


2022 Referendum
Frequently Asked Questions
 Last Update - January 25, 2022

Table of Contents:

Referendum Questions	Operational Impact	Master Planning Background
Financial Impact	Educational Impact	Miscellaneous

Topic	Questions	Answers
Referendum Questions	When did the board approve the referendum questions?	On Thursday, January 20, 2022, the board approved a facilities referendum to be placed on the April 2022 ballot. The most recent presentation shared with the board is available HERE . The board approved all four projects to be placed on the ballot in two questions (outlined below).
	Where can I find more information about the referendum questions and spaces impacted?	Information about the 2022 Referendum projects are Linked to the district's website . 
	What projects are included in the <u>first question</u> on the referendum?	The first question will include the S.T.E.A.M. (Science, Technology, Engineering, Art and Mathematics) project and Lakeview's gym addition. Please click here to view the referendum questions. For additional referendum information, please go to our website here .
	For what reasons are the projects in question 1 being proposed?	Regarding S.T.E.A.M. projects, there is a growing demand for employees in the engineering, construction, and manufacturing fields. However, our current classrooms and labs in the Career and Technical Education (CTE) area, which were originally built in the 1950 and 60s, are too small and limit our ability to expand course offerings in woods/construction/building trades, metals, robotics, fabrication, Project Lead the Way (PLTW), and auto repair. This project would also update and expand hands-on learning opportunities for students studying science, technology, engineering, art, and math (S.T.E.A.M.). There will also be renovations to a culinary arts space and the old gym on the north end of the high school along with locker rooms. With regard to the Lakeview gym project, the current gymnasium serves both physical education classes and all lunch periods. Having a shared space creates a constraint in scheduling classes and lunch, as consideration has to be given to set up, tear down and clean up after lunch. The current gym does not have a regulation basketball court which limits physical education classes and community groups that wish to use a facility for basketball. Having a regulation sized gymnasium, separate from the cafeteria, that is equivalent to Mill Valley and Bay Lane, would afford more time for lunch and better scheduling opportunities for classes, events and concerts. A new gym would also be made available to user groups in Muskego and the Town of Norway. This addition would create parity among elementary schools.
	What is the cost of the projects included in the first referendum question?	The projects included in the first referendum question will cost \$27,800,000.

