



OREGON SCHOOL DISTRICT

## OREGON SCHOOL DISTRICT BOARD OF EDUCATION

“...helping students acquire the  
skills, knowledge, and attitudes  
to achieve their individual potential...”

From Oregon School District Mission Statement

DATE: MONDAY, AUGUST 25, 2025  
TIME: 6:30 PM  
PLACE: OSD Innovation Center, OHS, 456 N Perry Parkway

Order of Business

Call to Order

Roll Call

Proof of Notice of Meeting and Approval of Agenda

### REVISED AGENDA

| A. CONSENT CALENDAR  |                                                                                                                                                                                                                                                                                    |                                                                                                      |
|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| 6:30 PM              | NOTE: Items under the Consent Calendar are considered routine and will be enacted under one motion. There will be no separate discussion of these items prior to the time the Board votes unless a Board Member requests an item be removed from the calendar for separate action. |                                                                                                      |
|                      | 1.                                                                                                                                                                                                                                                                                 | Minutes of Previous Meeting                                                                          |
|                      | 2.                                                                                                                                                                                                                                                                                 | Approval of Payments                                                                                 |
|                      | 3.                                                                                                                                                                                                                                                                                 | Treasurer's Report, if any                                                                           |
|                      | 4.                                                                                                                                                                                                                                                                                 | Staff Resignations/Retirements, if any                                                               |
|                      | 5.                                                                                                                                                                                                                                                                                 | Staff Assignments, if any                                                                            |
|                      | 6.                                                                                                                                                                                                                                                                                 | Field Trip Requests, if any                                                                          |
|                      | 7.                                                                                                                                                                                                                                                                                 | Acceptance of Donations, if any:                                                                     |
|                      | 8.                                                                                                                                                                                                                                                                                 | Approval of New Scholarships, if any:                                                                |
|                      | 9.                                                                                                                                                                                                                                                                                 | Approval of Safety Drill Reports, if any:                                                            |
| B. INFORMATION ITEMS |                                                                                                                                                                                                                                                                                    |                                                                                                      |
|                      | 1.                                                                                                                                                                                                                                                                                 | Superintendent's Report - Student Highlights                                                         |
|                      | 2.                                                                                                                                                                                                                                                                                 | Public Comment*                                                                                      |
|                      | 3.                                                                                                                                                                                                                                                                                 | Oregon Education Association (OEA) Report                                                            |
|                      | 4.                                                                                                                                                                                                                                                                                 | Student Report                                                                                       |
| C. ACTION ITEMS      |                                                                                                                                                                                                                                                                                    |                                                                                                      |
|                      | 1.                                                                                                                                                                                                                                                                                 | Approval of 2025-26 Collective Bargaining Agreement with the Oregon Education Association            |
|                      | 2.                                                                                                                                                                                                                                                                                 | Approval of the 2025-26 Educator Compensation Schedule                                               |
|                      | 3.                                                                                                                                                                                                                                                                                 | Approval of the 2025-26 Education Assistants Schedule and Milestone Recognition for All Hourly Staff |
|                      | 4.                                                                                                                                                                                                                                                                                 | Approval of September 22, 2025 Annual Meeting Agenda                                                 |
| D. DISCUSSION ITEMS  |                                                                                                                                                                                                                                                                                    |                                                                                                      |
|                      | 1.                                                                                                                                                                                                                                                                                 | Committee Reports                                                                                    |
|                      |                                                                                                                                                                                                                                                                                    | a. Vision Steering Committee                                                                         |

|                             |     |                                               |
|-----------------------------|-----|-----------------------------------------------|
|                             |     | b. Policy Committee                           |
|                             |     |                                               |
| <b>E. INFORMATION ITEMS</b> |     |                                               |
|                             | 1.  | Visioning and Strategic Planning              |
|                             | 2.  | Teaching & Learning Update                    |
|                             | 3.  | Federal and State Legislative Update          |
|                             | 4.. | Superintendent's Report - District Highlights |
|                             |     |                                               |
| <b>F. CLOSING</b>           |     |                                               |
|                             | 1.  | Future Agenda                                 |
|                             | 2.  | Check Out                                     |
|                             |     |                                               |
| <b>G. WORK SESSION</b>      |     |                                               |
|                             | 1.  | Financial Model Presentation                  |
|                             |     |                                               |
| <b>H. ADJOURNMENT</b>       |     |                                               |

Go to: [www.OregonSD.org/board meetings/agendas](http://www.OregonSD.org/board%20meetings/agendas) for the most updated version agenda.

### **Public Comment**

District Policy 180.05 provides an opportunity for the public to address the Board. We value the public comment period and feedback from our stakeholders. To comply with the Open Meetings Law and to ensure consistency, public comment will have the following parameters:

- Public comment is scheduled for 15 minutes. Speakers will have three minutes in which to make their comments. Ms. Katie Heitz will signal the speaker when their time is up.
- The Board will not comment after each speaker and will reserve discussion to any items on the agenda. Speakers are welcome to stay for the meeting.
- Next steps following public comment may include: referral to the appropriate administrator for follow-up with the speaker or placement of the matter on a future Board agenda.

