



Williams Bay School District
Annual Meeting
Report

July 28, 2025

Williams Bay School District

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July 28, 2025

Dear Members of the Board of Education and Members of the Williams Bay School District Community:

Welcome to the Budget Hearing and Annual Meeting of the Williams Bay School District. Your interest, input and support are appreciated.

Wisconsin Statute 65.90(4) requires common school districts to hold a Budget Hearing in conjunction with the Annual Meeting. The purpose of the budget hearing is to provide an overview of the proposed budget and allow eligible electors an opportunity to ask questions.

Common school districts are directed by Wisconsin Statute 120.08 to conduct an Annual Meeting in a school building on the 4th Monday in July at 8:00 p.m., unless otherwise directed by the electors of the district, but not before May 15th or after October 31st. At the July 22, 2024, Annual Meeting, the electorate voted to hold the 2025 Annual Meeting on July 28, 2025. The powers of the annual meeting are limited to those specified in Wisconsin Statute 120.10.

Eligible electors (voters) are residents of the Williams Bay School District who are 18 years of age or older and who have lived in the school district for a minimum of 28 days prior to the annual meeting. If any person's qualifications as an elector are challenged, the chairperson of the meeting shall administer the required oath of affirmation. Any challenged person who refuses to take such an oath of affirmation may not vote.

Robert's Rules of Order will be observed during the Budget Hearing and Annual Meeting to facilitate orderly conduct of business. We ask that electors of the District please move to a microphone, wait to be recognized by the chair, and give their name when they wish to address those in attendance. The chair reserves the right to limit debates and limit speakers to given time limits as deemed appropriate. The chair will call for voice votes on motions and may, at the chair's discretion, call for a show of hands. Secret ballots may be requested from the floor.

Thank you for attending.

Sincerely,



Dr. William White
District Administrator

DISTRICT MISSION

The Williams Bay School Community empowers all students to achieve and excel academically, socially, and civically to reach their individual goals.

DISTRICT VISION

Dream. Aspire. Achieve.

DISTRICT COMMITMENTS

Belonging:

We commit to providing a welcoming and inclusive space for all to be seen, heard, and valued as their authentic selves.

Growth:

We support each other in taking risks to grow professionally and positively, with the belief that all students can learn at high levels.

Safety:

We create an environment where all members of the school community feel physically, mentally, and emotionally safe.

Celebration:

We acknowledge the positive and the possible in our students, our staff, our community, and one another.



Continuous Improvement:

We strategically use data and high-quality instruction to advance student belonging, achievement, and growth.

Relationships:

We collaborate and build positive, trusting partnerships with our district and our community.

Communication:

We engage in clear, comprehensive, and consistent communication to make informed decisions.

Compassion:

We strive to teach empathy and kindness to create a community of acceptance for our differences and respect for ourselves and others.

Williams Bay Board of Education

President, Jack Lothian
jlothian@williamsbayschool.org

Vice President, Karolyn Nelson
karolynnelson@williamsbayschool.org

Clerk, Ed Nichols
enichols@williamsbayschool.org

Treasurer, Dr. Patrick Peyer
ppeyer@williamsbayschool.org

Member-at-Large, Mark Schneider
mschneider@williamsbayschool.org

Williams Bay School District Administration

District Administrator, Dr. William White
wwhite@williamsbayschool.org

Middle/High School Principal, Mrs. Emily Soley-Johnson
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Elementary Principal, Dr. Ali Bond
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Director of Special Education, Mr. Chris Colosimo
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Business Manager, Mrs. Jennifer Frederick
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SCHOOL DISTRICT OF WILLIAMS BAY
WILLIAMS BAY, WISCONSIN
Annual School District Meeting Agenda
Monday, July 28, 2025
6:30 P.M.

