

Referendum Timing

A survey was conducted targeting Oshkosh residents (Dec 2015) → Results showed OASD could ask for (& get) *another* \$28 mil over 7 yrs.

- The budget short fall (2016-17) + security upgrades = \$4 million
- The budget short fall (2017-18) is exactly \$4 million
- They have no budget for 2016-17, 2017-18 or beyond yet “need” \$4 mil / year for the next 7 years

Actual OASD 2015-2106 Budget = \$134.6 mil*
 (\$107 million per Stan Mack)

*See 2015-2016 Budget (pg 19)

<https://sites.google.com/a/oshkosh.k12.wi.us/business-services/budget>

| FOOD SERVICE FUND | Actual 2013-2014 | Unaudited 2014-2015 | Budget 2015-2016 |
|-------------------------------------|---------------------|------------------------|---------------------|
| Beginning Fund Balance | 33,403.00 | 33,403.00 | 0.00 |
| Ending Fund Balance | 33,403.00 | 0.00 | 0.00 |
| REVENUES & OTHER FINANCING SOURCES | 3,006,343.00 | 3,184,030.00 | 3,121,999.00 |
| EXPENDITURES & OTHER FINANCING USES | 3,006,343.00 | 3,217,433.00 | 3,121,999.00 |

| COMMUNITY SERVICE FUND | Actual 2013-2014 | Unaudited 2014-2015 | Budget 2015-2016 |
|-------------------------------------|---------------------|------------------------|---------------------|
| Beginning Fund Balance | 624,707.00 | 624,707.00 | 33,750.00 |
| Ending Fund Balance | 624,707.00 | 33,750.00 | 305.00 |
| REVENUES & OTHER FINANCING SOURCES | 1,367,407.00 | 1,353,845.00 | 1,700,971.00 |
| EXPENDITURES & OTHER FINANCING USES | 1,392,860.00 | 1,944,802.00 | 1,740,416.00 |

| PACKAGE & COOPERATIVE PROGRAM FUND | Actual 2013-2014 | Unaudited 2014-2015 | Budget 2015-2016 |
|-------------------------------------|---------------------|------------------------|---------------------|
| Beginning Fund Balance | 0.00 | 0.00 | 0.00 |
| Ending Fund Balance | 0.00 | 0.00 | 0.00 |
| REVENUES & OTHER FINANCING SOURCES | 0.00 | 0.00 | 0.00 |
| EXPENDITURES & OTHER FINANCING USES | 0.00 | 0.00 | 0.00 |

Total Expenditures and Other Financing Uses

| ALL FUNDS | Actual 2013-2014 | Unaudited 2014-2015 | Budget 2015-2016 |
|---|---------------------|------------------------|---------------------|
| GROSS TOTAL EXPENDITURES – ALL FUNDS | 141,911,556.00 | 143,448,560.00 | 151,509,069.00 |
| Interfund Transfers (Source 100) - ALL FUNDS | 15,293,616.00 | 15,491,844.00 | 17,006,391.00 |
| Refinancing Expenditures (FUND 30) | 0.00 | 0.00 | 0.00 |
| NET TOTAL EXPENDITURES – ALL FUNDS | 126,617,940.00 | 127,956,716.00 | 134,659,678.00 |
| PERCENTAGE INCREASE – NET TOTAL FUND EXPENDITURES FROM PRIOR YEAR | | 1.06% | 5.24% |

PROPOSED PROPERTY TAX LEVY

| FUND | Actual 2013-2014 | Unaudited 2014-2015 | Budget 2015-2016 |
|--|---------------------|------------------------|---------------------|
| General Fund | 38,215,301.00 | 40,702,008.00 | 41,908,305.00 |
| Referendum Debt Service Fund | 1,253,113.00 | 1,438.00 | 862,863.00 |
| Non-Referendum Debt Service Fund | 2,800,182.00 | 7,001.00 | 3,788,968.00 |
| Capital Expansion Fund | 0.00 | 0.00 | 0.00 |
| Community Service Fund | 999,589.00 | 999,589.00 | 1,328,721.00 |
| TOTAL SCHOOL LEVY | 43,248,185.00 | 46,534,736.00 | 47,939,455.00 |
| PERCENTAGE INCREASE – TOTAL LEVY FROM PRIOR YEAR | | 7.60% | 3.02% |

VOTE “YES” ACTUAL COSTS

| Home Value | Annual Increase | full referendum \$ |
|-------------|-----------------|--------------------|
| • \$100,000 | \$83 | \$581 |
| • \$150,000 | \$125 | \$875 |
| • \$200,000 | \$166 | \$1162 |
| • \$250,000 | \$208 | \$1456 |
| • \$300,000 | \$249 | \$1743 |
| • \$400,000 | \$332 | \$2324 |
| • \$500,000 | \$415 | \$2905 |

Vote “YES” + 2014 \$28 mil Referendum ACTUAL COSTS for 5 more years!!

| Home Value | Annual Increase | full referendum \$ |
|-------------|-----------------|--------------------|
| • \$100,000 | \$166 | \$996 |
| • \$150,000 | \$250 | \$1500 |
| • \$200,000 | \$332 | \$1992 |
| • \$250,000 | \$416 | \$2496 |
| • \$300,000 | \$498 | \$2988 |
| • \$400,000 | \$664 | \$3984 |
| • \$500,000 | \$830 | \$4980 |

How do we compare?