**OREGON SCHOOL DISTRICT**

**Date:** August 25, 2025

**Time:** 6:30 PM

**Place:** Innovation Center at Oregon High School, 456 N Perry Parkway, Oregon, WI

Mission: The mission of the Oregon School District is to educate all students by helping them acquire the skills, knowledge, and attitudes needed to achieve their individual potential, to contribute to a changing society, and to be receptive to learning as a lifelong process. The mission will be accomplished by delivering a high quality program through the joint efforts of students, staff, parents, and community.

|  | Item                                                                                                                                                                                                                                                                                                                                                                                            | Who                                                                          | Handouts/Visuals                                                                                                                        | Expected Outcome |
|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|------------------|
|  | Opening and welcome<br>1. Call to Order<br>2. Roll call<br>3. Proof of Notice                                                                                                                                                                                                                                                                                                                   | President Pankratz                                                           | None                                                                                                                                    | Review of Agenda |
|  | A. Consent Calendar<br>1. Minutes<br>a. 7/14/2025 Executive Session Minutes<br>b. 8/11/2025 Board Meeting Minutes<br>c. 8/11/2025 Executive Session Minutes<br>2. Approval of Payments<br>3. Treasurer's Report<br>4. Staff Resignations/Retirements<br>5. Staff Assignments<br>6. Field Trip Request<br>7. Donations<br>8. Approval of New Scholarships<br>9. Approval of Safety Drill Reports | President Pankratz                                                           | 1. Attached<br><br><br><br><br>2. Attached<br>3. Attached<br>4. None<br>5. Attached<br>6. None<br>7. Attached<br>8. Attached<br>9. None |                  |
|  | B. Information Items<br>1. Superintendent's Report – Student Highlights<br>2. Public Comment<br>3. OEA Report<br>4. Student Report                                                                                                                                                                                                                                                              |                                                                              |                                                                                                                                         |                  |
|  | C. Action Items:<br>1. Approval of 2025-26 Collective Bargaining Agreement with the Oregon Education Association<br>2. Approval of the 2025-26 Educator Compensation Schedule<br>3. Approval of the 2025-26 Education Assistants Schedule and Milestone Recognition for All Hourly Staff<br>4. Approval of September 22, 2025 Annual Meeting Agenda                                             | 1. Ms. Jonen<br><br>2. Ms. Jonen<br><br>3. Ms. Jonen<br><br>4. Dr. Bergstrom | 1. Attached<br><br>2. Attached<br><br>3. Attached<br><br>4. Attached                                                                    |                  |

|  |                                                                                                                                                                                          |                                                                                  |         |  |
|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|---------|--|
|  | D. Discussion Items<br>1. Committee Reports<br>a. Vision Steering Committee<br>b. Policy Committee                                                                                       | 1. Committee Chairs                                                              | 1. None |  |
|  | E. Information Items<br>1. Vision and Strategic Planning<br>2. Teaching & Learning Update<br>3. Federal and State Legislative Update<br>4. Superintendent's Report – District Highlights | 1. Dr. Bergstrom<br>2. Dr. Bergstrom<br>3. Dr. Bergstrom<br><br>4. Dr. Bergstrom |         |  |
|  | F. Closing<br>1. Future Agenda<br>2. Check Out                                                                                                                                           |                                                                                  |         |  |
|  | G. Work Session<br>1. Financial Model Presentation                                                                                                                                       |                                                                                  |         |  |
|  | H. Adjournment                                                                                                                                                                           |                                                                                  |         |  |

## MINUTES OF THE CLOSED SESSION OF THE SCHOOL BOARD OF THE OREGON SCHOOL DISTRICT HELD ON JULY 14, 2025

Earlier in the evening, the regular meeting of the School Board of the Oregon School District was called to order by Board President Troy Pankratz at 6:30 PM on July 14, 2025 in the OSD Innovation Center at the Oregon High School in the Village of Oregon, Dane County, Wisconsin. Upon roll call, the following Board members were present: Ms. Ahna Bizjak, Dr. Caleb Bush, Mr. Nathan Hensal, Dr. Mary Lokuta, Ms. Leslie Wright and Mr. Troy Pankratz. Board member(s) absent: Ms. Heather Garrison. Administrators present for closed session: Dr. Leslie Bergstrom and Ms. Jina Jonen.

Earlier in the evening, proof in the form of a certificate by the Oregon Observer of communications and public notice given to the public and the Oregon Observer and a certificate of posting as required by Wis. Stat. sec. 19.84 as to the holding of this meeting was presented by Mr. Pankratz.

Ms. Hensal moved and Dr. Lokuta seconded the motion to approve the agenda as posted. Motion passed 6-0 by unanimous voice vote.

Dr. Lokuta moved and Ms. Bizjak seconded the motion to move into closed session, as posted and announced by Mr. Pankratz pursuant to Wis. Statutes §19.85(1)(c) and §19.85(1)(e). In a roll call vote, the following members voted yes: Dr. Lokuta, Ms. Bizjak, Dr. Bush, Mr. Hensal, Ms. Wright and Mr. Pankratz. The board began closed session at 7:27 PM.