1. Call meeting to order – Board President
2. Pledge of Allegiance
3. Comments – Board President
4. Comments – District Administrator
5. Election of chairperson
6. Presentation/adoption of 2024 annual meeting minutes
7. Presentation of Budget and Budget Hearing
8. Resolution A – Adoption of the Tax Levy
9. Resolution B – Salaries of Board Members

Present salaries:	President	\$ 2,500.00
	Vice President	\$ 2,200.00
	Treasurer	\$ 2,200.00
	Clerk	\$ 2,200.00
	Member	\$ 2,200.00

10. Establish 2026 Annual Meeting Date & Time – July 27, 2026
11. Adjournment

Ground Rules for the Annual Meeting:

- Each person addressing the chair shall rise and state his/her name and place of residence.
- No person shall speak more than once on the same subject or more than two minutes unless authorized by a 2/3 vote of the assembly.
- The chair may establish an order of speakers to give equal time to pro and con sides.
- All votes shall be voice votes unless noted on the agenda.

ANNUAL MEETING NOTES
07/28/2025

1. Call meeting to order – Temporary Chairperson, J. Lothian, School Board President will call the meeting to order
2. Pledge of Allegiance
3. Comments – Board President
4. Comments – District Administrator
5. Election of chairperson

J. Lothian will call for nominations for the Chairperson. Nominations may come from anyone in the audience. A second is not needed for a nomination. A voice or hand vote will suffice to elect the chairperson. All school district residents in attendance may vote. If more than one is nominated, the one with the greater number of votes will serve as chairperson.

Suggested motion: “I _____, move to nominate _____ to serve as Chairperson.”

6. Presentation/adoption of 2024 annual meeting minutes

The minutes are printed in the annual report. **PAGE 3-4** A motion is needed to accept the minutes as printed. We do not need to read the minutes aloud unless someone requests that it be done.

Suggested motion: “I, _____, move to approve the Annual Meeting minutes of July 22, 2024, as printed.

7. Budget Presentation/Budget Hearing

A. Budget Presentation by Dr. White, District Administrator

B. Questions/Comments

8. 2025 – 2026 Property Tax Levy

A motion will be needed from the floor to approve the 2025-2026 tax levy. A ballot vote is required.

Suggested motion: “I, _____ move to levy a tax in the amount of \$10,289,479 on all property, real, and personal, within the bounds of the Williams Bay School District for the purpose of operating the public schools, including discharge of debt.”

Once the motion is made, ballots should be distributed to all legal residents of the district (including board members) so they can vote.

The Chairperson will appoint two residents to count the votes and report the results.

9. Board of Education Salaries

Present salaries -- President	\$ 2,500.00
Vice President	\$ 2,200.00
Treasurer	\$ 2,200.00
Clerk	\$ 2,200.00
Member	\$ 2,200.00

Suggested motion: “I, ____ move to set the annual salaries of School Board President, at \$ ____ School Board Vice President, Clerk, and Member at \$ ____ and, School Board Clerk at \$ ____.”

10. 2026 Annual Meeting Date

A motion will be needed to set next year's Annual Meeting on the fourth Monday of July 2026, July 27th.

Suggested motion: “I, ____ move to authorize the School Board of the Williams Bay School District to establish the date for the 2026 Annual meeting for the fourth Monday of July 2026, July 27th at 6:30 p.m.

11. Motion to adjourn

Suggested motion: “I, ____ move to adjourn.”

2025–2026 BUDGET MESSAGE

Each January the District begins its budget development process for the next school year. The process continues through the balance of the school year, into the summer and culminates with the Board of Education approving the tax levy on the fourth Monday in October. District employees present budget requests to their respective supervisor or administrator. The building administrators work with their staff to determine needs and to allocate the budgeted amounts to the different classrooms and groups under their direct supervision. The administrative team reviews, prioritizes, refines, and may eliminate some requests. The Board tentatively approves the budget in the spring or early summer, but revisions continue throughout the summer and fall. The Board approved a preliminary budget at its June 9, 2025 meeting.

