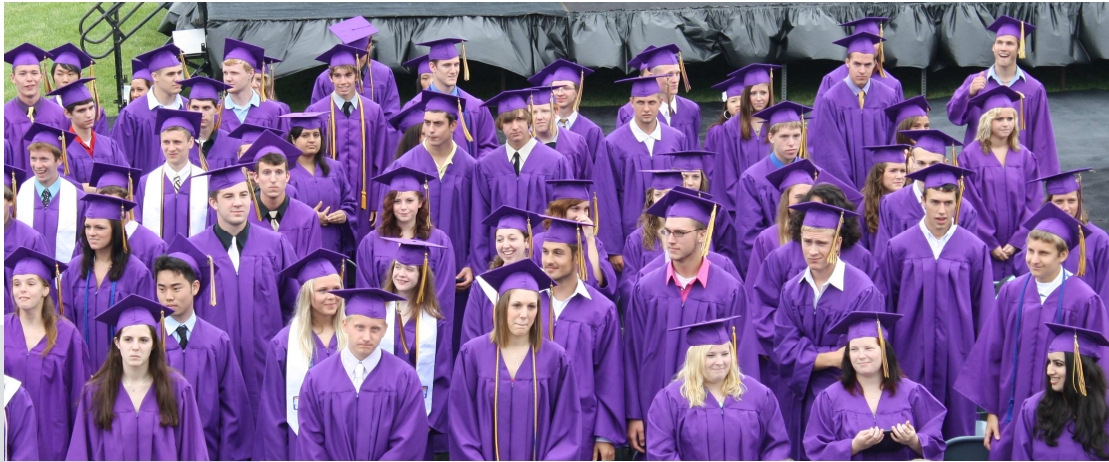
08-09 Advanced Placement Exams
Comparison to Woodland Conference & Neighboring Districts



% of Students Taking ACT & AP Tests



Graduation 2010



Professional Learning Communities

This year, the School District of New Berlin has taken significant steps toward becoming a Professional Learning Community (PLC). A PLC is not something that can be done, it is who we need to become. Education today is filled with acronyms that have a tendency to come and go, but the letters PLC will describe the level of dedication to student and adult learning we will have for years to come.

What are PLCs?

Districts striving to become a PLC have made a commitment to learning. For years, the focus has been on the instruction provided by the teachers. The idea being, if teachers give the best instruction they can, our students will learn. Professional development time and dollars were utilized to instruct educators how to teach. The results were mixed depending on the skill level and dedication of each teacher. In essence, this philosophy created an “educational lottery”. The education students received depended on which teacher the child was assigned to for that year or subject. A high-functioning PLC is different because it requires schools to be collectively accountable for the learning of all students. Grade levels and departments are systematic in their response to student achievement, not isolated. Therefore, students receive the equal access to a quality education that they deserve.

What makes PLCs more effective than traditional models?

PLCs enhance student learning using four essential questions. These questions are at the heart of what students need to be successful and it is the collective responsibility of the district to answer these questions.



Elementary team collaboration

Q1: What do we want our students to know and be able to do?

This deals with the content that is essential for students to learn. Answers to this question come from the district’s scope and sequence which is based on our Wisconsin State Standards.

Q2: How are we going to know the students have mastered the material?

This question is focused on the assessments which are given to students. Do they reflect the outcomes that were deemed essential? By completing the assessments, can teachers determine whether or not the students have mastered the learning outcomes? In New Berlin, we are putting our effort into creating common assessments so that teachers can look for areas of weakness and share effective practices with each other.

Q3: How do we respond when students aren’t learning?

When students aren’t displaying proficiency, it is critical for the school to have a systematic response to that need. A systematic response comes in the form of intervention. It is the responsibility of the school (not the individual teacher) to provide targeted instruction to students that have shown that they need it.

Q4: How do we respond to students that may already be proficient with material before instruction?

Just as we have systematic responses to students that may struggle, we have to make academic accommodations to those students that show mastery in the learning outcomes prior to instruction. Students do not need to be identified TAG (Talented and Gifted) to receive enrichment opportunities.

Highly Skilled Staff

Student Services



Project Life - A community based classroom for older students with disabilities

GEDO #2 Graduates

One goal of the School District of New Berlin is to provide educational programming that meets the full spectrum of our students' needs. Although the vast majority of our students benefit from the standard school schedules and structure, some require a learning environment that our 10-12 Alternative Education Program can best meet.

This year the "Alternative Ed" Program expanded to include the GEDO #2 Program. Regulated through the Wisconsin Department of Public Instruction, this program involves a number of accountability verifications (e.g., adequate reading levels) to ensure enrolled students meet academic and attendance expectations. The culminating activity of this program requires students to pass a series of tests to demonstrate they have mastered proficiencies represented by state standards.

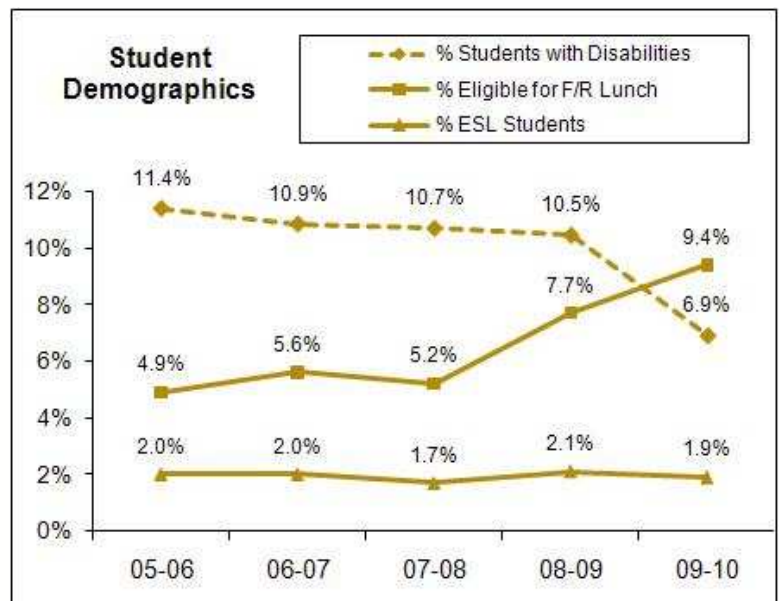
During this first year, four students have earned their high school diploma as a result of their participation in this course of study. The success of this program is evidenced by the fact that all students passed each of the required tests on their first attempt. This attests to both the motivation and effort of these students as well as the quality of instruction provided. Congratulations are in order!

Northwestern University Midwest Academic Talent Search (NUMATS)

During the 2009-2010 school year, 116 New Berlin students who scored at the 90th or higher percentile on the WKCE participated in the Northwestern University Midwest Academic Talent Search (NUMATS). At the May 10th Board Meeting, four students were honored for scoring in the top 1% of all NUMATS test takers at their grade level. These four students, along with seven other students, were also honored for scoring in the top 5% of all test takers in Wisconsin.



