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Stay tuned to the district website, Facebook & our Connect 5 messaging system for dates & information facebook: Palmyra-Eagle Area School District twitter: PEASD PR instagram: PF PR youtube: PEASD Public Relations

Fall All-Conference

17 Palmyra-Eagle High School athletes earned allconference honors during the 2018 fall season

Cross Country - First Team: Ally Czeshinski; 2nd Team: Hailey Lucht, Jacob Stroh; Honorable Mention: Michaela Jones

Football - First Team: Morgan Carpenter (Wide

Receiver), Brandon Wilde (Quarterback); 2nd Team: Nathan Deuster (Offensive Lineman), Danny Hammond

(Wide Receiver), Nolan Kopydlowski (Defensive Back), Josh Krystosek (Defensive Back), Jake Pronschinske (Defensive Lineman); Honorable Mention: Owen Butenhoff (Running Back), Morgan Carpenter (Linebacker), Josh Krystosek (Wide Receiver) Volleyball - First Team: Rachel Mason; 2nd Team: Lilly Hammond; Honorable Mention: Mikayla Peardon, Hannah Steinback, Blair Webber

- continued from page 1 -

main entryways at each school, 5) participation in school threat assessment and mental health awareness trainings for employees, and 6) re-design and construction of secure elementary school entrances.

Several of the school safety projects have already been completed with others to be scheduled once materials and labor become available. The entryway renovation work at Eagle and Palmyra Elementary Schools will likely take place next summer.

We also remind everyone to adopt the phrase, "if you see something, say something." If something appears to present a challenge to safety and security of our district we hope that people will contact an individual that they trust to share their concern. Our members are unable to respond to situations that they know nothing about.

Finally, we take very seriously our behavioral expectations of our students to "Be Safe, Be Respectful, and Be Responsible."

Please enjoy this publication of the Panther Nation News and thank you to everyone for your support in helping us to maintain safe learning environments for our students and staff

Dr. Steven M. Bloom. District Administrator Palmyra-Eagle Area School District



Our Panther staff is "all hands on deck" as we continue to work together to meet the needs of each and every child. It is year three of our Learning for All initiative, which focuses on supporting student learning for all kids through



continuous development in the areas of curriculum, assessment, instruction, and grading. This year, in addition to focusing on strong academics and

to piloting

standards-based grading in some high school classes, our teachers are also doing a deep dive into Social Emotional Learning [SEL], a wholechild approach to education which purports to teach the "soft skills" necessary for our students to lead healthy, happy and successful lives.

Our K-12 teachers are now all meeting regularly within grade level (K-6) and departmental (7-12) Professional Learning Communities. During these meetings, teachers hone in on four key questions: What do we expect our students to learn (curriculum)? How

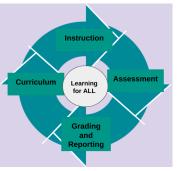
will we know they are learning (assessment)? How will we respond when they don't learn (intervention)? How will we respond if they already know it (enrichment)? Our main PLC focus for this year is to prioritize the essential skills and understandings needed for each course, and to create rigorous, authentic learning experiences in which students can practice and demonstrate their proficiency on these skills. "Very clearly aligning our curriculum goals to our assessments and instruction is absolutely necessary as we continue to move towards a standards-based approach to grading

and reporting," says MS/HS Principal, Kari Timm. She goes on to say that. "If we want our students to truly drive their own learning...to set academic and social goals and to monitor their progress towards achieving those goals...then we need to be sure that they have a solid roadmap

to do so." This year will prove

The Wisconsin Department of Public Instruction has partnered with the Collaborative for Academic Social, and Emotional Learning [CASEL] to provide a framework for local school districts to use as they implement SEL practices in their schools. The framework outlines student competencies in five main categories: self-awareness, social and responsible decision-making.

to be a busy and productive one for our Panther teaching staff as they strive to realize their district mission of equipping each child to "excel with intellect and virtue." On the docket: (1) continued professional development in Social Emotional Learning, with an emphasis on creating an equitable, and culturally responsive learning environment for ALL students; (2) transitioning towards standards-based grading for the 2019-20 school year; (3) cross-curricular collaboration to bolster student learning in the areas of literacy and technology.