Oshkosh is 8th of 508 districts in the state of WI with Administrative costs
(1st for comparable sized administrations)

Fiscally Responsible Administration?

- OASD spends \$57,645 on referendum flyers *using taxpayer \$*
- \$8,500 on one mailing



| School District | Sum of Administration Salaries | # Administrative Employees |
|--------------------------------|--------------------------------|----------------------------|
| Milwaukee Sch Dist | \$ 12,739,419.00 | 131 |
| Madison Metropolitan Sch Dist | \$ 2,679,659.00 | 22 |
| Green Bay Area Public Sch Dist | \$ 1,741,739.00 | 15 |
| Kenosha Sch Dist | \$ 1,592,174.00 | 13 |
| Racine Unified Sch Dist | \$ 1,492,321.00 | 13 |
| Appleton Area Sch Dist | \$ 1,377,928.00 | 12 |
| La Crosse Sch Dist | \$ 1,284,946.00 | 11 |
| Oshkosh Area Sch Dist | \$ 1,063,572.00 | 9 |
| West Allis-West Milwaukee Sch | \$ 1,006,030.00 | 9 |
| Elmbrook Sch Dist | \$ 977,913.00 | 8 |
| hath | \$ 1,637,000.00 | 8 |

Administration

Stan F. Mack II, Superintendent
 Dr. David Gundlach, Deputy Superintendent
 Matthew Kaemmerer, Director of Pupil Services
 Susan Schnorr, Executive Director of Business Services
 Michael Nault, Executive Director of Human Resources
 Dr. Andrew Jones, Executive Director of Administration
 Julie Mosher, Director of Curriculum, Instruction and Assessment
 Kim Brown, Director of Learning
 Linda Pierron, Director of Special Education and Early Learning


Would need to cut 17.7%
of salaries to be at the WI
avg (\$97,222) per
Administration employee

Administration shared Pain - NO

- Stan Mack's salary alone is \$160,000 (w/ bonus and benefits is \$189,959)
29th of 443 in State of WI for Superintendent salary *Average is \$119,001*

Mack, Stan

Search Again

| | |
|---|--------------------------------|
| Job title | District Administrator |
| Assignment | No Description Beyond Position |
| Staff category | Professional-Regular Education |
| Total salary | \$160,000.00 |
| Total fringe/employee benefits | \$19,959.00 |
| Days of contract | 261 |
| Assignment FTE  | 100 |
| Local experience (years) | 2 |
| Total experience (years) | 42 |
| Highest educational degree received | Master's degree |



School details

| | |
|------------------------|----------------------------------|
| School name | Oshkosh Area Sch Dist |
| School type | N/A |
| School district | Oshkosh Area School District |
| Agency type | Wisconsin Public School District |
| City | Oshkosh |
| County | Winnebago County |