Best Buddies



Art Awards

New Berlin West and New Berlin Eisenhower

- Five Scholastic Gold Key Awards
- One Scholastic Silver Key Award

Music Awards

• WSMA Solo/Ensemble District Festival

New Berlin West

- Fifteen Class A awards
- Five Class B awards
- Ten Class C (MS) awards

• WSMA Large Group Festival

New Berlin West

- Concert Choir 1st Rating
- Chamber Singers 1st Rating
- 8th grade Chorus 1st Rating
- Treble Choir 2nd Rating

New Berlin Eisenhower

- Symphonic Band Class A award
- Middle School Band Class MS award

• State Solo/Ensemble Festival

New Berlin West

- Five Gold medals
- Three Silver medals

"Self Portrait"
by
Haiyin Li

Scholastic
Gold Key
Award Winner



New Berlin Theater Arts

Schools in New Berlin have seen a continuation and resurgence in quality arts and theater programming. New Berlin West had a very positive year in drama. The West Theater Department presented three shows, including Neil Simon's *The Odd Couple*, a series of one act plays called *Dating 101*, and a musical, *You're a Good Man Charlie Brown* (The first school sponsored musical in the Performing Arts Center). Students were well prepared and interest in these programs continues to grow.

The theater department at Eisenhower presented three outstanding productions during 2009- 2010, including the fall play *Inherit the Wind*, the musical *The Scarlet Pimpernel* and the spring production of *A Midsummer Night's Dream*.

These performances were all under the direction of Ms. Doda Starkey, who retired at the end of the school year. From the fall of 2003 through 2010, Ms. Starkey served as director of a wealth of dramatic productions including *Little Women*, *Oklahoma!*, *A Midsummer Night's Dream*, *Our Town*, *Crazy for You*, *The Matchmaker*, *The Miracle Worker*, *My Fair Lady*, *A Shakespearean Festival*, *Dracula*, *West Side Story*, *Arsenic and Old Lace*, *The Crucible*, *Guys and Dolls*, *A Connecticut Yankee in King Arthur's Court*, *Pride and Prejudice*, *Camelot* and *Lucky, Lucky Hudson and the 12th Street Gang*. Her theatrical expertise will be greatly missed as she leaves Eisenhower to join her husband at their new home in southern Illinois.



Scene from "Inherit the Wind"

The Arts

Technology



Student using a laptop to create a movie

Improved Communication Through the Use of Technology

During the 2009-10 school year, the district utilized several technology tools to improve communication with its stakeholders. District communications are sent out via the district web site, Facebook and cable access Channel 13. School board meetings are available live online and are archived for later viewing. Infinite Campus, our new student information system, provides a web-based portal for students and parents. Campus Portal provides students and parents with real-time access to school announcements, grades & assignments, assessments, attendance, schedules, immunization records and fees. Currently 64% of parents have a Campus Portal account, and our goal is for all parents to have an account in the coming school year. In the 2010-11 school year, the district will be adding food service and online fees payment through Infinite Campus. The district also utilizes an electronic notification system, sending alerts via phone, text message and/or email.

District Moves Toward Mobility in Learning

Plans are underway to improve wireless access at New Berlin Eisenhower and West Middle/High Schools. The goal is two-fold: 1) transition students from using desktop computers to using mobile learning devices; 2) create a virtual environment that will enable students to access the network with their own laptops and other devices. The learning environment will be protected to provide safe, educational access for students. Our expectations are to enhance opportunities for students to learn, to increase learning time, to provide more immediate and effective access for students and staff, and to allow our students to learn in the ways they most often access and create information.



Mrs. Zimmerman helps with a geometry SMARTboard lesson

SMART Showcase District

SMART Technologies has selected the School District of New Berlin as a SMART Showcase District, the first district in Wisconsin to be added to this elite list of districts across North America. Showcase districts are leaders in the adoption and use of interactive technology that improves student learning and teacher effectiveness. New Berlin currently has 240 interactive SMART boards and projectors installed, including all elementary classrooms and 75% of secondary classrooms. The use of student response systems (clickers) and document cameras are now being explored by educators to provide instantaneous assessment of student learning and more engaged learning.

2009- 2010 New Berlin State Champions

Eisenhower Table Tennis



Eisenhower Girls Basketball

New Berlin United Co- Op Boys Volleyball



NB West
Chess
Andrew
Gorectke



Eisenhower
Academic
Decathlon

State Championships

Eisenhower

- Girls Basketball
- Table Tennis
- Academic Decathlon
 - 2009 & 2010

Co- Op Teams

- Boys Volleyball
 - Jeremy Dejno
State Player of the Year

New Berlin West

- Individual Chess Champion
 - Andrew Gorectke

State Qualifiers

Teams and individuals experienced great success during the past year. In addition to many conference, regional, and state championships, there were many other individuals and teams that qualified for state competition in a variety of sports and activities.

- DECA
- Forensics
- Destination Imagination
- Cheerleading
- Spelling Bee

- Wrestling
- Boys Swimming / Diving
- Girls Swimming / Diving
- Cross Country
- Track
- Boys Golf
- Boys Tennis

Regional Championships

Eisenhower

- Girls Basketball
- Girls Softball
- Girls Soccer (Division 1)



New Berlin West

- Boys Soccer
- Boys Track
 - 2003 thru 2010
- Girls Soccer (Division 2)
- Girls Track



Activities

Conference Championships

Eisenhower

- Girls Basketball
 - 2009 & 2010
- Boys Basketball
 - 2006 thru 2010
- Football
- Softball
 - 2007 thru 2010
- Girls Soccer

Co- Op Teams

- Boys Volleyball
- Individual Wrestling Champions
 - Nick Binder
 - Zach Brucker

New Berlin West

- Baseball
 - 2007 thru 2009
- Girls Volleyball
- Boys Golf
 - 2009 & 2010

Conference "Players of the Year"

Eisenhower

- Football
 - Ian McKechnie
- Boys Basketball (Black Division)
 - Mitchell Sperka
- Girls Basketball (Black Division)
 - Anna Hahn
- Softball (Black Division)
 - Meghan Durlinger *
* also Division 2 State
"Player of the Year"

Co- Op Teams

- Boys Volleyball
 - Jeremy Dejno
- Boys Swimming
 - Alex Rodenkirk

New Berlin West

- Baseball
 - Ben Falls
- Boys Basketball (Blue Division)
 - Chad Mathwig
- Golf
 - Tyler Ehlers
- Softball (Blue Division)
 - Martha Radtke

Community Service and Volunteers

Community involvement and volunteering are large parts of the mission and vision of the School District of New Berlin. We would like to thank our parent, student and community volunteers for their continued support, time commitment and involvement in our schools and community. You have really helped to make a difference this year!