Within the Learning for All initiative at PEASD, K-12 teachers apply best practices in the areas of curriculum, instruction, assessment, and grading and reporting to maximize learning for ALL

To ensure students excel with intellect and virtue, inspired by innovative educators who engage and challenge each individual

Dear Parents, Community Members and Taxpayers,

The safety of students and school personnel are of primary importance to everyone associated with our school district. Every school day we accept the challenge to maintain a safe, secure, and hospitable learning environment. Recently,

the State of Wisconsin has provided monies to local school districts through grant dollars which provide enhancements to our schools that help us to further safeguard students and employees.

Operating under authority of the Wisconsin Department of Justice – Office of School Safety, the Palmyra-Eagle Area School District applied for, and has been awarded \$124,000 for school safety enhancements and training for staff members to be positioned to provide even more effective and efficient security in our school buildings.

Intended uses of the grant monies are as follows: 1) installation of a visitor management system to screen all visitors to our schools during the school day, 2) purchase and installation of additional security cameras inside and outside of district facilities, 3) acquiring additional AED units and first aid kits for each school, 4) installation of shatter-resistant film on the glass doors and windows of the - continued on page 8 -

Chromebook Initiative Cuts Costs

The district expanded its 1:1 Chromebook Initiative this year. Students in grades 3-12 were issued their own personal Chromebook at NO COST to families. Students in grades 6-12 are currently allowed to take their device home while

students in grades 3-5 will keep their Chromebooks at school. Teachers for grades 4K-2 are able to check out carts of Chromebooks to utilize in the classroom as needed. One goal of this implementation is to encourage students to become more engaged in learning. Technology in and outside of the classroom will enhance each student's educational experiences and will provide equal access to a

standardized digital learning tool. Providing a device to each student, just as a textbook, levels the playing field and ensures all students have equitable access to their curriculum.

In addition to the technology equity our 1:1 program has solved,

it also saved the district an estimated \$52,000 annually! As you can see by the chart below, the cost of maintaining a PC differs significantly from a Chromebook.

Taking a look at the curriculum, it was determined that the Chromebook would support about 95% of what was needed to support learning. The

district maintains three physical PC labs for specialized software such as AutoCAD (drafting) and Microsoft Office.

In addition to the savings the 1:1 program has had for our District, we have been able to realize more savings in other areas. Surveying our classroom technology and

Dear PEASD Community Members,

Palmyra-Eagle Area School District / www.peasd.org / November 2018

over the last number of years to control our spending and manage our finances well. We have made sensible and reasonable changes

During the November School Board Meeting, board members approved a resolution to ask voters for an operational referendum in the next general Spring election. Included in this newsletter and future communications, you will find facts about the upcoming referendum question, the basics of school finance, and actions the district has taken to cut costs over the years. You will see how our spending compares to other districts in the area, and those of simil

issolving after the 2019-2020 School Year. This financial crisis is not the

We believe strongly that a school in a community makes the community better for all. We appreciate the support of the PEASD community over the last 40 years, and are hopeful to serve the students and families of our community for years to come. Please take

President, PEASD Board of Education

Please refer to pages 4 & 5 for referendum information

upgraded technology in almost every room this past summer! Some examples are providing new

what our teachers' needs were, we SMART Boards at the primary level, wireless projection for all and still cut the Technology budget by \$70.000!

Joine examp	nes are pro	vialing new					
1:1 Budget for grades 3-12 (4 year replacement)							
Student Chromebook	\$294.00	HP no stylus optio					
Chromecare Warranty	\$69.00	One time cost					
Management Console	\$25.00	One time cost					
Total cost per student:	\$388.00						
3-12 Students 17-18 + 10%:	678						
Total cost of program for 4 years:	\$263,064.00						
Lending Rate Estimate:	2.00%						
Total Cost + Financing:	\$268,325.28						
Annual Payment Estimate (3-12):	\$67,081.32						
Lahor							