### G. CLOSED/EXECUTIVE SESSION:

1. Discussion about negotiations with the Oregon Education Association regarding the Collective Bargaining Agreement and staff compensation for the 2025-26 school year pursuant to §19.85(1)(c) and §19.85(1)(e). Discussion held.  
Dr. Bergstrom and Ms. Jonen left closed session at 8:25 PM.
2. Discussion regarding District Administrator's Performance Evaluation for the 2024-25 school year pursuant to Wisconsin Statutes §19.85(1)(c): Discussion held.
3. Discussion regarding District Administrator's contract for 2025-27 pursuant to Wisconsin Statutes §19.85(1)(c). Discussion held.

Ms. Bizjak moved and Mr. Hensal seconded the motion to return to open session to act on closed session item G3. In a roll call vote, the following members voted yes: Ms. Bizjak, Mr. Hensal, Dr. Bush, Dr. Lokuta, Ms. Wright and Mr. Pankratz. Motion passed 6-0. The Board returned to open session at 9:00 PM.

### RECONVENED IN OPEN SESSION

Dr. Lokuta moved and Dr. Bush seconded the motion to approve the District Administrator's contract for the 2025-2027 school years. In a roll call vote the following members voted yes: Dr. Lokuta, Dr. Bush, Ms. Bizjak, Mr. Hensal, Ms. Wright and Mr. Pankratz. Motion passed 6-0.

### H. ADJOURNMENT:

Ms. Bizjak moved and Mr. Hensal seconded the motion to adjourn the meeting. Motion passed 6-0 by unanimous voice vote. The meeting adjourned at 9:03 PM.

Leslie Wright, Clerk  
Oregon School District

# MINUTES OF THE REGULAR MEETING OF THE SCHOOL BOARD OF THE OREGON SCHOOL DISTRICT HELD ON AUGUST 11, 2025

The regular meeting of the School Board of the Oregon School District was called to order by Board President Troy Pankratz at 6:00 PM on August 11, 2025 in the OSD Innovation Center at the Oregon High School in the Village of Oregon, Dane County, Wisconsin. Upon roll call, the following Board members were present: Ms. Ahna Bizjak, Dr. Caleb Bush, Mr. Nathan Hensal, Ms. Leslie Wright and Mr. Troy Pankratz. Board member(s) absent: Ms. Heather Garrison and Dr. Mary Lokuta. Administrators present: Dr. Leslie Bergstrom, Dr. Jon Tanner, Ms. Jina Jonen, Dr. Candace Weidensee, Dr. Shannon Anderson, Ms. Erika Mundinger, Mr. Andy Weiland and Ms. Katie Heitz.

Proof in the form of a certificate by the Oregon Observer of communications and public notice given to the public and the Oregon Observer, and a certificate of posting as required by Wis. Stat. sec. 19.84 as to the holding of this meeting was presented by Mr. Pankratz.

Ms. Hensal moved and Ms. Bizjak seconded the motion to approve the agenda as posted. Motion passed 5-0 by unanimous voice vote.

Ms. Bizjak moved and Dr. Bush seconded the motion to move into closed session, as posted and announced by Mr. Pankratz pursuant to Wis. Stat. §19.85(1)(c) and §19.85(1)(e). In a roll call vote, the following members voted yes: Ms. Bizjak, Dr. Bush, Mr. Hensal, Ms. Wright and Mr. Pankratz. The board was in closed session at 6:01 PM.

## A. CLOSED / EXECUTIVE SESSION

1. Discussion about negotiations with the Oregon Education Association regarding the Collective Bargaining Agreement and staff compensation for the 2025-26 school year pursuant to §19.85(1)(c) and §19.85(1)(e). Discussion held.

Mr. Hensal moved and Dr. Bush seconded the motion to return to open session. In a roll call vote, the following members voted yes: Mr. Hensal, Ms. Bizjak, Dr. Bush, Ms. Wright and Mr. Pankratz. Motion passed 5-0. The board returned to open session at 6:28 PM.

## B. CONSENT CALENDAR:

Mr. Hensal moved and Dr. Bush seconded the motion to approve the following items on the Consent Calendar:

1. Approval of Minutes
  - a. June 9, 2025 Board Meeting Minutes
  - b. June 12, 2025 Board Workshop Minutes
  - c. July 14, 2025 Board Meeting Minutes
2. Approve payments in the amount of \$1,637,517.18
3. Treasurer's Report: None

4. Staff Resignations/Retirements:

- Ariyanna Figueroa - 1.0 FTE Social Worker at NKE/RCI - resignation effective July 2 2025
- Katie Gratzl - 1.0 FTE Math Teacher at OMS - resignation effective August 7, 2025
- Shaniya Lenters - 1.0 FTE Spanish Teacher at OHS - resignation effective August 8, 2025

5. Staffing Assignments:

- Elena Streeter - 1.0 FTE Instructional Coach at NKE;
- Darrin O'Brien - 1.0 FTE Instructional Coach at RCI;
- Kendra Greer - 1.0 FTE Band Teacher at RCI;
- Glorina Rojas-Lupoli - 1.0 FTE Spanish Teacher at OMS;
- Thomas Fierro - 1.0 FTE Social Worker - District Wide;
- Kathryn Wilkin - 1.0 FTE Program Support Coordinator - District Wise
- Andrea Fuller - contract change from 1.0 FTE Instructional Coach at RCI to 1.0 FTE Social Studies Teacher at OMS;
- Bailey Bastian - contract change from 1.0 FTE 4th Grade Teacher at NKE to 1.0 FTE 3rd Grade Teacher at NKE