"Freezin' for a Reason" Benefit Walk for Haiti



New Berlin West Collection for Haiti

All five elementary schools participated in many activities this year. Some of these events included:

- Food drive collections for the New Berlin Food Pantry
- Relief fundraisers to help the people of Haiti
- Collections for the Humane Society
- Hat, mitten, coat and glove drives for children in our area
- Pop top collection to benefit the Ronald McDonald House

We would like to thank our students for their willingness and generosity in helping us to achieve such wonderful contributions to our community.

High school groups have also helped in community service projects. Some of their activities included:

- Arthritis Foundation Awareness Fund Raising Drive
- "Think Pink" Project (breast cancer awareness)
- "Freezin' for a Reason" to support Haiti
- St. Jude's Children's Hospital
- School supply drive to benefit MPS students
- Toy drive for children in need in our community
- Two blood drives

Although this is not an all inclusive list, we would like to thank our high school students for their dedication in raising awareness of important issues and for their donation of time for a good cause.

Parent and community volunteers continue to partner with our schools through their involvement in fundraising efforts with our Home and School groups and Booster Clubs. Volunteers are also an integral part of our educational program as many assist in our classrooms, health rooms, and in the school office. This parent and community involvement in our schools exemplifies and models to our students the importance of reaching out and making a difference in the lives of others.



Penny Wars for Haiti at Elmwood

Activities

Facilities

The District is currently involved in many different summer building and grounds projects. We utilize the opportunities to work in our buildings and on our grounds throughout the summer months to maintain and enhance our indoor and outdoor facilities. Much of the work is data-driven, based off of 5-year plans that were developed in recent years. We are working on preventative maintenance items such as roofs (as seen in the picture on the right), indoor air quality, and pavement, to name a few.



Roof Maintenance at Poplar Creek



Building the sewer holding tank

We have many other large and small projects that we are working on. They range from a sewer line installation at New Berlin West (see pictures), to basic updating such as paint, carpeting, and athletic field ground repairs. All are important in our goals of providing Excellent facilities for our students, staff, and community.



Adding the sewer pipe under Cleveland Avenue

Bullying

A recently passed state law requires all school districts in Wisconsin to have an approved policy in place by August 15, 2010 to specifically address bullying and other forms of intimidation. Our district is in the process of developing an updated policy that will address all forms of intimidation, not just student-on-student issues. This revised policy will identify the clear expectations that the School District of New Berlin is focused on to provide all constituents with an educational environment that is safe from personal threat. The draft policy that will be submitted to the Board in mid-July will also incorporate concerns posed by digital technologies and social networking sites.



Jim Jelinske talked to parents and students about bullying

Our district takes this charge very seriously and pledges to continue the work in creating a policy against bullying and other forms of intimidation in our schools. We already have Non-Violent Crisis Intervention trainers, Gordon Kapczynski and Katy O'Sullivan, on staff. We look forward to observing "Bullying Awareness Day" on the fourth Wednesday of September. In addition to working individually with each instance as appropriate, our schools have done the following:

- Secondary
 - 7th and 9th grade guidance groups
 - Anti-Bullying Campaign that included a student survey, staff training, and activities to increase student awareness
 - Presentations to students on bullying by the school resource officer and guidance counselors
- Elementary
 - Invited speaker Jim Jelinske to provide a presentation for all students and their parents to provide strategies that will help them deal with bullying
 - Conducted a 6th grade survey on bullying to find out where it's happening most often and what the students suggest in dealing with the problem
 - Used the Second Step program to address bullying issues as a class



DARE Instruction at Glen Park



First Aid Safety Center in every classroom

Safety

The School District of New Berlin will continue to augment our policy against bullying and other forms of intimidation in our schools.

2010- 2011 Budget Draft

INTRODUCTION

The annual budget is a financial plan to implement educational programs for the year. Programming is provided by highly qualified staff and managed by careful allocation of resources made possible by thoughtful analysis of current and long-term needs and trends.

New Berlin, like other school districts in Wisconsin, has operated under a school finance system that aligns financial resources to the change in the cost of living and change in number of pupils served. Based on a 5 year forecast, it is clear that future increases in available resources will not keep pace with future increases in the cost to operate the district using current service delivery models. Additional long-range planning is necessary. This planning should intentionally challenge the "status quo" program delivery and staffing models and identify new ways to continue to provide a quality education at a reasonable cost. This is not only necessary, but a vital part of the process of proactively addressing the challenge to apply resources to maintain instructional excellence.

The preliminary budget assumes continuation of the current educational delivery model for the most part, while taking advantage of natural opportunities to begin to achieve greater cost efficiency. These natural opportunities include reduction in non-essential services, taking advantage of employee turnover to eliminate costs when doing so will not impede the district's instructional excellence, improving the use of technology in support services and delivery of instruction and reducing costs for continued services.

The budget presumes continued exploration of cost savings opportunities including reduction in use of utilities, participation in procurement cooperatives, bidding various services, refinancing long-term obligations, changes in the employee health benefit program, aligning labor costs with private sector comparables and consideration of contractors when fiscally prudent.

The preliminary budget is approved for the purpose of operating the district until the (original) budget is adopted in October. The preliminary budget establishes the intent of the School Board and sets fiscal priorities for the upcoming school year. In October, in conformance with state statutes, the district will modify the preliminary budget after actual enrollment, determined on the 3rd Friday in September, revenue limit and general state aids are known. Adjustments for the original budget may reflect other changes, such as staffing costs, planned capital projects, or other economic factors.

The preliminary budget presented herein complies with current federal and state school finance regulations and provides adequate resources to operate the district for the 2010- 11 school year. The budget is presented in a hierarchical format providing high level summary information first, followed by more detailed statements.

Budget Summary

The statement that follows reports revenues, expenditures, other financial sources (uses) and changes in fund balance for all governmental funds, other than major capital projects, in a combined statement showing actual amounts for the 2007- 2008 and 2008- 2009 years, the budget for 2009- 2010 and the proposed budget for 2010- 11.

Overall, revenues will increase about \$370,000, a .6% change:

- Property taxes are projected to increase \$2,723,877, 6.2%, an amount sufficient to make up for the loss in general state aid and begin to refinance the WRS prior service obligation.
- A decrease of \$375,390 in intermediate sources is anticipated due to a reduction in the number of students accepted under the state's open enrollment program and fewer tuition payments for resident student attending other school districts.
- State revenue is expected to decrease \$1,470,000, primarily in general state aid.
- Federal resources will decrease \$518,000 as federal stimulus funding is reduced from the prior year.