| Name | Title | School/District | Degree held | Salary |
|-------------------------|-------------------------------|--------------------------------|----------------------------|---------------------|
| Thornton, Gregory | District Administrator | Milwaukee Sch Dist | Doctorate | \$265,000.00 |
| Cheatham, Jennifer | District Administrator | Madison Metropolitan Sch Dist | Doctorate | \$235,000.00 |
| Haws, Ladarla | District Administrator | Racine Unified Sch Dist | Doctorate | \$200,000.00 |
| Hancock, Michele | District Administrator | Kenosha Sch Dist | Doctorate | \$195,000.00 |
| Langenfeld, Michelle | District Administrator | Green Bay Area Public Sch Dist | Doctorate | \$190,000.00 |
| Cooke, Kathleen | District Administrator | Hamilton Sch Dist | Doctorate | \$175,152.00 |
| Hardebeck, Mary Ann | District Administrator | Eau Claire Area Sch Dist | Doctorate | \$175,000.00 |
| Lamberson, Jonathan | District Administrator | Cedarburg Sch Dist | Doctorate | \$173,692.00 |
| Patz, Steve | District Administrator | Franklin Public Sch Dist | Doctorate | \$172,133.00 |
| Eparvier, Kim | District Administrator | Peshigo Sch Dist | Master's degree | \$172,000.00 |
| Hansen, Mark | District Administrator | Elmbrook Sch Dist | Doctorate | \$171,700.00 |
| Weber, Michael | District Administrator | Port Washington-Saukville Sch | Doctorate | \$170,061.00 |
| Gavigan, Mary | District Administrator | Cooperative Ed Serv Agcy 01 | Doctorate | \$168,000.00 |
| Jefson, Craig | District Administrator | Arrowhead High | Master's degree | \$167,780.00 |
| Bowen-Eggebraaten, Mary | District Administrator | Hudson Sch Dist | 6-year Specialist's degree | \$166,363.00 |
| Sternke, Joann | District Administrator | Pewaukee Sch Dist | Doctorate | \$165,500.00 |
| Busler, Brian | District Administrator | Oregon Sch Dist | Doctorate | \$165,373.00 |
| Means, Demond | District Administrator | Mequon-Thiensville Sch Dist | Doctorate | \$165,000.00 |
| Myrah, Laura | District Administrator | Whitefish Bay Sch Dist | Master's degree | \$165,000.00 |
| Sramek, Barbara | District Administrator | Marshall Sch Dist | Doctorate | \$164,649.00 |
| Burmeister, Sara | District Administrator | Oak Creek-Franklin Joint Sch D | Doctorate | \$164,430.00 |
| Ertl, Phillip | District Administrator | Wauwatosa Sch Dist | Doctorate | \$163,738.00 |
| Gray, Todd | District Administrator | Waukesha Sch Dist | Master's degree | \$161,968.00 |
| Thompson, Kelly | District Administrator | Muskego-Norway Sch Dist | Doctorate | \$161,780.00 |
| Johnson, Donald | District Administrator | Middleton-Cross Plains Area Sc | Doctorate | \$161,556.00 |
| Wachholz, Kurt | District Administrator | West Allis-West Milwaukee Sch | Master's degree | \$161,409.00 |
| Lacroix, Damian | District Administrator | Howard-Suamico Sch Dist | Master's degree | \$160,619.00 |
| Greco, Patricia | District Administrator | Menomonee Falls Sch Dist | Doctorate | \$160,370.00 |
| Mack, Stan | District Administrator | Oshkosh Area Sch Dist | Master's degree | \$160,000.00 |
| Benson, James | District Administrator | River Falls Sch Dist | Master's degree | \$160,000.00 |
| Deklotz, Patricia | District Administrator | Kettle Moraine Sch Dist | Doctorate | \$159,927.00 |
| Garza, Joe | District Administrator | New Berlin Sch Dist | Master's degree | \$158,104.00 |
| Williams, Kathleen | District Administrator | Wausau Sch Dist | Doctorate | \$157,993.00 |
| Kerr-Eckhart, Deborah | District Administrator | Brown Deer Sch Dist | Doctorate | \$157,403.00 |
| Holtz, Lowell | District Administrator | Whitnall Sch Dist | Doctorate | \$157,366.00 |
| Neitzke IV, Theodore | District Administrator | West Bend Sch Dist | Master's degree | \$157,231.00 |
| Karling, George | District Administrator | Three Lakes Sch Dist | Doctorate | \$157,143.00 |
| Sebert, James | District Administrator | Fond du Lac Sch Dist | Doctorate | \$156,333.00 |
| Lightner, Mel | District Administrator | Grafton Sch Dist | Doctorate | \$156,250.00 |
| Weninger, Attila | District Administrator | Stevens Point Area Public Sch | Doctorate | \$155,500.00 |
| Rindo, Roger | District Administrator | Oconomowoc Area Sch Dist | Doctorate | \$155,000.00 |

Administration shared Pain - NO

- Dr. David Grunlach's salary alone is \$131,453 (w/ benefits is \$149,483)
5th of 28 in State of WI for Deputy Superintendent salary *Average is \$117,178*
- Dr. Andrew Jones's salary alone is \$116,000 (w/ benefits is \$141,271)
18th of 28 in State of WI for Deputy Superintendent salary *Average is \$117,178*

Gundlach, David

Search Again

| | |
|-----------------------------------|----------------------------------|
| Job title | Assistant District Administrator |
| Assignment | No Description Beyond Position |
| Staff category | Professional-Regular Education |
| Total salary | \$131,453.00 |
| Total fringe/employee benefits | \$18,030.00 |
| Days of contract | 261 |
| Assignment FTE ? | 100 |
| Local experience (years) | 4 |
| Total experience (years) | 25 |
| Highest education degree received | Doctorate |
| School name | Oshkosh Area Sch Dist |
| School type | N/A |
| School district | Oshkosh Area School District |
| Agency type | Wisconsin Public School District |
| City | Oshkosh |
| County | Winnebago County |