Estimated setup time: 3 minute

Cost of maintaining PCs (4 year replaceme							
Current PC count	501						
PC Unit Cost	\$850.00						
Sophos License	\$29.96						
Microsoft Office	\$26.09						
Windows 10 Licensing	\$18.69						
Replacement Unit Cost:	\$924.74						
Total cost of program for 4 years:	\$463,294.74						
Lending Rate Estimate:	2.00%						
Total Cost + Financing:	\$472,560.63						
Annual Payment Estimate:	\$118,140.16						
Labor							
Estimated setup time:	60 minutes						

eagle/palmyra elementary



Fire Safety Week

During National Fire Prevention Week, October 7-13, 2018, Eagle and Palmyra Elementary students interacted with firefighters from their respective communities. The Palmyra Public Safety Department visited Palmyra Elementary two days during the week bringing multiple vehicles, equipment and gifts to share with the classes. Eagle Elementary students traveled to the Eagle Fire Department on Tuesday, October 9th. There they explored the many vehicles, extinguished a pretend fire, rolled up fire hoses, watched an educational video about fire safety and prevention and enjoyed seeing the department's mascot Sparky. Thank you to both departments for taking the time to teach and engage with our students!



"Welcome artists!"

This is how students are greeted as they enter the art room at Eagle and Palmyra Elementary. The student is the artist and the art room is their studio. In fact, there are actually more than one studio that the students can choose from. Being able to choose what you would like to create is part of the creative process. Choice-based art education is a research based, ever growing methodology for teaching art. Choice-based art classrooms are working studios where students learn through authentic art making. Learn more at: teachingforartisticbehavior.org.

Most students will not grow up to be artists. however, the skills they learn in the art room can contribute to a successful future. For example, artists observe, therefore at the Natural Science studio students can create observational drawings of shells, bones, plants, a preserved baby shark or even a cast of a wolf paw print donated by Mr. Greenquist. Collaboration is an essential life skill. Students collaborate at the Lego Architectural studio creating fantastic futuristic designs of buildings. At the Painting studio, students not only experiment with mixing paint they also learn the importance of taking care of one's tools and cleaning up after themselves. At the Critical Thinking studio, students learn to solve problems through the use of gears, magnets, prisms, dominos and more. Two studios, the Origami and Textile studios were both inspired by students who suggested them. During the month of

November, STEAM studios (Science, Technology, Engineering Art, Math) will also be added. Students will experiment with growing

crystals, squishy circuits and lights. Creating an environment that encourages choice, curiosity and creativity leads to students who are confident in their decisions and are excited to

We are excited to share with you what we have learned and discovered. Please stop in at 1863 Coffee Saloon, MP Taqueria, and the Police station in Eagle to see Eagle Elementary artwork rotated monthly. In January, third grade students from both Palmyra and Eagle Elementary will have nature inspired work on display at the State Forest Headquarters and fourth grade will have history inspired work displayed at local museums as part of a partnership with the National Gallery of Art - Smithsonian. We greatly appreciate the continual support of our community as we work together to encourage a successful future for all of our students. For information on how you can support the arts in the PEASD elementary level, please contact Beth Dobberstein, Art Instructor at bdobberstein@peasd.org.



Buddy Benches

Both elementary buildings recently unveiled

playgrounds. The "Buddy Bench" is a place for

students to visit when they are feeling lonely

or looking for someone to play with at recess.

School Counselor Beth Hemmer, along with

the history behind it. The project had been

discussed for several years before Palmyra

the local construction company Complete

the two benches. In order to ensure safety

Elementary teacher, Monica Adsit, presented

the concept to her family members who own

Contracting Services, Inc. (CCS). CCS and Mr. Dave

Halbrecker built and donated the materials for

several student volunteers, explained why the

bench is important, how it should be used and

Each school held an assembly where Elementary

Clubs Foster STEAM Learning

Eagle and Palmyra Elementary students have the opportunity to participate in several school clubs which promote S.T.E.A.M.(Science, Technology, Engineering, Art & Math) learning. At Eagle Elementary, 4th grade teacher Katie Severson along with parent volunteer Gary Gordhamer, run a Lego Robotics Club which meets every other Tuesday after school in the onsite Makerspace. Students utilize various Lego kits to create designs and complete obstacles while learning science, logic, programming and engineering all

while having fun. 4th grade Palmyra Elementary teacher Amy Muth runs that school's Makerspace Club which also meets after school on Tuesdays. The group travels to Powers Memorial Library to utilize their Makerspace and engage in multiple hands-on activities





and durability, the benches had to be installed four feet underground. The benches have been a welcome addition to both properties and students are enjoying the new friendships

BAND & CHOIR CONCERTS

Palmyra Elementary K-3 Music Concert Monday, December 3, 2018 6:30 pm Eagle Elementary K-3 Music Concert Tuesday, December 4, 2018 6:30 pm Palmyra Elementary 4-6 Music/Band Concert Monday, December 10, 2018 6:30 pm Eagle Elementary 4-6 Music/Band Concert Tuesday, December 11, 2018 6:30 pm High School/Middle School Band Concert Thursday, December 13, 2018 6:30 pm High School Choir Concert Tuesday, December 18, 2018 6:30 pm (@ Palmyra Methodist Church)

Middle School Choir Concert

January 14, 2018 6:30 pm

thank you to our sponsors!