The expenditures budget shows a substantial increase of about \$26.8 million dollars due to over \$25.2 million related to refinancing outstanding debt. Under governmental accounting rules, the payment of debt that is refinanced is reported as an expenditure, whereas the amount borrowed for the refinancing is reported as an "other financing source", rather than a revenue. These one-time refinancing expenditures complicate the task of making year to year comparisons. When refinancing transactions are removed, expenditures are budgeted to increase \$1,586,826, 2.57% (see supplemental schedule in complete on-line budget report).

- Expenditures for direct instruction will decrease 1.6% due to the retirement of experienced teachers, reductions in federal stimulus funding, and the elimination of some programs & staff.
- Expenditures for pupils services will be less next year as a result of elimination of some guidance services and more cost effective ways to provide therapy services to students with disabilities.
- A budgeted decrease of nearly 9% in libraries and instructional support includes reconfiguration of library staff and elimination of some professional development activities previously funded with federal stimulus money.
- Costs for general administration will increase as a result of additional legal fees attributed mostly to labor negotiations.
- The business services budget includes the cost for acquisition and implementation of new financial software. This increase is offset by a decrease in other support services where the cost for new student management software was budgeted in the previous year.
- The buildings and grounds appropriation shows a reduction from prior years due to shifting costs from the operating budget to repayment of debt for the sewer project at New Berlin West and a concession stand at New Berlin Eisenhower.
- Transportation costs are estimated to increase about 7% based on an expectation that gasoline prices will rise during the coming year and additional transportation costs for special transportation.
- The increase in debt service includes:
 - \$1.2 million to refinance an outstanding note issued for the New Berlin West sewer and Eisenhower boiler projects.
 - \$12 million to refinance the WRS prior service obligation with a note anticipation note,
 - \$12 million to refinance the above note anticipation note,
 - \$500,000 in new payments on debt for the New Berlin West sewer project, Eisenhower concession stand and boiler projects and some costs for the refinancing of the prior service obligation.
- Other support services includes about \$700,000 for new technology to implement the district's technology initiative and approximately \$500,000 for additional payments on behalf of retirees, offset by reduction of \$100,000 for a student management systems (see business services above).

**Combined Statement of Revenues, Expenditures and Changes in Fund Balance
Revenues by Source, Expenditures by Function
PROPOSED PRELIMINARY BUDGET**

	07- 08 Actual	08- 09 Actual	09- 10 Budget	10- 11 Proposed	\$ Chg	% Chg
Revenues by Source						
Property Taxes	\$43,388,958	\$43,452,788	\$44,230,997	\$46,954,874	\$2,723,877	6.16%
Local Sources	2,863,626	2,733,188	2,678,098	2,683,855	5,757	0.21%
Intermediate Sources	1,091,176	1,368,575	1,460,567	1,085,177	(375,390)	- 25.70%
State Sources	7,590,127	10,058,124	10,386,402	8,916,814	(1,469,588)	- 14.15%
Federal Sources	1,484,505	2,674,786	2,711,523	2,193,686	(517,837)	- 19.10%
Other Sources	147,657	97,650	160,770	163,310	2,540	1.58%
Tot Revenues	56,566,049	60,385,111	61,628,357	61,997,716	369,359	0.60%
Expenditures by Function						
Instruction						
Reg Instruction	19,937,649	20,121,667	21,769,024	21,022,984	(746,040)	- 3.43%
Vocational Instr	622,087	659,421	738,668	437,254	(301,414)	- 40.81%
Spec Instruction	4,937,909	5,757,619	6,271,008	6,428,536	157,528	2.51%
Other Instruction	2,225,978	2,193,848	2,122,756	2,505,754	382,998	18.04%
Tot Instruction	27,723,623	28,732,555	30,901,456	30,394,528	(506,928)	- 1.64%
Support Service						
Pupil Services	1,466,149	1,740,286	1,530,923	1,324,231	(206,692)	- 13.50%
Libraries & instructional sppt	2,922,900	2,085,851	2,176,765	1,982,239	(194,526)	- 8.94%
General admin	1,107,452	1,281,875	532,472	569,944	37,472	7.04%
Building admin	3,217,082	2,611,054	2,992,622	3,035,340	42,718	1.43%
Business services	479,410	477,355	582,944	660,772	77,828	13.35%
Buildings & grounds	7,367,037	7,142,834	6,925,310	6,725,257	(200,053)	- 2.89%
Transportation	2,766,135	2,548,203	2,760,297	2,950,000	189,703	6.87%
Debt payments	5,269,604	5,197,776	5,285,628	31,019,527	25,733,899	486.87%
Other sppt servs	2,628,204	5,603,478	6,431,057	7,549,749	1,118,692	17.40%
Food service	1,653,603	1,669,504	1,526,000	1,578,460	52,460	3.44%
Community serv	12,890	6,425	51,901	197,382	145,481	
Tot Sppt Serv	28,890,466	30,364,641	30,795,919	57,592,901	26,796,982	87.01%
Tot Expenditures	56,614,089	59,097,196	61,697,375	87,987,429	26,290,054	42.61%
Excess (deficiency) of Revenues over Expenditures						
	(48,040)	1,287,915	(69,018)	(25,989,713)	(25,920,695)	
Other Financing Sources (Uses)						
	457,934	409,006	500	26,008,363	26,007,863	
Total Excess (deficiency) of Revenues over Expenditures and Other Financing Sources (Uses)						
	409,894	1,696,921	(68,518)	18,650	\$87,168	- 127.22%
Fund Balance						
Beginning of Year	3,769,769	4,179,663	5,876,610	5,808,092		
Fund Balance End of Year	\$4,179,663	\$5,876,584	\$5,808,092	\$5,826,742		

Revenues

- Investment rates will remain low, resulting in nearly \$100,000 reduction from the 2009- 10 budget
- The school board will recapture \$500,000 of unused revenue limit authority from the prior year to help refinance the WRS prior service obligation
- Property taxes will increase by \$2,723,877 to \$46,954,874, a 6.16% change
- Library aid (Common School Fund) will decrease \$39,012
- Open Enrollment aid will decrease \$375,390 as a result of accepting fewer students due to building capacity & seat availability
- The district will receive \$257,685 in gifts and receipts for supplies and materials used in classrooms (amount offset by corresponding expenditures)
- Student fees will be \$46,000 less as a result of increasing numbers of students eligible for free and reduced priced lunches and potential fee waivers for student behavioral program
- Transportation aid will remain flat
- Other state categorical aids will decrease \$23,900
- Federal revenues will be down over \$517,000, primarily in federal stimulus funding
- State special education aid will remain flat
- The district will borrow about \$12,300,000 to refinance its WRS prior service obligation at a lower interest rate over 20 years
- The district will borrow about \$1,230,000 to refinance note anticipation notes issued during 2009- 10 and early 2010- 11
- The district will enter into a lease in the amount of \$1,326,000 for technology initiatives
- There will be a general price increase of \$.10 per meal for food services due to increased costs for food and planned menu changes

Budget Assumptions

Budget assumptions establish the basis for decisions regarding availability of funding for program and support service priorities. The following assumptions were used in preparation of the preliminary budget.