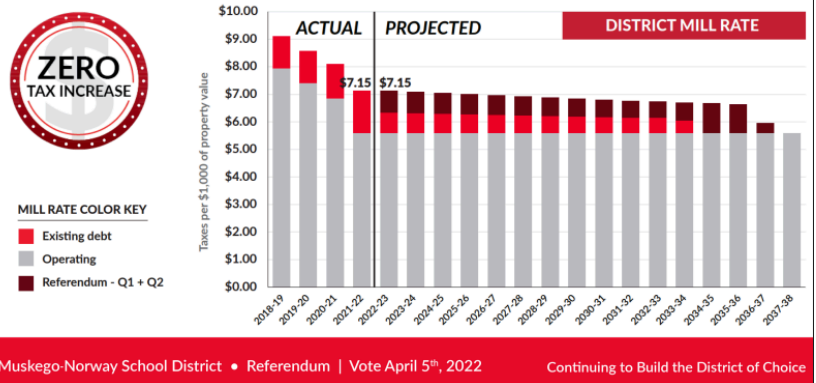
	<p>What projects are included in the <u>second question</u> on the referendum?</p> <p>For what reasons are the projects in question 2 being proposed?</p> <p>What is the cost of the projects included in the second referendum question?</p> <p>Do I have to vote for both questions?</p> <p>Are there tours of the spaces being impacted at MHS and Lakeview as well as presentations to gain more information and ask questions?</p> <p>If I cannot attend a tour, is the presentation available for viewing?</p> <p>What is the net square footage increase of space resulting from these initiatives?</p> <p>Why has the project to enlarge the band and choir spaces been removed?</p>	<p>The second question on the ballot will include the health science addition along with the indoor practice facility. The health science addition includes classroom spaces and a larger weight room. Link to the referendum question that will be on the ballot. Please click here to view the referendum questions. For additional referendum information, please go to our website here.</p> <p>The health science addition would dedicate space for the health science curriculum at Muskego High School. The high school's academic and career planning efforts revealed that nearly 25% of our student body is interested in pursuing a career in health sciences, 51% when including human services career options. The proposed addition would provide both classroom and experiential/hands-on learning spaces for students interested in careers such as physical therapy, nursing, athletic training, and other health sciences. This space would allow Muskego-Norway Schools to expand the partnerships developed with our Connect Academy, which brings in healthcare professionals to support the daily learning of our students. This space would also include a new weight room, nearly double the size of the current one, designed to provide more community use and engagement.</p> <p>With regard to the indoor practice facility, currently our facilities are used over 40,000 hours for after school activities and community use, each year. While we celebrate the accessibility provided, space is limited. By adding an indoor practice facility, additional space would be provided for physical education, youth groups, athletics, marching band practice, dance, and others all of which are impacted by limited indoor space and seasonally poor weather. The indoor practice facility would be of service to our community and all programs.</p> <p>The projects included in the first referendum question will cost \$16,800,000.</p> <p>The two referendum questions are independent of one another. Therefore, electors may vote "yes" or "no" on each of the two questions, and the voting results of one referendum question will not impact the other. Depending on the final voting results, one, both, or neither referendum questions may be approved by the electorate.</p> <p>Yes. The following are presentations and tours:</p> <ul style="list-style-type: none"> ● February 23 at Lakeview - 6:00PM ● March 3 at Muskego High School (Room 243) - 4:00 and 6:00PM ● March 16 at Muskego High School (Room 243) - 5:30PM ● March 31 at Muskego High School (Room 243) - 6:00PM <p>In addition, there is a virtual presentation available to the community on March 7 at 5:00PM.</p> <p>Yes, it is available on the 2022 Referendum webpage and HERE.</p> <p>The square footage for each project is estimated to be as follows:</p> <ul style="list-style-type: none"> ● Muskego High School - 91,730 SF TOTAL S.T.E.M./S.T.E.A.M. Increase – 24,220 SF Health Science & Weight Room - 24,980 SF Indoor Practice Facility – 43,000 SF ● Lakeview Gym Addition – 8,300 SF <p>Should the other projects pass the referendum, alternative district funds will be used to complete the band and choir project.</p>
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Financial Impact

Should the projects pass the referendum, what tax impact will any or all of these projects have on my taxes?

All current debt obligations would continue to be paid as they are scheduled now, regardless of whether or not we add debt. If a referendum were to pass, the typical borrowing would be 15-20 years, so total debt obligations could extend debt payments out an additional 3-8 years depending on the final debt structure.

Tax Mill Rate



What will be the impact on the mill rate if question one (1) and/or question two (2) are passed?

There will be no increase to the tax mill rate over the current level if either or both questions are passed.

When does all of our debt obligation payments as they stand today come to an end, if payments are made on schedule?

All debt obligations as they stand today end in 2034.

How does school funding work?

Revenue limits set how much a district can earn in revenue through state aid and taxes. Capital projects, maintenance and operations must be included in the budget within the revenue limit. As a result, the District must go to referendum to exceed the revenue cap for capital projects, operations or both.

Can the District save enough money to pay for the projects without going to a referendum?

Through the State's budget process, a revenue limit is set for all school districts. The revenue limit is how much money the school district receives through state aid and taxes. The district is only allowed to tax for the difference between the revenue limit and state aid. These funds are used for general operations. The district is limited in how much revenue comes in to fund general operations so the district is usually operating a balanced budget and often doesn't have a significant amount of funds available to be "set aside" at the end of every fiscal year. Even if the district was able to underspend the budget by \$1M/year, it would take over 45 years to fully fund these projects.