Top 17.8%

Jones, Andrew

Search Again

| | |
|-----------------------------------|----------------------------------|
| Job title | Assistant District Administrator |
| Assignment | No Description Beyond Position |
| Staff category | Professional-Regular Education |
| Total salary | \$116,000.00 |
| Total fringe/employee benefits | \$25,271.00 |
| Days of contract | 261 |
| Assignment FTE ? | 100 |
| Local experience (years) | 3 |
| Total experience (years) | 3 |
| Highest education degree received | Doctorate |
| School name | Oshkosh Area Sch Dist |
| School type | N/A |
| School district | Oshkosh Area School District |
| Agency type | Wisconsin Public School District |
| City | Oshkosh |
| County | Winnebago County |

| Name | Title | School/District | Degree held | Salary |
|-------------------------|----------------------------------|--------------------------------|----------------------------|--------------|
| Fralin, Alex | Assistant District Administrator | Madison Metropolitan Sch Dist | Doctorate | \$155,000.00 |
| Kvistad, Lisa | Assistant District Administrator | Madison Metropolitan Sch Dist | Master's degree | \$142,425.00 |
| Hertting, Michael | Assistant District Administrator | Madison Metropolitan Sch Dist | Doctorate | \$142,425.00 |
| Alt, Lois | Assistant District Administrator | D C Everest Area Sch Dist | Doctorate | \$139,149.00 |
| Gundlach, David | Assistant District Administrator | Oshkosh Area Sch Dist | Doctorate | \$131,453.00 |
| Kujawa, Lisa | Assistant District Administrator | Oak Creek-Franklin Joint Sch D | Doctorate | \$131,451.00 |
| Krueger, Dennis | Assistant District Administrator | Howard-Suamico Sch Dist | Master's degree | \$130,877.00 |
| Stoskopf, Jack | Assistant District Administrator | D C Everest Area Sch Dist | Doctorate | \$130,000.00 |
| Salerno, Steven | Assistant District Administrator | La Crosse Sch Dist | Doctorate | \$128,659.00 |
| Vogel, Ben | Assistant District Administrator | Appleton Area Sch Dist | Master's degree | \$128,530.00 |
| Baseman, Judith | Assistant District Administrator | Appleton Area Sch Dist | 6-year Specialist's degree | \$128,530.00 |
| Gallien, Eric | Assistant District Administrator | Racine Unified Sch Dist | Doctorate | \$128,152.00 |
| Krohn, Ryan | Assistant District Administrator | Waukesha Sch Dist | Master's degree | \$125,878.00 |
| Pahlow, Kim | Assistant District Administrator | Green Bay Area Public Sch Dist | 6-year Specialist's degree | \$123,524.00 |
| Schwab, Michelle | Assistant District Administrator | Muskego-Norway Sch Dist | Master's degree | \$123,500.00 |
| Kuehl, Joan | Assistant District Administrator | Racine Unified Sch Dist | Master's degree | \$121,653.00 |
| Smith, Mark | Assistant District Administrator | Green Bay Area Public Sch Dist | Master's degree | \$116,113.00 |
| Jones, Andrew | Assistant District Administrator | Oshkosh Area Sch Dist | Doctorate | \$116,000.00 |
| Joynt, Matthew | Assistant District Administrator | Homestead High | Master's degree | \$112,615.00 |
| Tourdote, Lynee | Assistant District Administrator | Beloit Sch Dist | Master's degree | \$111,000.00 |
| Hanks, Nancy | Assistant District Administrator | Madison Metropolitan Sch Dist | Master's degree | \$107,952.00 |
| Nordine, Dawn | Assistant District Administrator | Cooperative Ed Serv Agcy 09 | Master's degree | \$107,918.00 |
| Zinnen, Connie | Assistant District Administrator | Burlington Area Sch Dist | Master's degree | \$106,097.00 |
| Lehto, Candie | Assistant District Administrator | Oconto Falls Public Sch Dist | 6-year Specialist's degree | \$104,369.00 |
| Leschisin, Joseph | Assistant District Administrator | Cameron Sch Dist | Master's degree | \$99,000.00 |
| Racine Gilles, Caroline | Assistant District Administrator | Madison Metropolitan Sch Dist | Doctorate | \$83,203.00 |
| Engelbreton, James | Assistant District Administrator | Crandon Sch Dist | Master's degree | \$53,500.00 |
| Freese, Randy | Assistant District Administrator | Wisconsin Heights Sch Dist | Doctorate | \$52,000.00 |

Administration shared Pain - NO

- Sue Schnorr's salary alone is \$127,000 (w/ bonus and benefits is \$158,226)
25th of 229 in State of WI for Business Manager salary *Average is \$100,737*