Regulations

- No change to federal or state school finance regulations
- Revenue limits will increase by \$200 per pupil
- CPI will be 1.8% as projected by the Congressional Budget Office

Enrollment & Staffing

- Enrollment will reduce by 8
- Membership will remain unchanged
- There will be 1 administrator, 10 teacher and 2 special education paraprofessional retirements
- 9 certified positions will be eliminated through attrition
- 29 certified positions will be eliminated through reduction in force
- 12 student learning assistants will be replaced with 5 reading intervention teachers
- 2 technology support staff will be added
- Library staffing will be reconfigured from the current 6 librarians and 2 support staff to 3 librarians and 5 support staff
- 4 support staff at the secondary level will be eliminated
- 1 physical education and 1 special education teacher will be added

Budget Assumptions (continued)

Expenditures

- Personnel costs, including benefits, will increase 2.8%.
 - WRS rates will increase from 12.3% to 12.9%
 - Health benefit rates will be flat as a result of plan changes and favorable claim experience
- Legal fees will increase due to prolonged collective bargaining
- Transportation costs will remain flat through more efficient routing and renegotiated contract rates
- A new financial software system, utilizing resources used for a new student management system in 09- 10, will be purchased and implemented at an approximate cost of \$125,000
- There will be fewer New Berlin students attending other school districts, resulting in over \$300,000 in savings
- An additional \$290,000 for consumable materials, primarily paid with donations and receipts, has been appropriated
- An additional \$1,326,000 will be spent for technology initiatives, funded through additional lease purchase arrangements (borrowed funds)
- Payments on capital leases will increase about \$290,000
- Costs for unemployment benefits will increase at least \$50,000 due to a reduction in force
- The special education department will purchase \$140,000 of additional instructional programs to support students with disabilities and at risk students
- The special education department will spend \$135,000 less for equipment
- Long- term debt payments (interest and principal) will increase nearly \$1,270,000 for the New Berlin West sewer project, Eisenhower boiler and concession stand project.
- The district will record over \$24,000,000 in costs to refinance the WRS prior service liability

Property Tax Information

Property taxes are the primary funding source for the School District of New Berlin, accounting for about 76% of revenues. The recommended property tax levy of \$46,954,874 is 6.16% greater than the prior year due in large part to an expected reduction in general state aid.

In past years, the school district received additional general state aid to support increases in the revenue limit, a condition not expected to occur in the 2010-11 school year. Instead, the budget assumes that general aid will decrease over \$1,100,000. This budget assumes the school district will recapture \$500,000 of the revenue limit authority from last year's under levy and use the amount for the specific purpose of refinancing the Wisconsin Retirement System prior service obligation. The total expected debt service costs are \$800,000 resulting in a need to reallocate funds from other purposes to the refinancing.

To support the recommended budget, the 2010-11 property tax rate would increase \$0.60 per \$1,000 of equalized value for a total estimated tax rate of \$10.48. This would result in a school tax levy on a home valued at \$250,000 of \$2,621,24, an increase of \$152.06. Although the tax levy increase for 2010-11 is significant, the change in property tax rate for the last 10 years is still down nearly 2.25%.

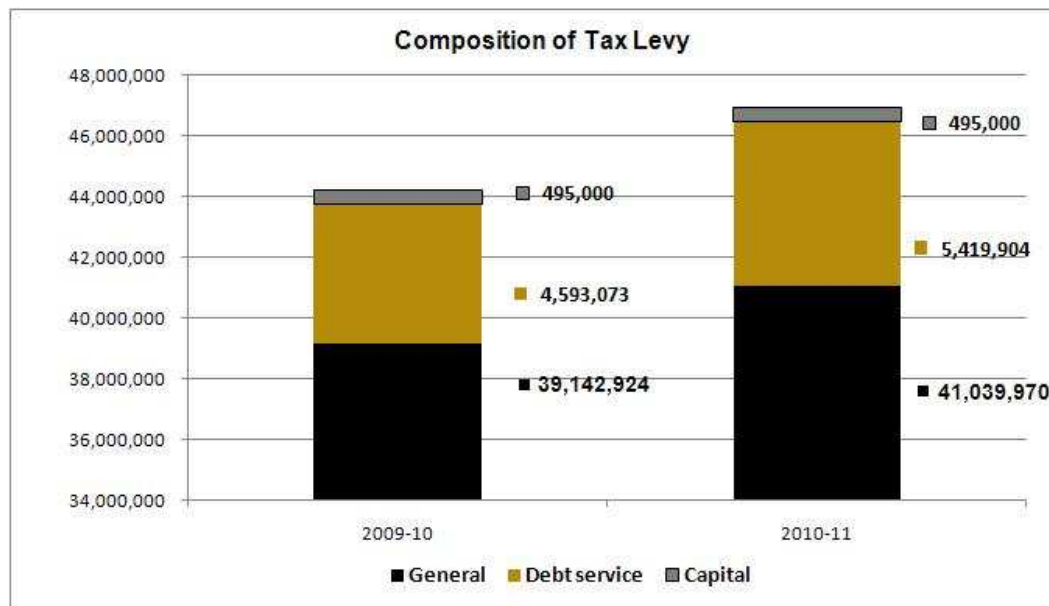
The following table shows a 10 year history of the changes in equalized value, property tax levy and tax rate with comparable information for the Consumer Price Index (CPI-U). The 5 year average change in the property tax levy is the same as the 5 year average change in CPI, whereas the average change in the tax rate is below the change in CPI over either 5 or 10 years.

10 YEAR TAX LEVY HISTORY

School Year	Equalized Value (Tid out)	CHG	Tax Levy	CHG	Tax Rate per \$1000 Equalized	CHG	CPI
00-01	2,608,617,015		34,623,895		\$13.27		
01-02	2,759,562,089	5.79%	37,230,780	7.53%	\$13.49	1.65%	2.8%
02-03	2,976,535,617	7.86%	37,919,862	1.85%	\$12.74	(5.57%)	1.6%
03-04	3,329,922,066	11.87%	40,379,682	6.49%	\$12.13	(4.81%)	2.3%
04-05	3,619,294,863	8.69%	42,481,267	5.20%	\$11.74	(3.21%)	2.7%
05-06	3,884,790,738	7.34%	42,289,462	-0.45%	\$10.89	(7.25%)	3.4%
06-07	4,162,484,804	7.15%	41,829,268	-1.09%	\$10.05	(7.69%)	3.2%
07-08	4,332,086,860	4.07%	43,388,958	3.73%	\$10.02	(0.33%)	2.8%
08-09	4,460,062,936	2.95%	43,452,788	0.15%	\$9.74	(2.73%)	3.8%
09-10	4,478,311,693	0.41%	44,230,997	1.79%	\$9.88	1.38%	-1.3%
10-11	4,478,311,693	0.00%	46,954,874	6.16%	\$10.48	6.16%	2.3%