6. Field Trip Requests: None

7. Acceptance of Donations:

- One Community Bank in the amount of \$20,000 for the Splashpad;
- Oregon Choral Boosters in the amount of \$371.24 for FES 4th grade choir sheet music;
- Brian & Amy DeBaker in the amount of \$250 for the Splashpad;
- Oregon Athletic Boosters in the amount of \$13,000 for the HUDL Camera System;
- Leann DaWalt in the amount of \$50 for a food service balance;
- Amber Johnson in the amount of \$12 for a food service balance and
- Thomas Miller in the amount of \$500 for the Oregon Community Pool

8. Approval of New Scholarships, if any: None

9. Approval of Safety Drill Reports, if any: None

Mr. Pankratz thanked those who generously donated to the Oregon School District. In a roll call vote, the following members voted yes: Mr. Hensal, Dr. Bush, Ms. Bizjak, Ms. Wright and Mr. Pankratz. Motion passed 5-0.

C. INFORMATION ITEMS:

1. Superintendent's Report - Student Highlights: Dr. Bergstrom shared that we are changing the format of the Superintendent's report moving forward. She stated it will be split into two portions - the first, at the beginning of the meeting, is to provide student highlights, and the second, at the end of the meeting, is to provide District highlights. The Superintendent's Report can be found on the OSD website at [www.OregonSD.org/board](http://www.OregonSD.org/board).

2. Public Comment: Joshua Cooper
3. OEA Report: None
4. Student Report: None

D. ACTION ITEMS:

1. 2025-2026 Transportation Contract: Ms. Bizjak moved and Dr. Bush seconded the motion to approve the 2025-2026 Transportation Contracts as presented by Mr. Weiland. Discussion was held. In a roll call vote, the following members voted yes: Ms. Bizjak, Dr. Bush, Mr. Hensal, Ms. Wright and Mr. Pankratz. Motion passed 5-0.
2. 2025-26 Wage Increase for Support Staff: Ms. Bizjak moved and Mr. Hensal seconded the motion to approve a 3% wage increase for administrative assistants, custodians and food service employees for the 2025-2026 school year as reflected in Appendix A as presented by Ms. Jonen. Discussion was held. In a roll call vote, the following members voted yes: Ms. Bizjak, Mr. Hensal, Dr. Bush, Ms. Wright and Mr. Pankratz. Motion passed 5-0.
3. 2025-26 Salary Increase for Non-OEA Professional Staff: Ms. Bizjak moved and Ms. Wright seconded the motion to approve a 3% increase for licensed non-represented staff, district support and administrators for the 2025-2026 school year, plus a market adjustment for certain positions that is warranted based on comparable data. Discussion was held. In a roll call vote, the following members voted yes: Ms. Bizjak, Ms. Wright, Dr. Bush, Mr. Hensal and Mr. Pankratz. Motion passed 5-0.

E. DISCUSSION ITEMS:

1. Committee Reports
  - a. Vision Steering Committee - No update provided.
  - b. Policy Committee - Dr. Bush noted that the August Policy Committee meeting has been cancelled.
  - c. Wellness Committee - None
2. 2025 School Perceptions Family Survey Results: Dr. Bergstrom provided an overview of the results from 2025 School Perceptions Surveys that were completed by students, staff and families.

F. INFORMATION ITEMS:

1. Vision and Strategic Planning: Dr. Bergstrom shared that we have been busy this summer with the strategic planning and goal setting process. We are planning for schools and departments to report on their progress from last year's goals and their plans for the year moving forward.
2. Teaching and Learning Update: No update provided.
3. Federal and State Legislative Update: Dr. Bergstrom stated that the federal funds for the OSD, approximately \$80,000 that were previously being held by the federal government, have been released to the Department of Public Instruction (DPI). The DPI is waiting to disperse those funds until they have a better understanding of any qualifiers that may be connected to the funding.

4. Superintendent's Report - District Highlights: Dr Bergstrom shared many photos and updates from events happening throughout the district. The Superintendent's Report can be found on the OSD website at [www.OregonSD.org/board](http://www.OregonSD.org/board).

G. CLOSING:

1. Future Agenda: Discussion was held.
2. Check Out: Board Members had the opportunity to give updates.  
The board took a short recess at 7:19 PM to move into a Work Session.

H. WORK SESSION

The Work Session began at 7:26 PM.

1. Understanding Impact of 2025-27 Biennial State Budget on District's 2025-26 Preliminary Budget: Mr. Weiland presented information to the Board. The Board had the opportunity to ask questions and hold discussion.
2. 2025 School Perceptions Family Survey Results: Dr. Bergstrom presents additional information to the board about the survey results. The board had the opportunity to ask questions and hold discussion.

I. ADJOURNMENT:

Mr. Hensal moved and Ms. Bizjak seconded the motion to adjourn the meeting. Motion passed 5-0 by unanimous voice vote. The meeting adjourned at 8:57 PM.