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sports/activities

Boys Soccer Season Recap

Palmyra-Eagle and East Troy School Districts completed their 2nd successful co-op season of Mens High School Soccer. Coach Aaron Judd, from East Troy, was the fearless leader of this fantastic group of men along with Assistant Coach Ryan Erdmann, also from East Troy. They



led these gentlemen to a second place finish just behind McFarland within the Rock Valley Conference. They started the season off right

playing in the Sheboygan South Invitational Tournament and taking 2nd place. The four students from Palmyra-Eagle fit in flawlessly with the 12 other East Troy students. All players worked together and played hard each time they took the field. The team was unable to make it past the first round of regional play which ended their season with an overall conference record of 5-2-1. They all look forward to continuing the co-op and are aiming for a conference championship next season.

Panthers Volleyball

It seems like just yesterday, the 2018 Volleyball season came to an end at Poynette, with a heartfelt loss during the first round of regional play. It was a great fight and a great example of what the ladies were always

capable of. The team started the season playing in two tournaments: St. Francis and Belleville. These tournaments showed them exactly the work that was needed throughout the rest of the season. They then played 20 matches, winning 9 of them. The season ended 12-17 overall, but 4-2 in the conference, which tied for 2nd in the conference. There were amazing leaders on Varsity as well. Leading the



conference with 70 Kills was Rachel Mason. Leading the conference with 9 Solo Block Kills was Lilly Hammond. Leading the conference with 30 Ace Serves was Samantha Ramlow. 3rd in the conference with 127 Assists was Blair Webber. 2nd in the conference with 109 Digs was Mikayla Peardon. Even though the season had some ups and downs, they ended playing together as one solid unit, a "family" of talented athletes who look out for one another. The ladies have shown where this program is headed in the future, and what they are able to accomplish.

Cross Country Team

Last year's historic Palmyra-Eagle cross country season was a hard one to beat; however, 2018 brought many surprises and successes of its own.

For the first time since 2004, the girls did not have enough runners to field a full team. However, the girls took on that challenge and spent the season working on personal bests. Ally Czeshinski, Hailey Lucht, and Michaela Jones showed that hard work pays off as they all ran to all-conference honors and then enormous personal records at the sectional meet--Ally and Hailey placing 4th and 5th, earning individual qualifying places for the WIAA State Championship meet.

With the girls team rebuilding, the boys knew it was their time to rise to the occasion and continue to shape a program that is looking to do incredible things in the future. With so many in the strong pack, the boys team was able to push themselves to great finishes and personal records. The season culminated with some great results -- Jacob Stroh earning all-conference honors with his 12th place finish; Matthew Ollis,



2018 Panther Football

The Palmyra-Eagle football program saw significant improvement for the 2nd consecutive year under Head Coach Joe Hauser. The Panthers ended the regular season with a 6-3 record and qualified for the WIAA State Playoffs for the first time since 2010.

The combination of Morgan Carpenter, Owen Butenhoff, Brandon Wilde and Cade Fleischmann would go on to break 26 school records this season. Brandon finished the regular season as the state of Wisconsin's top passer with 2557 passing yards. Morgan also had a big year as he finished 2nd in the state in receiving touchdowns as well as 10th in pass receptions. He was also named a semifinalist for the prestigious Al Toon Award, given to the top senior receiver in the state.

The Panthers will look to continue their upward trend in 2019 as they will return 24 upperclassmen as well as members of the JV team that finished their season with an impressive 5-1-1 record.