PROPERTY TAX LEVY ANALYSIS

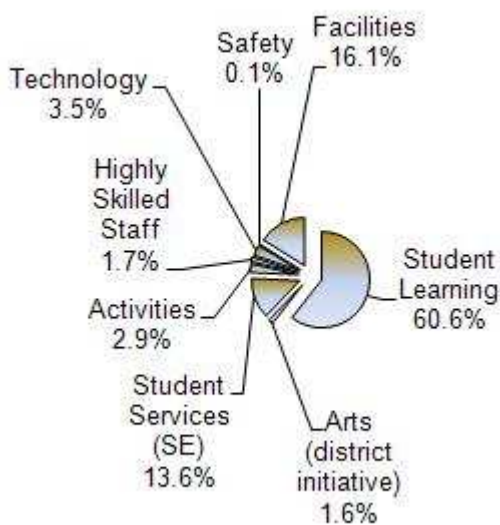
10 year average	5.61%		3.14%		(2.24%)
5 year average	2.92%		2.15%		(0.64%)
10 year average change in CPI	2.36%		2.36%		
5 year average change in CPI	2.15%		2.15%		



Budget Summary by Major Category

The school board's budget is based on district priorities referred to as the "Big 8" for instruction and instructional support. In addition to the "Big 8", the district incurs necessary costs such as transportation, payment of debt, food service and management, for operating the district. Expenditures related to refinancing of debt and changes in accounting have been removed from the major category analysis to provide for easier comparability.

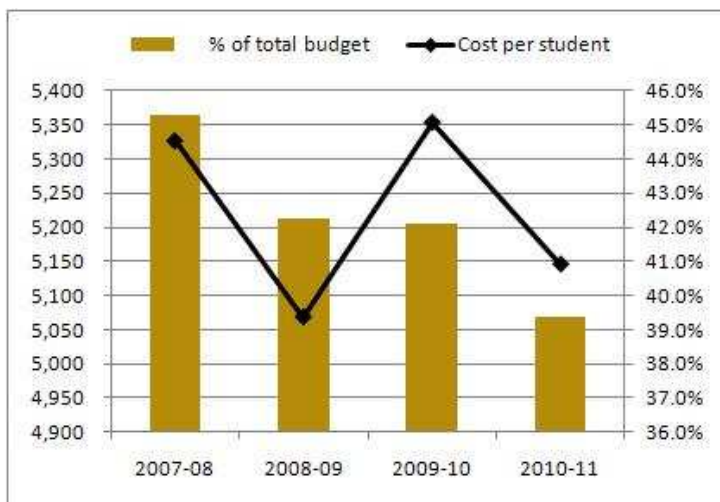
Budget by "Big 8" Category



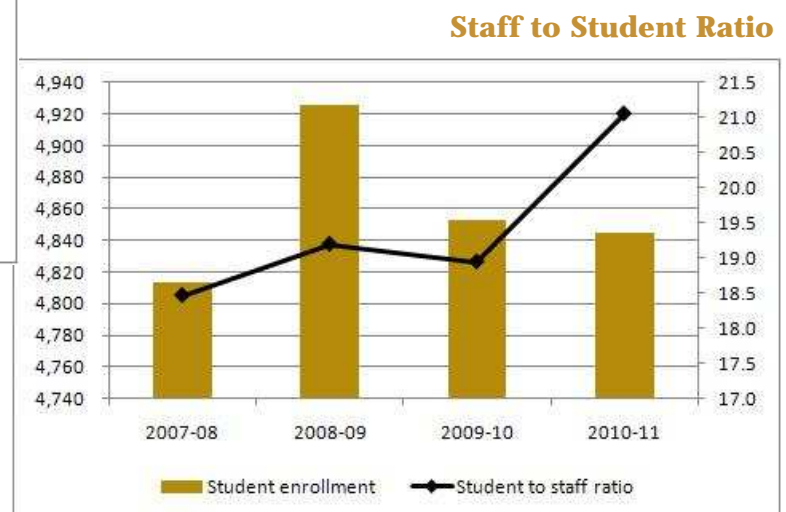
	07-08 Actual	08-09 Actual	09-10 Budget	10-11 Proposed	\$ Chg	% Chg
Student Learning	25,636,310	24,965,086	25,982,035	24,930,816	(1,051,219)	-4.05%
Arts (district initiative)	74,032	142,503	680,315	727,116	46,801	6.88%
Student Services	4,978,966	5,497,645	5,837,430	6,055,352	217,922	3.73%
Activities	1,036,916	1,100,955	1,223,468	1,235,968	12,500	1.02%
Highly Skilled Staff	122,604	248,087	709,819	680,762	(29,057)	-4.09%
Technology	754,718	1,961,487	1,484,461	2,139,632	655,171	44.14%
Safety	0	0	55,000	70,000	15,000	27.27%
Facilities	7,315,289	7,142,834	6,911,456	6,725,257	(186,199)	-2.69%
Big 8 total	39,918,836	41,058,598	42,883,983	42,564,903	(319,080)	
Other						
Transportation	2,684,202	2,414,267	2,625,247	2,795,520	170,273	6.49%
Food services	1,495,606	1,669,504	1,526,000	1,578,460	52,460	3.44%
Central services	724,979	1,090,182	1,500,191	1,482,310	(17,881)	-1.19%
Debt service						
	5,269,603	5,197,775	5,285,628	6,316,299	1,030,671	19.50%
Postemployment benefits	1,226,039	2,558,233	3,443,305	3,905,189	461,884	13.41%
Management	5,294,823	5,108,636	4,433,019	4,641,520	208,501	4.70%
Total district	56,614,089	59,097,195	61,697,374	63,284,201	1,586,827	2.57%

Student Learning Expenditures for Student Learning accounts for the largest percentage of the budget for the “Big 8”. Expenditures will be reduced next year for regular classroom teachers, guidance counselors and as a result of reconfiguring delivery of library services. In 2010- 11 the student to staff ratio will increase from 18.9 to 21.1, as shown in the graph below, due to the need to reduce staff as a result of labor costs increasing at a faster pace than revenues. The amount of resources available for direct instruction will reduce as both a percentage of the total budget and on a per pupil basis as a result of the anticipated staff reductions and the need to provide resources for non- discretionary expenditures.