Leslie Wright, Clerk  
Oregon School District

MINUTES OF THE CLOSED SESSION OF THE SCHOOL BOARD OF THE OREGON SCHOOL  
DISTRICT HELD ON AUGUST 11, 2025

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Ms. Hensal moved and Ms. Bizjak seconded the motion to approve the agenda as posted. Motion passed 5-0 by unanimous voice vote.

Ms. Bizjak moved and Dr. Bush seconded the motion to move into closed session, as posted and announced by Mr. Pankratz pursuant to Wis. Status. §19.85(1)(c) and §19.85(1)(e). In a roll call vote, the following members voted yes: Ms. Bizjak, Dr. Bush, Mr. Hensal, Ms. Wright and Mr. Pankratz. The board was in closed session at 6:01 PM.

A. CLOSED / EXECUTIVE SESSION

1. Discussion about negotiations with the Oregon Education Association regarding the Collective Bargaining Agreement and staff compensation for the 2025-26 school year pursuant to §19.85(1)(c) and §19.85(1)(e). Discussion held.

Mr. Hensal moved and Ms. Bizjak seconded the motion to return to open session. In a roll call vote, the following members voted yes: Mr. Hensal, Ms. Bizjak, Dr. Bush, Ms. Wright and Mr. Pankratz. Motion passed 5-0. The board returned to open session at 6:28 PM.

I. ADJOURNMENT:

Mr. Hensal moved and Ms. Bizjak seconded the motion to adjourn the meeting. Motion passed 5-0 by unanimous voice vote. The meeting adjourned at 8:57 PM.

Leslie Wright, Clerk  
Oregon School District

# OREGON SCHOOL DISTRICT BOARD APPROVAL OF PAYMENTS

August 25, 2025

| Payment Method  | Number of Transactions | Amount              |
|-----------------|------------------------|---------------------|
| Checks          | 22                     | \$57,476.96         |
| ACH             | 53                     | \$568,855.29        |
| Purchasing Card |                        |                     |
|                 | <b>Total</b>           | <b>\$626,332.25</b> |