Schnorr, Susan

Search Again

| | |
|-------------------------------------|----------------------------------|
| Job title | Business Manager |
| Assignment | No Description Beyond Position |
| Staff category | Professional-Regular Education |
| Total salary | \$127,000.00 |
| Total fringe/employee benefits | \$31,226.00 |
| Days of contract | 261 |
| Assignment FTE [?] | 100 |
| Local experience (years) | 1 |
| Total experience (years) | 29 |
| Highest educational degree received | Master's degree |
| School details | |
| School name | Oshkosh Area Sch Dist |
| School type | N/A |
| School district | Oshkosh Area School District |
| Agency type | Wisconsin Public School District |
| City | Oshkosh |
| County | Winnebago County |

Top
10.9%

| Name | Title | School | Degree held | Salary |
|---------------------|------------------|-------------------------------|-------------------|--------------|
| Barry, Michael | Business Manager | Madison Metropolitan Sch Dist | Master's degree | \$149,999.00 |
| Ruud, Bryan | Business Manager | Hamilton Sch Dist | Master's degree | \$147,232.00 |
| Milzer, James | Business Manager | Franklin Public Sch Dist | Master's degree | \$146,037.00 |
| Glass, Sheronda | Business Manager | Kenosha Sch Dist | Master's degree | \$142,927.00 |
| Pace, Gerald | Business Manager | Milwaukee Sch Dist | Doctorate | \$138,671.00 |
| Mack, John | Business Manager | Wauwatosa Sch Dist | Master's degree | \$138,651.00 |
| Dickson, Roger | Business Manager | New Berlin Sch Dist | Master's degree | \$138,269.00 |
| Gahan III, John | Business Manager | Pewaukee Sch Dist | Master's degree | \$137,222.00 |
| Yde, Shawn | Business Manager | Whitefish Bay Sch Dist | Master's degree | \$135,796.00 |
| Dellutri, Jeffrey | Business Manager | Nicolet High | Master's degree | \$135,204.00 |
| Kopecky, Stephen | Business Manager | Arrowhead High | Master's degree | \$134,427.00 |
| Murphy, Christopher | Business Manager | Verona Area Sch Dist | Master's degree | \$134,291.00 |
| Weiland, Andrew | Business Manager | Oregon Sch Dist | Master's degree | \$133,505.00 |
| Zimdars, Betty | Business Manager | Howard-Suamico Sch Dist | Master's degree | \$132,326.00 |
| Owens, Thomas | Business Manager | Stevens Point Area Public Sch | Doctorate | \$132,226.00 |
| Grieger, Gail | Business Manager | Mequon-Thiensville Sch Dist | Master's degree | \$131,350.00 |
| Amadio, Jack | Business Manager | Superior Sch Dist | Master's degree | \$131,269.00 |
| Frei, Philip | Business Manager | Sun Prairie Area Sch Dist | Master's degree | \$128,986.00 |
| Hietpas, Donald | Business Manager | Appleton Area Sch Dist | Bachelor's degree | \$128,530.00 |
| Tess, Robert | Business Manager | Wausau Sch Dist | Master's degree | \$128,500.00 |
| Hanson, Kevin | Business Manager | West De Pere Sch Dist | Master's degree | \$128,459.00 |
| Clark, Darren | Business Manager | Mukwonago Sch Dist | Master's degree | \$128,000.00 |
| Kollath, Kristin | Business Manager | Grafton Sch Dist | Master's degree | \$127,500.00 |
| Dvornik, Karen | Business Manager | Cedarburg Sch Dist | Master's degree | \$127,067.00 |
| Schnorr, Susan | Business Manager | Oshkosh Area Sch Dist | Master's degree | \$127,000.00 |
| Saucerman, Patrick | Business Manager | Marshfield Unified Sch Dist | Master's degree | \$126,993.00 |
| Clark, Jay | Business Manager | Holmen Sch Dist | Master's degree | \$126,781.00 |
| Pickett, Erica | Business Manager | Stoughton Area Sch Dist | Master's degree | \$126,500.00 |

Administration shared Pain - NO

- Michael Nault's salary alone is \$120,000 (w/ bonus and benefits is \$130,105)
47th of 152 in State of WI for Business Manager salary *Average is \$106,999*

Nault, Michael

Search Again

| | |
|--|----------------------------------|
| Job title | Central Office Administrator |
| Assignment | Human Resources Staff Members |
| Staff category | Professional-Regular Education |
| Lowest grade served | 4-year-old Kindergarten |
| Highest grade served | Twelfth Grade |
| Total salary | \$120,000.00 |
| Total fringe/employee benefits | \$10,105.00 |
| Days of contract | 261 |
| Assignment FTE | 100 |
| Local experience (years) | 2 |
| Total experience (years) | 33 |
| Highest educational degree received | Master's degree |
| School details | |
| School name | Oshkosh Area Sch Dist |
| School type | N/A |
| School district | Oshkosh Area School District |
| Agency type | Wisconsin Public School District |
| City | Oshkosh |
| County | Winnebago County |