Student Learning	07- 08 Actual	08- 09 Actual	09- 10 Budget	10- 11 Proposed	\$ Chg	% Chg
Undifferentiated curriculum						
Personnel	10,298,821	10,584,484	9,900,227	9,646,443	(253,784)	-2.56%
Capital	38,741	816	30,000	0	(30,000)	-100.00%
Other	179,189	108,142	173,774	169,605	(4,169)	-2.40%
Regular curriculum						
Personnel	8,591,921	8,644,473	10,117,936	9,987,054	(130,882)	-1.29%
Capital	16,284	90,215	74,032	203,528	129,496	174.92%
Other	851,953	998,771	1,341,866	1,070,294	(271,572)	-20.24%
Vocational curriculum						
Personnel	584,401	554,546	606,450	362,034	(244,416)	-40.30%
Capital	13,946	110	1,250	4,000	2,750	220.00%
Other	23,739	11,314	15,420	28,980	13,560	87.94%
Physical curriculum						
Personnel	1,201,093	1,117,980	1,048,005	1,171,429	123,424	11.78%
Capital	12,768	3,253	4,570	2,100	(2,470)	-54.05%
Other	16,078	11,285	8,263	15,105	6,842	82.80%
Pupil support						
Personnel	1,219,488	1,513,115	1,324,541	1,153,967	(170,574)	-12.88%
Capital	9,235	1,919	0	0	0	
Other	237,426	225,253	206,382	170,264	(36,118)	-17.50%
Curriculum development	25,162	44,587	220,162	70,039	(150,123)	-68.19%
Libraries						
Personnel	1,012,043	863,435	714,668	664,911	(49,757)	-6.96%
Capital	218,780	46,215	46,241	85,772	39,531	85.49%
Other	1,085,241	145,175	148,249	125,291	(22,958)	-15.49%
Total student learning	25,636,310	24,965,086	25,982,035	24,930,816	(1,051,219)	-4.05%
% of total budget	45.3%	42.2%	42.1%	39.4%		



Cost per Student



Staff to Student Ratio

Arts (district initiative)	07-08 Actual	08-09 Actual	09-10 Budget	10-11 Proposed	\$ Chg	% Chg
Personnel	847	88,926	596,055	649,303	53,248	8.93%
Capital	20,461	4,749	2,470	400	(2,070)	-83.81%
Other	52,724	48,828	81,790	77,413	(4,377)	-5.35%
Total arts	74,032	142,503	680,315	727,116	46,801	6.88%
% of total budget	0.1%	0.2%	1.1%	1.1%		

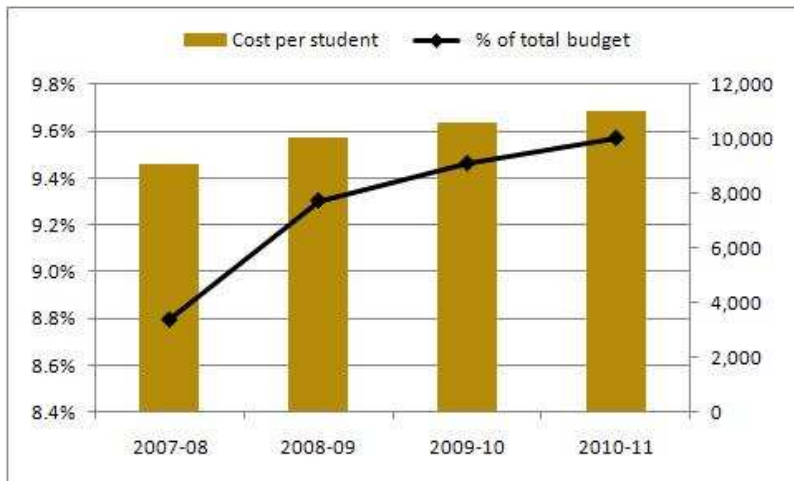
Arts Comparable data for the district's arts initiative is not available prior to the 2009-10 and 2010-11 school years due to the district's data system not capturing personnel cost information in this category. Personnel costs show a higher rate of increase than in other areas due to several staff achieving additional movement on the salary schedule.

Student Services

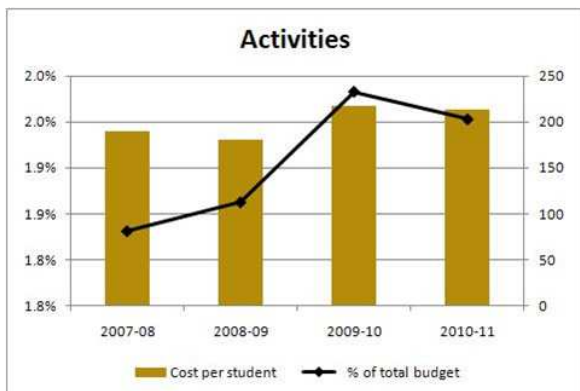
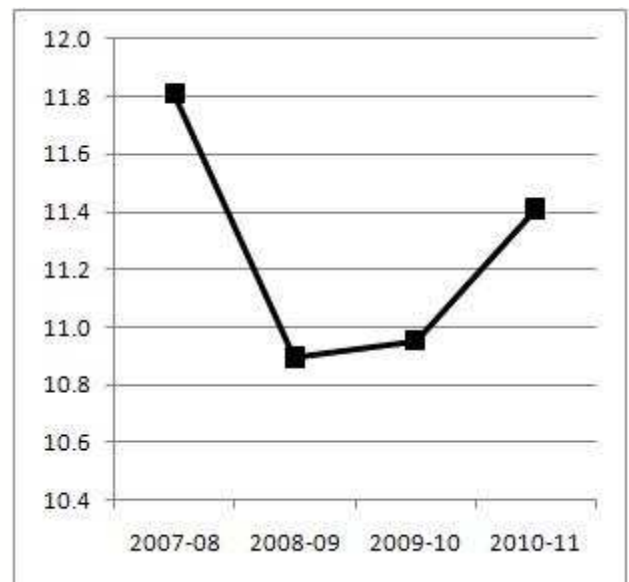
Costs for special education will increase somewhat for 2010-11 on a per pupil and total basis. The student to staff ratio for special education will increase from 11.0 to 11.4 after falling below 11.0 in 2008-09.

Student Services	07-08 Actual	08-09 Actual	09-10 Budget	10-11 Proposed	\$ Chg	% Chg
Personnel	4,738,159	5,305,819	5,433,008	5,665,977	232,969	4.29%
Capital	58,135	41,379	173,207	130,662	(42,545)	-24.56%
Other	182,672	150,447	231,215	258,713	27,498	11.89%
Total Student Serv	4,978,966	5,497,645	5,837,430	6,055,352	217,922	3.73%
% of total budget	8.8%	9.3%	9.5%	9.6%		

SE Cost per Student



SE Staff to Student Ratio



Activities

The cost of providing for opportunities for co-curricular activities for students represents about 2% of the overall budget, before consideration of program receipts.

