STUDENT SUPPORT

We will continue enhancing the student support we offer every child. To be the best, we must offer the best. That includes teachers and programming that helps every student reach their full potential. We seek to advance our offerings in the areas such as career and college decision making and disability services. We know every student has unique gifts and we need to continually advance how we reach each individual.

Specifically, we seek student support funding to:

• Add additional staff to enhance capacity of student support.
• Offer more one-to-one opportunities to meet each student where they are.
• Enhance career and college decision-making, and disability services.

EMPLOYEE COMPENSATION

Quality teachers matter. This is personal. For our students and for our staff. We know what a difference a teacher makes in the life of a child. To ensure that we retain and recruit high-quality teachers we must remain competitive in our compensation. Right now, we are not where we want to be and the marketplace is getting more and more competitive. With your help, we will be a district that teachers and staff say is the place to be.

Specifically, we seek staff compensation funding to:

• Have the ability to keep up with the demands of the marketplace.
• Remain competitive with other districts seeking the same talent.
• Avoid using resources earmarked for other things, such as maintenance.

FACILITY MAINTENANCE

Well-maintained facilities are vital. The more we do to properly maintain our facilities, the more we save in the long run. Our facilities funding requests will allow for proactive maintenance that keeps us on track so we don’t have larger maintenance issues to solve later.

Our recent facilities study has identified $7.2 million in immediate needs.

Specifically, we seek facility maintenance funding to:

• Address the top priorities identified in our facilities study.
• Respond to HVAC, roofs, windows, and site work issues.

To maintain our position of strength, ongoing investment in our students, our employees and our facilities is required. The following outlines the details of what’s included in the April 4 referendum.

Serving~Learning~Achieving~Together www.hssd.k12.wi.us/referendum
Proven success, together.

You know our track record of wise fiscal management, of seeking alternative funding sources like donors and companies to improve our schools and our community. You know we struggle with being near the bottom in funding in the state. And you know despite that, our reputation is strong. We take fiscal management seriously, very seriously, and we’re proud of what we have done together with what we have. Now it’s time to focus on our core—our academic programs and our teachers. We ask you to join us in this effort so we can do more.

Community support is critical to advance our schools and villages.

This is about our future as a community. Advancing our schools improves our property values and our quality of life. You have been with us before, and for that we thank you. In 2014, you helped us have better infrastructure, safer buildings, more technology and better resources like the community pool. Now, we ask that you support our efforts to further advance our academic experience for students and competitively compensate our staff.

Howard-Suamico School District: EVIDENCE OF MOMENTUM AND WISE FISCAL MANAGEMENT

✔ Proactively seek funding from alternative sources like business, partnerships and grants as evidenced by the Upward Together Campaign so to keep taxpayer costs down.

✔ HSSD ranks in the bottom 10 percent in the state in per pupil spending yet achieves much with current state funding realities.

✔ Recognized as meeting or exceeding expectations as defined by the Wisconsin Department of Instruction Accountability Report Cards.

✔ Superintendent Damian LaCroix named Wisconsin Superintendent of the Year by Wisconsin Association of School District Administrators.

How much will it cost?

For an average home value of:

<table>
<thead>
<tr>
<th></th>
<th>ANNUAL IMPACT*</th>
<th>MONTHLY IMPACT*</th>
<th>DAILY IMPACT*</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOWARD</td>
<td>$208,989</td>
<td>$248.79</td>
<td>$21 67 cents</td>
</tr>
<tr>
<td>SUAMICO</td>
<td>$239,359</td>
<td>$284.84</td>
<td>$24 77 cents</td>
</tr>
</tbody>
</table>

* Ongoing tax impact will reduce year after year. Please join us at an open forum to learn more.

Resources | For The Community

The district has created a web site to keep you informed of new information, presentations, media coverage, and events taking place related to the April 4 referendum. Please visit the site regularly at www.hssd.k12.wi.us/referendum.

The web site offers you the ability to submit any questions you may have for the Board of Education or district administration.

If you would rather talk with someone directly, or would like to arrange for a presentation with your community group, feel free to contact Damian LaCroix, Superintendent, at (920) 662-7709.

Serving~Learning~Achieving~Together

www.hssd.k12.wi.us/referendum