| CHECK VENDOR |              | INVOICE                       |                                                                                                  | CHECK      | AMOUNT    |
|--------------|--------------|-------------------------------|--------------------------------------------------------------------------------------------------|------------|-----------|
| NUMBER       | KEY          | VENDOR                        | DESCRIPTION                                                                                      | DATE       |           |
| 100198       | MADISON 020  | Madison Metro School District | Mckinney Vento Transportation                                                                    | 08/11/2025 | 3,617.25  |
| 100199       | ONE COMM002  | One Community Bank - Cash     | Athletic Department Cash Box                                                                     | 08/11/2025 | 1,500.00  |
| 100200       | PALMEALE001  | Palmer, Alex                  | Oregon Community Scholarship                                                                     | 08/11/2025 | 750.00    |
| 100201       | PRO-TEAM000  | Pro-Team Foodservice Advisors | Annual License Renewal                                                                           | 08/11/2025 | 6,568.00  |
| 100202       | UW MADIS011  | UW Madison Bursar             | Manly Draper Scholarship CC                                                                      | 08/11/2025 | 1,100.00  |
| 100203       | FIRST SU000  | First Supply LLC              | ProPEX 90 degree elbow, clamp pipe hangers for OHS<br>Construction Exploration                   | 08/12/2025 | 189.00    |
| 100204       | IBRAHJUL000  | Ibrahim, Julia                | Tom & Margaret Brown Music Scholarship                                                           | 08/12/2025 | 1,000.00  |
| 100205       | JICHASAR000  | Jicha, Sarah                  | Classroom Supplies- Reimbursement                                                                | 08/12/2025 | 325.82    |
| 100206       | MANCUTIF000  | Mancusi, Tiffany              | Unused Food Service Funds                                                                        | 08/19/2025 | -16.73    |
| 100206       | MANCUTIF000  | Mancusi, Tiffany              | Unused Food Service Funds                                                                        | 08/12/2025 | 16.73     |
| 100207       | MARK HAR000  | Mark Harring Standing Trustee | Mary S Zoesch 20-12360                                                                           | 08/12/2025 | 292.50    |
| 100208       | NEXTPATH000  | NextPath LLC                  | Data Collection Services 2025-26                                                                 | 08/12/2025 | 18,769.50 |
| 100209       | OREGON R000  | Oregon Rotary                 | ASBO Annual Conference- reimburse Rotary- used wrong card                                        | 08/12/2025 | 849.00    |
| 100210       | PIIONEER 003 | Pioneer Manufacturing Co      | Athletic field marking paint - white                                                             | 08/12/2025 | 51.35     |
| 100210       | PIIONEER 003 | Pioneer Manufacturing Co      | Athletic field marking paint - white                                                             | 08/12/2025 | 2,392.25  |
| 100211       | RITTEKLA000  | Ritter, Klaudia               | Oregon Community Scholarship                                                                     | 08/12/2025 | 750.00    |
| 100212       | UNITED W000  | United Way of Dane County     | Payroll accrual                                                                                  | 08/12/2025 | 45.00     |
| 100212       | UNITED W000  | United Way of Dane County     | Payroll accrual                                                                                  | 08/12/2025 | 143.75    |
| 100213       | USI INSU000  | USI Insurance Services LLC    | USI Insurance Services 7/1/25-7/1/26 Installment 3 of 12                                         | 08/12/2025 | 4,791.66  |
| 100214       | VALUE HO000  | Value Holidays Inc            | Deposit of \$200 per person for round trip flight to<br>Germany June 15-July 5, 2026 (28 people) | 08/12/2025 | 5,600.00  |
| 100215       | HANNECAR000  | Hannemann, Carson             | Stipend for Girls Basketball Youth Camps                                                         | 08/15/2025 | 200.00    |
| 100216       | NORDSGRA000  | Nordstrum, Grayson            | WISCO Industries Scholarship                                                                     | 08/15/2025 | 500.00    |
| 100217       | THYSSE P000  | Thysse Printing Service, Inc. | graduation programs                                                                              | 08/15/2025 | 986.54    |
| 100218       | VILLAGE 000  | Village of Oregon             | HS WWall Water 6-30 to 7-31-25                                                                   | 08/15/2025 | 1,009.16  |
| 100218       | VILLAGE 000  | Village of Oregon             | OHS SW 6-30 to 7-31-25                                                                           | 08/15/2025 | 1,229.56  |
| 100218       | VILLAGE 000  | Village of Oregon             | HS NWall SW 6-30 to 7-31-25                                                                      | 08/15/2025 | 166.02    |
| 100218       | VILLAGE 000  | Village of Oregon             | JCPE WO 6-30 to 7-31-25                                                                          | 08/15/2025 | 824.74    |
| 100218       | VILLAGE 000  | Village of Oregon             | JCPE SW 6-30 to 7-31-25                                                                          | 08/15/2025 | 121.51    |
| 100218       | VILLAGE 000  | Village of Oregon             | OMS SW 6-30 to 7-31-25                                                                           | 08/15/2025 | 297.30    |
| 100218       | VILLAGE 000  | Village of Oregon             | MS Irrigation 6-30 to 7-31-25                                                                    | 08/15/2025 | 13.00     |
| 100218       | VILLAGE 000  | Village of Oregon             | DO SW 6-30 to 7-31-25                                                                            | 08/15/2025 | 174.39    |
| 100218       | VILLAGE 000  | Village of Oregon             | NKE SW 6-30 to 7-31-25                                                                           | 08/15/2025 | 405.92    |
| 100218       | VILLAGE 000  | Village of Oregon             | PVE SW 6-30 to 7-31-25                                                                           | 08/15/2025 | 513.31    |
| 100218       | VILLAGE 000  | Village of Oregon             | RCI SW 6-30 to 7-31-25                                                                           | 08/15/2025 | 344.25    |
| 100218       | VILLAGE 000  | Village of Oregon             | Pool SW 6-30 to 7-31-25                                                                          | 08/15/2025 | 1,189.45  |
| 100219       | WINTEKAI000  | Winterberg, Kailyn            | Oregon Community Scholarship                                                                     | 08/15/2025 | 750.00    |
| 100220       | MANCUCHR000  | Mancusi, Christine            | Unused Food Service Funds                                                                        | 08/19/2025 | 16.73     |

| CHECK VENDOR |     | INVOICE |             | CHECK             |           |
|--------------|-----|---------|-------------|-------------------|-----------|
| NUMBER       | KEY | VENDOR  | DESCRIPTION | DATE              | AMOUNT    |
|              |     |         |             | Totals for checks | 57,476.96 |