Equestrian Team Excels

The Palmyra-Eagle Equestrian team once again saw great success this year. The team consisting of Allyssa Rennebu, Kate Rennebu, Hope Moskiewicz, Lilly Von Asten, Nina Barnes and Kenzie Williams, who was injured and unable to compete, first competed in Jefferson at the WIHA

District 2 competition. The team competed on 8 horses which are owned by the members and the coach, Penny LePak. The weather was uncooperative and the competition was tough, but in the end Palmyra-



Eagle was crowned Division B Grand Champions! The finish earned them a trip to the Wisconsin Interscholastic Horsemanship Association (WIHA) State Competition held at the Alliant Energy Center in Madison. The ladies worked incredibly hard and put on some fantastic individual performances over the long weekend. After the results were compiled, the team was named Reserve Champions!

Fischer Schneider, and Stroh all achieved personal records at the sectional meet. The boys team ran their way to a 4th place finish at the Trailways Conference Championships out of 15 full teams.



middle/high school



Middle School Career Expo

Palmyra-Eagle Middle School students recently visited the Waukesha County Expo Center for a Career Expo field trip sponsored by WCTC (Waukesha County Technical College). The students were split up into different groups and visited 3 different job areas to learn about a variety of careers including: Criminal Investigation, Cosmetology, Truck Driving, Medical Assisting, Environmental Engineering, Veterinary, Welding, Carpentry, Robotics, Early Childhood and Firefighting. School Counselor Renee Cookstrom arranges the annual excursion in hopes that the students may find a future career path.



Tech Ed Takes a Tour

In celebration of October being Manufacturing Month, all high school students currently enrolled in one of Mike Hoff's technology education classes were given a tour of Generac Power Systems plant in Eagle and afforded a real inside look at the manufacturing process. As an added



bonus, Palmyra-Eagle parent Chris Oliver, the Safety Manager there, was one of the guides. After the tour, the group was invited for a question and answer session to find out more about what the company does and potential job opportunities.



Save A Life Program

Palmyra-Eagle Middle and High School students attended a relevant and crucial assembly this fall. The International Save A Life Tour is the nation's most advanced and high-impact Safe Driving Awareness Program which utilizes multi-million dollar Distracted and Impaired Simulators to give participants a very realistic, sober perspective on the effects of driving while impaired due to alcohol, drugs or fatigue or distracted by phone texting or calling. The program began with an emotional video and speaking presentation from Mike Campbell of Save a Life before students were grouped by grade level and given the opportunity to utilize one of the high-tech simulators which have visited the Pentagon and traveled the world with the Department of Defense. Associate Principal Nick Jones stated, "I feel this program was appropriately timed with Homecoming

stated, "I feel this program approaching and a variety of other dances and events on the calendar. The simulators were very realistic and the students seemed engaged while using them and watching their classmates endure the challenges."

SCHOOL BOARD MEETINGS

(Second Tuesday of the Month at 7:00 pm in the PEHS/MS
Community Center, *unless otherwise posted)
DECEMBER 11, 2018 • JANUARY 8, 2019
FEBRUARY 12, 2019 • MARCH 12, 2019
APRIL 9, 2019 • *MAY 21, 2019
JUNE 11, 2019 • JULY 9, 2019
Access to meeting agendas, minutes,

information and recordings: https://www.peasd.org/district/boe_mtgs_agnds.cfm



REFERENDUM QUESTION

Shall the School Board of the Palmyra-Eagle Area School District be authorized to exceed the revenue limit under Section 121.91 of the Wisconsin Statutes in the amounts set forth below on a recurring basis over a period of four years commencing with the 2019-20 school year as follows: \$1,750,000 in the 2019-20 school year and \$750,000 in each of the 2020-21, 2021-22 and 2022-23 school years aggregating total recurring revenue cap relief of \$4,000,000 in the 2022-23 school year and thereafter for the purpose of paying District operation and maintenance expenses as provided in the foregoing resolution?

Are we alone?

"While districts were once allowed inflationary increases in their revenue limits, those no longer occur. Instead, districts must rely on uncertain growth in a new categorical aid, or a successful referendum, to grow revenue."

-Source - The Wisconsin Taxpayer Vol. 83, Number 7/8 July/August 2015

OPERATIONAL REFERENDUM IN PLACE AND/OR RECENTLY PASSED

NO OPERATIONAL REFERENDUM





If you **SUPPORT** the proposed question, you would vote



If you **DO NOT SUPPORT** the proposed question, you would vote



What will happen if the referendum passes?