Prior to the 1993-94 school year, school boards had discretionary authority to set the tax levy to meet Board and District priorities. In 1993-94, however, Wisconsin established revenue limits for public school districts to control the growth of school budgets and school property taxes. Part of the legislation that went into effect that year created a format for determining the maximum revenue that a district may receive in state equalization aid, local property taxes and computer aid in Funds 10, 38, and 41.

The revenue limit is somewhat complex, but the most important factors in calculating a district's revenue limit are student enrollment, the allowable increase (decrease) in per pupil revenue and the District's prior year controlled revenue. The revenue limit calculation has become a critical "first-step" component in school budgeting because it creates a definitive line that the Board of Education cannot exceed when establishing the school budget and tax levy.

The 2025-2027 State Budget biennial budget provides a \$325 per pupil increase for the 2025-2026 school year. We know the biennial budget is providing minimal financial support to the district due to the increase being placed within the revenue limit formula. This measure, coupled with declining enrollment, is causing the District to watch revenues and expenses very closely in 2025-2026 and beyond. An operating referendum was successful in the Spring of 2024, giving funding relief for a 3-year non-recurring period. Voters have authorized the District to exceed the State-imposed revenue limit by \$1,500,000 in the 2025-2026 fiscal year. The District again wishes to thank Williams Bay voters for allowing the District to maintain a steady revenue stream through the referendum approval.

The Board is focused on being fiscally responsible and being excellent stewards of the resources the public taxpayer has provided. The staff, administration and Board have prepared a budget that complies with its revenue limit and does the best job possible of meeting the educational needs of students in the Williams Bay School District. We have designed our draft budget to be very conservative in estimating our revenues and have accounted for all known expenditures.

2025-2026 Proposed Budget Highlights

- The budget is presented in the Department of Public Instruction's budget adoption format which complies with s.65.90, Wisconsin State Statutes.
- This budget includes the full usage of \$1,500,000 in non-recurring referendum approved levy.
- The District's budgeted Fund 10 expenditures for 2025-2026 are \$11,703,551 which represents a 0.9% decrease from 2024-2025 budgeted expenditures.
- The District's 2025-2026 tax levy is \$10,289,479, \$276,739 more than 24-25. However this levy includes costs previously covered by Title grants. Due to the uncertainty of federal funding, this budget does not account for those revenues. If funding is granted, the budget will be revised before final adoption in October.
- The proposed mill rate (tax rate) of 0.00441, is based on the assumption of a 5% increase from the fall 2024 equalized property valuation. When the levy is set in November the tax levy will be updated with the fall 2025 equalized property valuation.
- The budget does not include a commitment to Long Term Capital Improvements and uses \$0 of assigned fund balance from the 24-25 surplus for capital projects/purchases, however assigned fund balance is anticipated in the final adopted budget.
- The District employee's contribution towards health insurance will be 10% in 2025-2026.
- The Wisconsin Retirement System requires the District to match 6.95% contributions from now until December 31, 2025. In January, the employees will pay 7.2% towards their Retirement, with an equal employer match..

Total District Staff - 83

Administrators – 6.85 FTE
 Certified Educator – 53.6 FTE
 Support Staff – 18.63 FTE

Total Enrollment - 590

4K – 5th - 281
 6th – 8th - 136
 9th – 12th - 173

2024 – 2025 Retirements

- Maggie Bailey
- Laura Breen

2025 – 2026 Additions/Replacements

- Joy Asta – SPED Teacher
- Linda Lubberda - 3K Assistant
- Rachel Sanchez - Elementary Teacher
- Kurt Malnar - Elementary Health/Physical Education Teacher
- Amanda McGahan - Elementary Teacher
- Kelsey Rupert – 4K Paraprofessional
- Paul Yanko, Middle/High School Health/Physical Education Teacher