| CHECK VENDOR |             | INVOICE                     |                                                                                                                                                                         | CHECK      | AMOUNT     |
|--------------|-------------|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|
| NUMBER       | KEY         | VENDOR                      | DESCRIPTION                                                                                                                                                             | DATE       |            |
| 252600188    | A & B EN000 | A & B Enterprises           | BKE Cap. Maint. work performed in rooms A106 and A107.                                                                                                                  | 08/11/2025 | 1,550.00   |
| 252600188    | A & B EN000 | A & B Enterprises           | OMS - work in boys room 225.                                                                                                                                            | 08/11/2025 | 795.70     |
| 252600189    | BRENNRYA000 | Brenner, Ryan               | Work Permit Reimbursement                                                                                                                                               | 08/11/2025 | 10.00      |
| 252600190    | CAPITAL 008 | Capital City Psychology LLC | Clinical Supervision Services for G.B.<br>07/02/2025-07/29/2025                                                                                                         | 08/11/2025 | 875.00     |
| 252600191    | CORDIMAR000 | Cordio, Marnie              | 7/28/2025-7/30/2025 Mileage for 2025 Best Practices in<br>Health and Physical Education Conference at Holiday Inn<br>Convention Center-Stevens Point July 28-30, 2025   | 08/11/2025 | 158.20     |
| 252600191    | CORDIMAR000 | Cordio, Marnie              | Room for two nights at Holiday Inn for PE conference in<br>Steven Point. Reservation was made by Marnie Cordio's<br>husband, Joe Cordio, so the invoice is in his name. | 08/11/2025 | 196.00     |
| 252600192    | CPM EDUC000 | CPM Educational Program     | 6-8 Math Curriculum                                                                                                                                                     | 08/11/2025 | 227,826.25 |
| 252600193    | FIDELITE000 | Fidelitec LLC               | July 2025 Employee Background Checks                                                                                                                                    | 08/11/2025 | 794.10     |
| 252600194    | GLS UTIL000 | GLS Utility LLC             | Diggers Hotline Tickets for July 2025                                                                                                                                   | 08/11/2025 | 2,491.75   |
| 252600195    | GOLTZDAW000 | Goltz, Dawn                 | 7/22/2025-7/24/2025 mileage to attend WSSCA Safety &<br>Security training, Oregon to Onalaska + lunch and dinner<br>7/22-7/24                                           | 08/11/2025 | 261.77     |
| 252600196    | GORDON F000 | Gordon Flesch Company Inc   | Copy Machine Purchase                                                                                                                                                   | 08/11/2025 | 8,187.20   |
| 252600196    | GORDON F000 | Gordon Flesch Company Inc   | Copy Machine Purchases                                                                                                                                                  | 08/11/2025 | 19,925.85  |
| 252600196    | GORDON F000 | Gordon Flesch Company Inc   | Meter Charges                                                                                                                                                           | 08/11/2025 | 10.86      |
| 252600196    | GORDON F000 | Gordon Flesch Company Inc   | Meter Charges                                                                                                                                                           | 08/11/2025 | 14.97      |
| 252600196    | GORDON F000 | Gordon Flesch Company Inc   | Printer Purchases                                                                                                                                                       | 08/11/2025 | 5,605.75   |
| 252600197    | HOBART S000 | Hobart Service              | OHS: refrigerator running high. It was due to a weak<br>compressor.                                                                                                     | 08/11/2025 | 173.00     |
| 252600198    | HOLINTEN000 | Holinbeck, Tenzin           | Work Permit Reimbursement                                                                                                                                               | 08/11/2025 | 10.00      |
| 252600199    | HUDL 000    | Hudl                        | Hudl Camera and Film Services 2025-26                                                                                                                                   | 08/11/2025 | 13,000.00  |
| 252600200    | KALSCSYD000 | Kalscheur, Sydney           | Work Permit Reimbursement                                                                                                                                               | 08/11/2025 | 10.00      |
| 252600201    | KEMPS LL000 | Kemps LLC                   | summer school milk                                                                                                                                                      | 08/11/2025 | 334.25     |
| 252600202    | MACK GRA000 | Mack, Gracie                | Work Permit Reimbursement                                                                                                                                               | 08/11/2025 | 10.00      |
| 252600203    | MAGEESCA000 | Magee, Scarlett             | Work Permit Reimbursement                                                                                                                                               | 08/11/2025 | 10.00      |
| 252600204    | MANCUCHR000 | Mancusi, Christine          | CE & Rec Instructor for Perler Bead Workshop                                                                                                                            | 08/11/2025 | 360.00     |
| 252600205    | MEDCO SU000 | Medco Supply                | Athletic Training Supplies 2025-26                                                                                                                                      | 08/11/2025 | 61.61      |
| 252600206    | MINTEBEN000 | Minter, Benjamin            | Work Permit Reimbursement                                                                                                                                               | 08/11/2025 | 10.00      |
| 252600207    | MORELOLI000 | Moreland, Olivia            | Work Permit Reimbursement                                                                                                                                               | 08/11/2025 | 10.00      |
| 252600208    | OPEN UP 000 | Open Up Resources           | ELA materials for 6-8                                                                                                                                                   | 08/11/2025 | 37,931.25  |
| 252600208    | OPEN UP 000 | Open Up Resources           | ELA materials for K-5                                                                                                                                                   | 08/11/2025 | 38,870.00  |
| 252600208    | OPEN UP 000 | Open Up Resources           | ELA materials for 6 grade teacher sets RCI                                                                                                                              | 08/11/2025 | 1,587.00   |
| 252600208    | OPEN UP 000 | Open Up Resources           | ELA materials for K-2 grades                                                                                                                                            | 08/11/2025 | 10,440.00  |
| 252600209    | PATTELEO000 | Patterson, Leona            | Work Permit Reimbursement                                                                                                                                               | 08/11/2025 | 10.00      |