Can the district stop defeasing and just use the funds levied to pay for these projects?

The district is also not able to borrow more than \$1M/year without going to the taxpayers for approval. Once approval is given, the district is able to tax for the payback of the principal and interest payments on the borrowing. When the board defeases debt, they are using the funds levied for debt service purposes. If they didn't levy dollars to pay down the debt, those dollars could not be moved to the general fund or saved for future projects. The funds levied for debt can only be used to pay down debt and nothing more.

Assuming none of these were to pass in referendum voting, what would happen to the Tax Mill Rate once current debt is paid off?

Once all debt is paid off, the district would no longer be able to levy for debt (unless a referendum is passed). The portion of the mill rate that represents the debt levy would no longer exist. To give you perspective, the 2020-21 total mill rate for the district was \$8.09/\$1,000 of equalized value. Of the \$8.09, \$1.24 represented the debt portion of the mill rate. So, for example, if we paid off all debt by 2020-21, the

	<p>If these initiatives do not move forward, and we continue with a debt reduction strategy, on a \$300,000 home, what portion of the tax bill would be allocated towards debt relief?</p> <p>How much do taxpayers pay for school taxes? Will the district's debt be paid off in 5 years? What is the impact of revenue limits on the district?</p> <p>How does the district's student enrollment factor into the need to create additions to serve CTE (Career and Technical Education) and health sciences?</p>	<p>mill rate would decrease by \$1.24/\$1,000 of equalized value.</p> <p>Based on current assumptions around the district's valuation, current debt structure, state aid allocation and other applicable assumptions, if the district didn't move forward with a referendum, up to \$78 per \$100K home (or up to \$234 per \$300K home) could be set aside for debt relief.</p> <p>Residents are taxed at a current equalized mill rate of \$7.15/\$1,000 of home value. Using an actual house in Muskego with a fair market value of \$401,300, the taxpayer pays \$2,864.27 total taxes, less school tax credit of \$535.27, for a total school tax of \$2,329. Annual funding for the school tax credit is determined through the state's biennial budget process and are certified by the Department of Revenue.</p> <p>Revenue limits set how much a district can earn in revenue through state aid and taxes. Capital projects, maintenance and operations must be included in the budget within the revenue limit. As a result, the District must go to referendum to exceed the revenue cap for capital projects, operations or both. Our operational levy makes up \$5.63/\$1,000 of our tax mill rate. Enrollment is one factor in calculating the revenue limit. Other factors include summer school attendance, equalized property values and state equalization aid. Equalized property values are certified by the DOR.</p> <p>The amount of State aid the district receives will vary and are determined through the state's biennial budget process. In this biennial budget (2021-23), the state put more state aid into the funding formula for all schools. As stated before the revenue limit sets how much we can earn through state aid and taxes for our operations so by the state adding more money to state aid and because the state provided no additional per pupil funding on the revenue limit side to grow the revenue limit, the district's tax levy went down.</p> <p>The district and school board continue to commit to shortening the district's debt schedule through the prepayment of debt. This amount could vary from year to year depending on the state's biennial budget and the board's goal to have an overall levy decrease year after year.</p> <p>Our current debt schedule shows that we will have debt payments for existing debt through 2034. As we continue to pay down additional debt through the debt defeasance process, we are reducing the years that we will have to make debt payments. The actual number of years cannot be determined as it is a fiscal decision for the board during the annual budget process.</p> <p>The wood shop was originally built in the late 1950s when Muskego High School was originally constructed and the autos shop was added in the 1960s. These facilities were built to serve a population of approximately 400 students. Today, Muskego High School serves over 1,600 students. Additionally, over the course of the last several years, we have seen a 105% increase of students requesting to enroll in courses taught in these learning spaces.</p> <p>The health science addition addresses the approximately 51% of high school students indicating a career interest in the health science and/or human services areas by creating larger, hands-on lab spaces. In addition, the weight room/fitness center is approximately double the size of the current facility in order to serve students' interest in health and wellness activities and is more appropriately sized for student and community use.</p> <p>The chart below shows the district's actual 4K-12 enrollment over the last 5 years:</p> <table><tr><th>2017-18</th><th>2018-19</th><th>2019-20</th><th>2020-21</th><th>2021-22</th></tr><tr><td>4857</td><td>4864</td><td>4899</td><td>4881</td><td>4809</td></tr></table>	2017-18	2018-19	2019-20	2020-21	2021-22	4857	4864	4899	4881	4809