Top
30.9%

| Name | Title | School | Degree held | Salary |
|---------------------|------------------------------|--------------------------------|----------------------------|--------------|
| Schulte, Karen | Central Office Administrator | Janesville Sch Dist | Doctorate | \$155,193.00 |
| Sobczak, Lynne | Central Office Administrator | Milwaukee Sch Dist | Master's degree | \$144,925.00 |
| Nate, Michelle | Central Office Administrator | Milwaukee Sch Dist | Master's degree | \$138,671.00 |
| Driver, Darianne | Central Office Administrator | Milwaukee Sch Dist | Bachelor's degree | \$138,671.00 |
| Gubernick, Naomi | Central Office Administrator | Milwaukee Sch Dist | Bachelor's degree | \$138,671.00 |
| Jackson, Karen | Central Office Administrator | Milwaukee Sch Dist | Doctorate | \$138,671.00 |
| Nadler, Robert | Central Office Administrator | Madison Metropolitan Sch Dist | Master's degree | \$136,926.00 |
| Wohlleber, Thomas | Central Office Administrator | Middleton-Cross Plains Area Sc | Master's degree | \$136,377.00 |
| Posley, Keith | Central Office Administrator | Milwaukee Sch Dist | 6-year Specialist's degree | \$136,042.00 |
| Ormseth, Bethany | Central Office Administrator | Kenosha Sch Dist | Doctorate | \$134,737.00 |
| Hamblin, Troy | Central Office Administrator | Oak Creek-Franklin Joint Sch D | Bachelor's degree | \$133,413.00 |
| Mueller, Judith | Central Office Administrator | Franklin Public Sch Dist | Doctorate | \$132,945.00 |
| Cady, Michael | Central Office Administrator | Pewaukee Sch Dist | Master's degree | \$132,225.00 |
| Davis, James | Central Office Administrator | Milwaukee Sch Dist | Master's degree | \$132,162.00 |
| Barrett, Margaret | Central Office Administrator | Milwaukee Sch Dist | Bachelor's degree | \$132,162.00 |
| Roubik, John | Central Office Administrator | Hamilton Sch Dist | Master's degree | \$130,299.00 |
| Holt, Victoria | Central Office Administrator | Neenah Joint Sch Dist | Master's degree | \$130,000.00 |
| Williams, Donna | Central Office Administrator | Madison Metropolitan Sch Dist | Bachelor's degree | \$129,782.00 |
| Hedstrom, Christine | Central Office Administrator | Waukesha Sch Dist | Master's degree | \$129,400.00 |
| Olson, Jason | Central Office Administrator | Verona Area Sch Dist | Master's degree | \$128,756.00 |
| Walters, Jerome | Central Office Administrator | Cooperative Ed Serv Agcy 11 | Master's degree | \$127,500.00 |
| Queen, Dennis | Central Office Administrator | Milwaukee Sch Dist | Master's degree | \$125,964.00 |
| Smiley, Robert | Central Office Administrator | Janesville Sch Dist | Doctorate | \$125,860.00 |
| Cargile, Yolanda | Central Office Administrator | Janesville Sch Dist | Doctorate | \$125,240.00 |
| Gill, Patricia | Central Office Administrator | Milwaukee Sch Dist | Master's degree | \$124,908.00 |
| Rodriguez, Jesse | Central Office Administrator | Milwaukee Sch Dist | Master's degree | \$124,865.00 |
| Thielen, Daniel | Central Office Administrator | Racine Unified Sch Dist | Master's degree | \$123,782.00 |
| Marsch, Jean | Central Office Administrator | Green Bay Area Public Sch Dist | Master's degree | \$123,524.00 |
| Elliehausen, Valley | Central Office Administrator | West Bend Sch Dist | Master's degree | \$122,419.00 |
| Gurtner, Kristen | Central Office Administrator | West Allis-West Milwaukee Sch | Master's degree | \$122,159.00 |
| Adkins, Vickie | Central Office Administrator | De Forest Area Sch Dist | Master's degree | \$121,481.00 |
| Wall, David | Central Office Administrator | Rhineland Sch Dist | Master's degree | \$120,242.00 |
| Delghingaro, Robert | Central Office Administrator | Milwaukee Sch Dist | Bachelor's degree | \$120,062.00 |
| Nault, Michael | Central Office Administrator | Oshkosh Area Sch Dist | Master's degree | \$120,000.00 |
| ... | ... | ... | ... | ... |