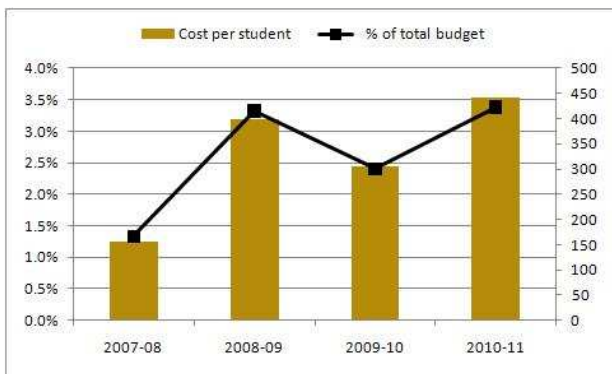
Activities	07-08 Actual	08-09 Actual	09-10 Budget	10-11 Proposed	\$ Chg	% Chg
Personnel	707,183	742,905	840,116	874,210	34,095	4.06%
Capital	41,064	70,329	43,309	19,100	(24,209)	-55.90%
Other	288,669	287,721	340,043	342,658	2,615	0.77%
Total activities	1,036,916	1,100,955	1,223,468	1,235,968	12,500	1.02%
% of tot budget	1.8%	1.9%	2.0%	2.0%		
Program receipts	123,108	212,887	168,220	203,850		
Net cost	913,808	888,068	1,055,248	1,032,118		

Highly Skilled Staff Research repeatedly shows that one of the most important attributes of high quality schools is staff development. As shown in the chart above, the School District of New Berlin has provided increased staff development opportunities to drive the use of more technology in instruction and to incorporate more data into instructional decisions. This has been able to be accomplished through the use of federal stimulus money.

Highly Skilled Staff	07-08 Actual	08-09 Actual	09-10 Budget	10-11 Proposed	\$ Chg	% Chg
Professional development						
Personnel	48,642	79,419	185,798	108,466	(77,332)	- 41.62%
Other	32,799	73,396	439,521	520,593	81,072	18.45%
Instructional leadership	41,163	95,272	84,500	51,703	(32,797)	- 38.81%
Total highly skilled staff	122,604	248,087	709,819	680,762	(29,057)	- 4.09%

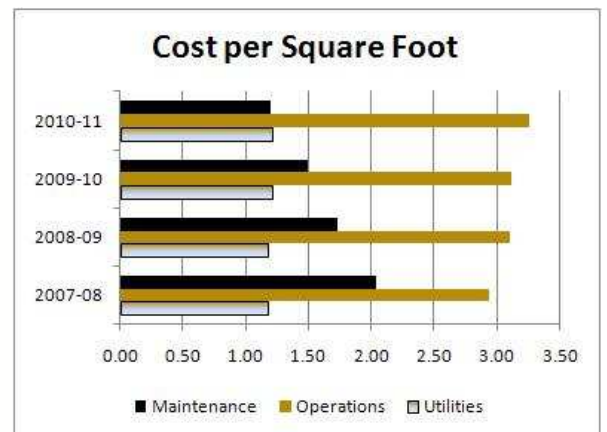
Technology The district will increase expenditures in 2010-11 to begin to provide one-to-one access to technology at the secondary level.

Technology	07-08 Actual	08-09 Actual	09-10 Budget	10-11 Proposed	\$ Chg	% Chg
Personnel	133,187	602,325	583,682	671,650	87,968	15.07%
Capital	609,943	943,874	624,664	1,299,091	674,427	107.97%
Other	11,588	415,288	276,115	168,891	(107,224)	- 38.83%
Total technology	754,718	1,961,487	1,484,461	2,139,632	655,171	33.40%
% of total budget	1.3%	3.3%	2.4%	3.4%		



Facilities The district's appropriation for utilities and general facility operations, on a per square foot basis, is in line with comparable districts. However, expenditures for maintenance are low considering the age of some buildings and the amount of deferred maintenance.

Facilities	07-08 Actual	08-09 Actual	09-10 Budget	10-11 Proposed	\$ Chg	% Chg
Operations						
Personnel	3,167,783	2,839,317	3,070,765	3,130,157	59,392	1.93%
Utilities	1,397,767	1,394,157	1,435,000	1,432,182	(2,818)	- 0.20%
Capital	36,334	107,691	88,000	248,960	160,960	182.91%
Other	289,266	738,582	538,700	487,030	(51,670)	- 9.59%
Maintenance & remodeling						
Personnel	837,217	205,431	232,231	236,438	4,207	1.81%
Capital	1,475,969	1,847,861	1,541,460	1,148,990	(392,470)	- 25.46%
Other	110,954	9,796	5,300	41,500	36,200	683.02%
Total facilities	7,315,289	7,142,834	6,911,456	6,725,257	(186,199)	- 2.69%



Safety The appropriation for direct expenditures for safety significantly understates its importance. Safety is part of the district's curriculum and day to day operations, including regular inspections and safety training programs.

Safety	07-08 Actual	08-09 Actual	09-10 Budget	10-11 Proposed	\$ Chg	% Chg
Other		0	55,000	70,000	15,000	
Total safety	0	0	55,000	70,000	15,000	27.27%
% of tot budget	0.0%	0.0%	0.1%	0.1%		

Board of Education: President's Message

One year ago I wrote you about the role of a New Berlin School Board member:

1. Spend the limited taxpayer's money to achieve the greatest return on value.
2. Communicate the goals of the District to stake holders so that they are aware of and can help guide the decision making process.
3. Provide oversight to the administration and the district by using any life experiences and management expertise.

From my perspective, here's a brief report on how we've done over this last year.

Return on your investment – as you read this newsletter, you'll find the impressive accomplishments by our students and staff. Three stand out academically:

- All time high district WKCE (state exam) cumulative score
- All time highest district ACT participation rate
- All time highest ACT scores

As part of our focus on student learning, we have taken a serious look into the area of technology. Preparing students in a 21st century environment must include more than simply buying every student a laptop. Because of your feedback and involvement, and that of our staff, we are sure to achieve our goals by providing greater information access and virtual computing environments. This infrastructure investment, coupled with our investments in professional learning communities (PLC's, see page 4) will enable our great staff to further enhance the overall learning environment and produce even more dramatic academic results.

Our communications with you in the community were enhanced by your great response to our survey (see <http://www.nbexcellence.org/survey.cfm>). We have and will continue to use these results going forward. In addition, we continue to provide ways to communicate outside of the regular school environment via Board coffee chats, district-wide financial presentations (see http://www.nbexcellence.org/do_presentations.cfm), and other forums. We are grateful for the participation and feedback that we receive as a Board from these events. We have provided staff with ideas and your feedback to further enhance the district and school websites, Infinite Campus, and other information portals.

As always, we crave your constructive input, and thank you for the opportunity to serve.

John Kegel

President, Board of Education, School District of New Berlin John.Kegel@NBExcellence.org

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The School District of New Berlin does not discriminate against individuals on the basis of sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability. Federal law prohibits discrimination in education and employment on the basis of age, race, color, national origin, sex, religion, or disability.