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	<p>With similar CTE (Career and Technical Education) additions in other districts, such as Mukwonago, have students in MNS transferred through Open Enrollment to Mukwonago or any other school district?</p> <p>What is the replacement cost of turf in the practice facility?</p> <p>Will solar power be installed in these projects?</p>	<p>Applications for Open Enrollment do not require parents to give a reason. Over the last 5 years, there were 20 comments made on applications as to the reason for applying to another district (15 were virtual options, 2 were athletics, 1 was Head Start, 1 was engineering courses, 1 was S.T.E.M./S.T.E.A.M. offerings).</p> <p>Over the last three years, the following number of students transferred to Mukwonago through Open Enrollment:</p> <p>2021-22 = 6 students (3 new students, three from previous year)</p> <p>2020-21 = 5 students (4 new students, one from previous year)</p> <p>2019-20 = 3 students (3 new students, none from previous year)</p> <p>The replacement cost is \$215,000 in today's dollars or approximately \$400,000 in 2037 dollars. With proper care the turf should last 15+ years.</p> <p>It is possible. Should the projects pass, it is during the planning phase that solar power would be considered by the team. A return on investment analysis would determine whether or not it would be a wise investment.</p>			
Operational Impact	<p>What is the estimated increase (dollars) in operational expenditures that result from these expanded/revised/new facilities?</p> <p>Will the district need to hire additional staff should any of the projects pass?</p> <p>Will new equipment be purchased for these projects?</p> <p>Will student learning be impacted while construction occurs?</p>	<p>Over the last few years our utility costs have averaged \$0.88 a sq ft. With the addition of 100,030 sq ft, we anticipate a utility cost of approximately \$88,026. These costs will be offset by more efficient mechanicals and current capital project savings (repairs that would be completed if these projects did not move forward). Any additional costs will be absorbed by the existing Buildings & Grounds Operating and Capital Budget.</p> <p>No. The current projects update and provide more student and community opportunities within a similar programming platform. Should additional community use be supported, staffing would only increase inline with income generated (i.e., open swim increased staffing to support community use of the pool).</p> <p>Yes, some new furniture, fixtures and equipment (FFE) will be purchased for these areas and current FFE will be used, repurposed or sold if possible.</p> <p>Should the projects pass, the construction team would work to ensure little to no impact on student learning. The majority of the construction would be new construction and therefore would not impact current programming options for students. It is expected that construction noise will be kept to a minimum and any changes to student traffic patterns or classroom reassignments be clearly communicated.</p>			
Educational Impact	<p>What courses at MHS will be impacted by these projects?</p>	<p>The following courses will have improved and updated facilities through larger spaces, updated equipment, greater efficiencies, increased hands-on activities and/or more access to common/shared equipment (i.e. fab lab).</p> <table border="1"> <tr> <td> Project Lead the Way (PLTW) Intro to Engineering and Design PLTW Principles of Engineering PLTW Civil Engineering and Architecture PLTW Digital Electronics PLTW Engineering Design & Development Construction & Blueprint Reading Electricity Wood Technology I Wood Technology II Transcripted Credit (TC) Auto Technology Advanced Autos - Engine Servicing </td><td> Advanced Autos - Suspension, Brakes, & Drivetrain Advanced Autos - Electrical & Electronic Systems Marching Band 2D and 3D Drafting 2D Art and Design 3D Art and Design Jewelry and Textiles Drawing and Painting Pottery and Ceramics I Pottery and Ceramics II 3D Open Studio Stained Glass and Enameling </td><td> Digital Photo and Graphic Design Advanced Placement (AP) Studio Art 2D Design AP Studio Art 3D Design 3D Design and Printing Human Performance I Human Performance II Traditional Team I Traditional Team II Rec. Sports I Rec. Sports II Exercise Science Culinary Arts Taste of Culture Baking and Pastry Arts </td></tr> </table>	Project Lead the Way (PLTW) Intro to Engineering and Design PLTW Principles of Engineering PLTW Civil Engineering and Architecture PLTW Digital Electronics PLTW Engineering Design & Development Construction & Blueprint Reading Electricity Wood Technology I Wood Technology II Transcripted Credit (TC) Auto Technology Advanced Autos - Engine Servicing	Advanced Autos - Suspension, Brakes, & Drivetrain Advanced Autos - Electrical & Electronic Systems Marching Band 2D and 3D Drafting 2D Art and Design 3D Art and Design Jewelry and Textiles Drawing and Painting Pottery and Ceramics I Pottery and Ceramics II 3D Open Studio Stained Glass and Enameling	Digital Photo and Graphic Design Advanced Placement (AP) Studio Art 2D Design AP Studio Art 3D Design 3D Design and Printing Human Performance I Human Performance II Traditional Team I Traditional Team II Rec. Sports I Rec. Sports II Exercise Science Culinary Arts Taste of Culture Baking and Pastry Arts
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Advanced Autos - Engine Performance		
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Facility improvements will also provide updated spaces for associated clubs, athletics and activities programming.