Administration shared Pain - NO

- Julie Mosher & Kim Brown's salaries alone are \$103,000 (w/ benefits is \$133,937)
94th of 321 in State of WI for Deputy Superintendent salary *Average is \$91,887*

Mosher, Julie

Search Again

| | |
|--|--|
| Job title | Director of Instruction/Program Supervisor |
| Assignment | No Description Beyond Position |
| Staff category | Professional-Regular Education |
| Total salary | \$103,000.00 |
| Total fringe/employee benefits | \$28,937.00 |
| Days of contract | 261 |
| Assignment FTE | 100 |
| Local experience (years) | 19 |
| Total experience (years) | 19 |
| Highest educational degree received | Master's degree |
| School details | |
| School name | Oshkosh Area Sch Dist |
| School type | N/A |
| School district | Oshkosh Area School District |
| Agency type | Wisconsin Public School District |
| City | Oshkosh |
| County | Winnebago County |

Top
29.2%

Brown, Kim

Search Again

| | |
|--|---------------------------------------|
| Job title | Director of Instruction/Program Super |
| Assignment | No Description Beyond Position |
| Staff category | Professional-Regular Education |
| Total salary | \$103,000.00 |
| Total fringe/employee benefits | \$28,937.00 |
| Days of contract | 261 |
| Assignment FTE | 100 |
| Local experience (years) | 19 |
| Total experience (years) | 19 |
| Highest educational degree received | Master's degree |
| School details | |
| School name | Oshkosh Area Sch Dist |
| School type | N/A |
| School district | Oshkosh Area School District |
| Agency type | Wisconsin Public School District |
| City | Oshkosh |
| County | Winnebago County |

| Name | Title | School | Degree held | Salary |
|------------------------|--|--------------------------------|----------------------------|--------------|
| Eckola, Janice | Director of Instruction/Program Supervisor | Lake Geneva-Genoa City UHS Sch | Doctorate | \$173,350.00 |
| Poeschl, David | Director of Instruction/Program Supervisor | Waupaca Sch Dist | Doctorate | \$143,672.00 |
| Flood, Christina | Director of Instruction/Program Supervisor | Milwaukee Sch Dist | Master's degree | \$138,671.00 |
| Yoder, Nancy | Director of Instruction/Program Supervisor | Madison Metropolitan Sch Dist | Master's degree | \$136,926.00 |
| Behn, Donna | Director of Instruction/Program Supervisor | Verona Area Sch Dist | Master's degree | \$135,650.00 |
| Wachtel, Lisa | Director of Instruction/Program Supervisor | Madison Metropolitan Sch Dist | Doctorate | \$133,353.00 |
| Monogue, Dana | Director of Instruction/Program Supervisor | Elmbrook Sch Dist | Master's degree | \$133,320.00 |
| Mavroulis, George | Director of Instruction/Program Supervisor | Middleton-Cross Plains Area Sc | Master's degree | \$130,398.00 |
| Harcey, Troy | Director of Instruction/Program Supervisor | La Crosse Sch Dist | Doctorate | \$128,659.00 |
| Steinhilber, Kevin | Director of Instruction/Program Supervisor | Appleton Area Sch Dist | 6-year Specialist's degree | \$128,530.00 |
| Koehler Palomba, Anita | Director of Instruction/Program Supervisor | Oregon Sch Dist | Doctorate | \$127,611.00 |
| Schmitt, John | Director of Instruction/Program Supervisor | Verona Area Sch Dist | Master's degree | \$125,981.00 |
| Erenberger, Elizabeth | Director of Instruction/Program Supervisor | Wauwatosa Sch Dist | Master's degree | \$125,075.00 |
| Brazouski, Anthony | Director of Instruction/Program Supervisor | Whitnall Sch Dist | Master's degree | \$125,000.00 |
| Keckler, Kristopher | Director of Instruction/Program Supervisor | Kenosha Sch Dist | Master's degree | \$123,399.00 |
| Bugnacki, Todd | Director of Instruction/Program Supervisor | Cedarburg Sch Dist | Master's degree | \$122,000.00 |
| Kovatch, Sandra | Director of Instruction/Program Supervisor | Hudson Sch Dist | Master's degree | \$121,343.00 |
| Druziak, Wendy | Director of Instruction/Program Supervisor | Franklin Public Sch Dist | Doctorate | \$120,986.00 |
| Kuether, Deborah | Director of Instruction/Program Supervisor | Milwaukee Sch Dist | Master's degree | \$103,390.00 |
| Pomaranski, Cathy | Director of Instruction/Program Supervisor | Elkhorn Area Sch Dist | Master's degree | \$103,000.00 |
| Salzman, Tina | Director of Instruction/Program Supervisor | Sun Prairie Area Sch Dist | Master's degree | \$103,000.00 |
| Mosher, Julie | Director of Instruction/Program Supervisor | Oshkosh Area Sch Dist | Master's degree | \$103,000.00 |
| Brown, Kim | Director of Instruction/Program Supervisor | Oshkosh Area Sch Dist | Master's degree | \$103,000.00 |
| Schaar, Sue | Director of Instruction/Program Supervisor | Madison Metropolitan Sch Dist | Doctorate | \$102,964.00 |
| Antholine, Robert | Director of Instruction/Program Supervisor | Waukesha Sch Dist | Master's degree | \$102,896.00 |