Applying the mill rate to property values

Property Value		\$250,000	\$300,000	\$400,000	\$500,000	\$750,000
2021-2022 Mill Rate	\$7.35	\$1,837	\$2,205	\$2,940	\$3,750	\$5,513
2022-2023 Mill Rate	\$7.31	\$1,828	\$2,193	\$2,924	\$3,655	\$5,483
2023-2024 Mill Rate	\$5.14	\$1285	\$1542	\$2056	\$2570	\$3855
2024-2025 Mill Rate	\$4.88	\$1220	\$1464	\$1952	\$2440	\$3660
2025-2026 Mill Rate	\$4.41	\$1103	\$1323	\$1764	\$2205	\$3308
Total Change Year to Year		-\$117	-\$141	-\$188	-\$235	-\$352

2025 - 2026 Proposed Levy Composition

Revenue Limit Levy*	\$8,811,653
Referendum-Approved Debt Levy	\$1,308,356
Community Services Levy	\$169,470
Prior Year Levy Chargebacks and Other	\$0
Total school-based Levy	\$10,289,479

2024 – 2025 Final Levy Composition

Revenue Limit Levy*	\$8,530,554
Referendum-Approved Debt Levy	\$1,325,156
Non-Referendum Approved Debt Levy	\$0
Community Services Levy	\$157,030
Prior Year Leavy Chargebacks and Other	\$0
Total school-based Levy	\$10,012,740

District Administrator Report

The District staff continued to focus on helping each student Dream, Aspire and Achieve. Our staff members worked hard to provide students with an engaging and high-quality learning experience. Our students continued to achieve at a high level academically and through our co-curricular activities. The district continues to focus on implementing the strategic plan and accomplishing the actions steps contained within the plan. Some of the accomplishments included:

- ❖ Williams Bay High School was ranked the top high school in Walworth County and 31st in the State of Wisconsin by U.S. News and World Report.
- ❖ Continued to offer Industry certifications and opportunities to expose students to post-high school career opportunities.
- ❖ Provided students opportunities to compete in local, state, and national competitions. Students received recognition at SkillsUSA, National Engineering Competition, state FBLA competitions, and state Forensics.
- ❖ Five students completed youth apprenticeships.
- ❖ Students earned 165 college credits.
- ❖ Completed adoption of new reading/literacy curriculum for 5K – eighth grade.
- ❖ Reviewed compensation models, implemented a five-year single column pay structure, and adjusted employee compensation based on a Market Analysis.
- ❖ Maintained health insurance benefits, retirement benefits, and other employee benefits.
- ❖ Developed and maintained a balanced budget for the 2024-2025 school year.
- ❖ Maintained a fund balance of 25% or higher.
- ❖ Did not short-term borrow for the 2024-2025 school year.
- ❖ Continued to upgrade facilities and avoid deferred maintenance. Maintained the facility in accordance with the 10-year maintenance plan.
- ❖ Honored commitments made to the community during the referendum process (no property tax increase for school portion, competitive employee compensation, and protected programming).
- ❖ Continued to partner with the Village to provide services to the community and to share information.
- ❖ Continued partnerships with the Barrett Memorial Library, WB Park and Recreation, Williams Bay PD to implement activities for students and the community. Participated in Boo in the Bay, Truck-a-palooza, Summer Bash, and other activities.

As we prepare for the 2024-2025 school year, the district is facing a number of opportunities. We are focused on energizing our students and staff and increasing academic achievement throughout the district. The district will continue to focus on the four goals contained within the District Strategic Plan. The primary focuses will include:

- ❖ Improve scores on the school report cards issued by the State of Wisconsin.
- ❖ Increase student growth on local and state assessment measures
- ❖ Continue to update curriculum and programs to provide students with a high-quality educational experience.
- ❖ Successful implementation of reading/literacy curriculum for 5K – eighth grade.
- ❖ Maintain competitive compensation and benefits for employees.
- ❖ Expand CTE opportunities for students and increase the number of apprenticeships.
- ❖ Maintain a balance budget
- ❖ Expand community partnerships and building community connections
- ❖ Maintain the facility in accordance with the 10-year maintenance plan.