Will any new courses be proposed through the Curriculum Planning Committee (CPC) should the projects be approved at MHS?

New Courses to be proposed through CPC in 2022 include "Electrical, Plumbing, and Interior Finishing," "Foundations and Framing," and a fully onsite "Certified Nursing Assistant" course, including the lab portion.

Are there other high school S.T.E.A.M. (Science, Technology, Engineering, Art and Math) related courses being considered?

Other S.T.E.A.M. courses that may be considered at CPC include such courses as Robotics II, additional Project Lead the Way (PLTW) courses and fabrication laboratory course/tools

Is there a plan to eliminate classes at MHS with these renovations/additions?

Not at this time. The district will continue to engage in an annual review process to determine course offerings. The district monitors enrollment for courses on an annual basis to determine if/when we need to adjust and eliminate course offerings. Additionally, we use a PDSA (Plan-Do-Study-Act) process to evaluate programming.

How may the partnerships with local companies with Muskego High School's [CONNECT Academy](#) be impacted by these renovations/additions?

Where we have seen companies unable to partner often occurs within the level 5 or 6 experience as defined by our [CONNECT Academy](#). This is due to our students not having enough exposure/experience/training, and partners are not able to offer that level of support - nor do they have the time to provide that level of training (i.e. building trades, health science). For example, having a fully onsite Certified Nursing Assistant (CNA) program, including the lab portion, will likely increase the number of students able to secure that certification and thus increase the number of healthcare partners we have in [CONNECT Academy](#) for level 6 placements.

Are there any specific educational outcomes that will be improved as a result of these projects?

Projects that expand and improve S.T.E.A.M. (Science, Technology, Engineering, Art and Math), health sciences and human performance facilities are designed to enhance exploratory, career-related experiences for students to aid in the ability for students to make informed decisions on their post-secondary plans, education, and training. The district's strategic plan has established a number of student outcomes that are measured annually to determine the quality and effectiveness of our system's programs and determine a course of action moving forward. Data points include: industry credentials earned, Youth Apprenticeship participation, Career-based learning opportunities, course selection numbers, S.T.E.A.M. course options, student engagement, student goal setting (Academic and Career Planning).

What does the enrollment trend look like for auto and construction courses?

Data trends suggest an increased interest in these areas. The table below represents the number of requests for each course for the past 7 years.