Administration shared Pain - NO

- Linda Pierron's salary alone is \$100,000 (w/ benefits is \$128,489)

100th of 348 in State of WI for Director of Instruction / Program Supervisor salary *Average is \$87,114*

Pierron, Linda

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| | |
|--|---|
| Job title | Director of Special Education and/or Pupil Services |
| Assignment | No Description Beyond Position |
| Staff category | Professional-Special Education |
| Total salary | \$100,000.00 |
| Total fringe/employee benefits | \$28,489.00 |
| Days of contract | 261 |
| Assignment FTE (?) | 100 |
| Local experience (years) | 1 |
| Total experience (years) | 18 |
| Highest educational degree received | Master's degree |

School details

| | |
|------------------------|----------------------------------|
| School name | Oshkosh Area Sch Dist |
| School type | N/A |
| School district | Oshkosh Area School District |
| Agency type | Wisconsin Public School District |
| City | Oshkosh |
| County | Winnebago County |

| Name | Title | School | Degree held | Salary |
|------------------|---|--------------------------------|-----------------|--------------|
| Hartwig, Eric | Director of Special Education and/or Pupil Services | Marathon Co CDEB | Doctorate | \$182,738.00 |
| Sramek, Barbara | Director of Special Education and/or Pupil Services | Marshall Sch Dist | Doctorate | \$164,649.00 |
| Thomsen, John | Director of Special Education and/or Pupil Services | Saint Francis Sch Dist | Doctorate | \$146,246.00 |
| Pague, Joan | Director of Special Education and/or Pupil Services | New Berlin Sch Dist | Master's degree | \$137,860.00 |
| Sievers, Daren | Director of Special Education and/or Pupil Services | Slinger Sch Dist | Master's degree | \$132,500.00 |
| Wimmer, Jennifer | Director of Special Education and/or Pupil Services | Waukesha Sch Dist | Master's degree | \$129,400.00 |
| Dreier, Valerie | Director of Special Education and/or Pupil Services | Appleton Area Sch Dist | Master's degree | \$128,530.00 |
| Valeri, Susan | Director of Special Education and/or Pupil Services | Kenosha Sch Dist | Master's degree | \$126,327.00 |
| Towle, Maxine | Director of Special Education and/or Pupil Services | Mukwonago Sch Dist | Doctorate | \$125,397.00 |
| Nyen, Gregory | Director of Special Education and/or Pupil Services | Stevens Point Area Public Sch | Master's degree | \$125,160.00 |
| Wieland, Jerome | Director of Special Education and/or Pupil Services | Howard-Suamico Sch Dist | Master's degree | \$124,249.00 |
| Doyle, Sue | Director of Special Education and/or Pupil Services | Glendale-River Hills Sch Dist | Master's degree | \$123,862.00 |
| Doyle, Sue | Director of Special Education and/or Pupil Services | Maple Dale-Indian Hill Sch Dis | Master's degree | \$123,862.00 |
| Freeman, Martha | Director of Special Education and/or Pupil Services | Hamilton Sch Dist | Master's degree | \$122,882.00 |

| | | | | |
|------------------|---|---------------------------|-----------------|--------------|
| Enos, Laurie | Director of Special Education and/or Pupil Services | Onalaska Sch Dist | Master's degree | \$100,326.00 |
| Hinkfuss, Daniel | Director of Special Education and/or Pupil Services | Menominee Indian Sch Dist | Master's degree | \$100,218.00 |
| Warnke, Monica | Director of Special Education and/or Pupil Services | Greenfield Sch Dist | Doctorate | \$100,000.00 |
| Lampereur, Tammy | Director of Special Education and/or Pupil Services | Ashwaubenon Sch Dist | Master's degree | \$100,000.00 |
| Pierron, Linda | Director of Special Education and/or Pupil Services | Oshkosh Area Sch Dist | Master's degree | \$100,000.00 |
| Hinders, Kathy | Director of Special Education and/or Pupil Services | Superior Sch Dist | Doctorate | \$99,985.00 |