Educating students in the district continues

All buildings will remain open

3 Appropriate staffing levels and programs levels and programs are maintained

Complete needed repairs and provide general maintenance to district buildings

What will happen if the referendum does not pass?

Based on projected revenues and expenses, district fund balance will be used during the 2019-20 school year

Tund balance will not be enough to fund the 2020-21 school year

The district will work to dissolve following the 2019-20 school year

The PEASD community will be divided between other districts through a dissolution process

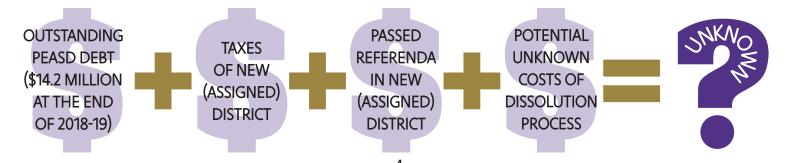
What will the referendum cost?

Change in school tax amount with an APPROVED referendum (as compared to 2018-19 school tax bill)

TAX IMPACT OF THE PROPOSED REFERENDUM:

Tax Years:	Years: 2019-20		2020-21		2021-22		2022-23 & on	
HOME VALUE	MONTHLY IMPACT	ANNUAL IMPACT	MONTHLY IMPACT	ANNUAL IMPACT	MONTHLY IMPACT	ANNUAL IMPACT	MONTHLY IMPACT	ANNUAL IMPACT
per \$100,000	\$10.42	\$125.00	\$18.00	\$216.00	\$21.25	\$255.00	\$24.58	\$295.00

TAXPAYER RESPONSIBILITY WITH A FAILED REFERENDUM:



What has the district done to reduce expenses?

ELEMENTARY LEVEL EDUCATIONAL STAFFING

- ➢ Reduced teaching staff by 11.5 full-time positions
- Only 1 section of each grade level at Eagle Elementary
- ➢ Only 3 of 7 grade levels with more than one section at Palmyra Elem.

MIDDLE SCHOOL/ HIGH SCHOOL LEVEL EDUCATIONAL STAFFING AND **PROGRAMMING**

- ➢ Eliminated Family and Consumer Ed program - reduced full-time position
- ➢ Eliminated 7th grade Tech Ed reduced part-time position
- ➢ Eliminated full-time middle school math position
- ➢ Eliminated administrative position - replaced with half teaching, half **Activities Director**

DISTRICT-WIDE STAFFING

- ➢ Eliminated full-time school psychologist position
- ➢ Eliminated full-time custodial position
- Reduced 3.5 full-time support staff/aide positions

SALARY AND BENEFITS

- Average annual salary increases have averaged 1.88% per year over the last 7 years
- Employee insurance has changed several times to control costs.
 - The most recent saved the district over \$115,000 by increasing deductibles
 - Employees pay more than the government standard for premium costs
- ➢ District sponsored postemployment benefits have been

eliminated for all employees hired after 2001

RESTRUCTURING OF TECHNOLOGY DEPARTMENT

- Reduced staff by 1.5 full-time positions
- ➤ Budget reduced by \$70,000 through upgrades and increased efficiencies

CONSOLIDATED 2 BUS ROUTES

Saving \$50,000 per year

REDUCED UTILITY SPENDING

★ \$40,000 per year through energy efficiency projects

CANCELED SUMMER SCHOOL

Saving \$37,500 per year

REFINANCED LONG-TERM DEBT

➤ Lowered interest rate

DELAYED SPENDING ON MAINTENANCE DISTRICT-WIDE

WHEN IS THE **REFERENDUM?**

(New state law requires that all school referendums must be held

February 19, 2019

If there is not a statewide race held in February, referendum will be held on

Get informed!

Attend a Community Forum:

WEDNESDAY, DECEMBER 5, 2018 at 6:00PM PALMYRA-EAGLE HIGH SCHOOL COMMUNITY CENTER WEDNESDAY, DECEMBER 12, 2018 at 6:00PM

EAGLE ELEMENTARY CAFETERIA

Visit the district website at www.peasd.org Email your questions to Scott Hoff at shoff@peasd.org

Follow us on Facebook.com/PEPanthers

Contact Dr. Steven Bloom, District Administrator sbloom@peasd.org • 262-495-7101 ext. 2601