Class	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Autos	65	55	80	69	96	84	101
Engine Service	33	45	29	40	51	45	*NA
Engine Perf.	33	44	29	40	51	50	*NA
Sus, Brakes, Drtn	-	-	-	-	-	-	*46

		<table><tr><td>Elect & Elect Sys</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>*41</td></tr><tr><td>Wood Tech 1</td><td>42</td><td>53</td><td>61</td><td>72</td><td>76</td><td>90</td><td>99</td></tr><tr><td>Wood Tech 2</td><td>42</td><td>52</td><td>61</td><td>72</td><td>74</td><td>90</td><td>99</td></tr></table> <p>*Engine Service (Sem. 1) and Engine Performance (Sem. 2) will run every other year opposite Suspension, Brakes, Drivetrain (Sem. 1) and Electrical Systems (Sem. 2), beginning 2021-22.</p>	Elect & Elect Sys	-	-	-	-	-	-	*41	Wood Tech 1	42	53	61	72	76	90	99	Wood Tech 2	42	52	61	72	74	90	99
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Wood Tech 2	42	52	61	72	74	90	99																			
	How does the district compare academically to districts in Waukesha County and the State?	District and school-level performance can be found on our website. A summary of 2020-21 comparables is available HERE .																								
Master Planning Background	When did the Master Planning process begin and who was involved?	The Master Planning process began in 2014 with a committee of 38 individuals, including staff, administration, community members, consultants and board members). The team studied facility needs of the district that resulted in a prioritized list of needs.																								
	What projects have been identified and acted on since 2014?	In 2015 a survey revealed community support for a 2016 referendum which was passed and projects completed in 2018 (see below for details). During the 2017-2018 school year, a new pool and football field complex were built through the district and donated funding sources. In 2019, Lakeview elementary received air conditioning, reaching parity with other schools in the district.																								
	What was included in the 2016 referendum?	The community passed a \$43.18M referendum that closed two (2) 90 year old elementary schools (Muskego Elementary and Tess Corners), renovated Bay Lane to an elementary school, expanded Mill Valley, enlarged parking at Lakeview and consolidated five (5) elementary schools into three (3). In addition, a new middle school, Muskego Lakes, was built. Projects were completed prior to the start of the 2018-19 school year.																								
	How did the district utilize the funds from the sale of Tess Corners and Muskego Elementary?	Funds from the sale of Muskego Elementary and Tess Corners were used to pay down \$1.4M of debt.																								
	What was the process the Master Planning Committee took to narrow projects down to four?	In 2019, a community survey was sent to gather input on a variety of projects identified as needs. The results of the survey are HERE and revealed the strong interest from the community to address S.T.E.A.M. areas within the high school.																								
	Who are the consultants and how were they selected?	Bray Architects and CG Schmidt Construction have been working with the Board, administration, and Master Planning Committee to consider all possible options for addressing the needs and improving the facilities in the Muskego-Norway School District. They were vetted and chosen among other candidates through a Request for Proposal process, followed by interviews of shortlisted firms.																								
	Why did the district send a survey to the community regarding facilities?	The Muskego-Norway School District is committed to gathering feedback from the community prior to making any large decisions. Our goal is to reflect the values of our community and this process helps to ensure we are doing just that. The survey was written by the District but deployed by School Perceptions.																								
What were the results of the 2021 Community Survey regarding projects?	On November 8, 2021, the school board reviewed survey results and began planning next steps. Survey results are available HERE																									

Miscellaneous	<p>What does CTE mean?</p> <p>Can staff promote or advocate for the referendum projects to the community?</p>	<p>Career Technical Education (CTE) provides students of all ages with the academic and technical skills, knowledge and training necessary to succeed in future careers and to become lifelong learners.</p> <p>Not while on school property, during work time, or as a “representative” of the district. There are strict rules governing staff advocacy and discussions around referendum communications. Please see this document for dos and don'ts.</p>
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