| CHECK VENDOR |              | INVOICE                        |                                                                                                                                                                                                               | CHECK      | AMOUNT    |
|--------------|--------------|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| NUMBER       | KEY          | VENDOR                         | DESCRIPTION                                                                                                                                                                                                   | DATE       |           |
| 252600210    | POWERMIK000  | Powers, Mikaela                | 7/30/2025 recruitment material - postcards 500 from Staples                                                                                                                                                   | 08/11/2025 | 89.99     |
| 252600211    | RENAISSA000  | Renaissance Learning Inc       | Star Assessment District Wide                                                                                                                                                                                 | 08/11/2025 | 45,112.20 |
| 252600212    | ROUDEDAN000  | Roudebush, Daniel              | Room for two nights at Holiday Inn for PE conference in Steven Point. Reservation was made by the other FES PE teacher, Marnie Cordio's husband (Joe Cordio) so the invoice is in his name.                   | 08/11/2025 | 196.00    |
| 252600213    | SOLHEMIC000  | Solheim, Michael               | Mileage for 2025 Best Practices in Health and Physical Education Conference at Holiday Inn Convention Center-Stevens Point July 28-30, 2025 (220 miles @ .70)                                                 | 08/11/2025 | 154.00    |
| 252600214    | TANNEJON000  | Tanner, Jonathan               | 7/31/2025 airfare to Beaverton, OR for Aspiring Superintendents Conference in October 2025                                                                                                                    | 08/11/2025 | 597.37    |
| 252600215    | UNITED M000  | United Mailing Services Inc    | Mail metering for July.                                                                                                                                                                                       | 08/11/2025 | 1,973.93  |
| 252600216    | VANFOLAY000  | Vanfossen, Layla               | Work Permit Reimbursement                                                                                                                                                                                     | 08/11/2025 | 10.00     |
| 252600217    | VILLAGE 002  | Village of Brooklyn            | BKE SW 6-27 to 7-28-25                                                                                                                                                                                        | 08/11/2025 | 268.99    |
| 252600218    | WALTEHEI000  | Walter, Heidi                  | AVID / EE Travel - OMS Team Dinner for Summer Institute 2025 on 7/22 for Heidi Walter, Jason Zurawik, Janelle Jeter Smiley, Kim Manny Brown, Maggie Lofgren, Rachel Zidon, Kailey Stevens, and Dominic Danner | 08/11/2025 | 166.51    |
| 252600219    | YUNKEJAC000  | Yunke, Jack                    | Work Permit Reimbursement                                                                                                                                                                                     | 08/11/2025 | 10.00     |
| 252600220    | YUNKEOWE000  | Yunke, Owen                    | Work Permit Reimbursement                                                                                                                                                                                     | 08/11/2025 | 10.00     |
| 252600221    | ALPHA C0000  | Alpha Controls & Services LLC  | OHS- chillers condenser cleaning.                                                                                                                                                                             | 08/15/2025 | 6,130.23  |
| 252600221    | ALPHA C0000  | Alpha Controls & Services LLC  | OMS - belt changing.                                                                                                                                                                                          | 08/15/2025 | 2,135.36  |
| 252600221    | ALPHA C0000  | Alpha Controls & Services LLC  | BKE - exhaust fan noise.                                                                                                                                                                                      | 08/15/2025 | 327.83    |
| 252600221    | ALPHA C0000  | Alpha Controls & Services LLC  | OHS - ahu 4 is stuck.                                                                                                                                                                                         | 08/15/2025 | 620.00    |
| 252600221    | ALPHA C0000  | Alpha Controls & Services LLC  | OHS Cafeteria Ceiling Work- replace diffusers.                                                                                                                                                                | 08/15/2025 | 4,452.81  |
| 252600221    | ALPHA C0000  | Alpha Controls & Services LLC  | OMS - ahu 1 is not cooling.                                                                                                                                                                                   | 08/15/2025 | 1,455.00  |
| 252600222    | BADGER S000  | Badger Sporting Goods Inc      | 25-26 staff Tshirts                                                                                                                                                                                           | 08/15/2025 | 1,659.00  |
| 252600222    | BADGER S000  | Badger Sporting Goods Inc      | Kids Gotta Run! Summer Semester Haakenson 650.00                                                                                                                                                              | 08/15/2025 | 650.00    |
| 252600222    | BADGER S000  | Badger Sporting Goods Inc      | Gen Ofc / Apparel - Staff T-Shirts 2025-2026                                                                                                                                                                  | 08/15/2025 | 1,029.00  |
| 252600223    | BUSKAGER000  | Buskager Transportation Compan | July                                                                                                                                                                                                          | 08/15/2025 | 15,428.30 |
| 252600224    | CBC TRAN000  | CBC Transportation LLC         | Summer North Route                                                                                                                                                                                            | 08/15/2025 | 7,096.43  |
| 252600225    | CDL SUCC000  | CDL Success Lady               | Bus Training Pay (April-July 2025)                                                                                                                                                                            | 08/15/2025 | 6,505.00  |
| 252600226    | COMMERCIO000 | Commercial Air Inc             | OMS - repairs on cooler condenser for cafeteria cooler.                                                                                                                                                       | 08/15/2025 | 1,167.76  |
| 252600227    | COMPLETE001  | Complete Office of Wisconsin,  | paper order                                                                                                                                                                                                   | 08/15/2025 | 1,929.18  |
| 252600227    | COMPLETE001  | Complete Office of Wisconsin,  | 11 x 17 copy paper, 2 reams of cardstock                                                                                                                                                                      | 08/15/2025 | 70.98     |
| 252600228    | D'ORAZIO000  | D'Orazio Cleaning Supply Inc   | BKE: metered aerosol refills                                                                                                                                                                                  | 08/15/2025 | 126.00    |
| 252600228    | D'ORAZIO000  | D'Orazio Cleaning Supply Inc   | BKE: Everwipe Chem-Ready Wipers                                                                                                                                                                               | 08/15/2025 | 380.00    |
| 252600228    | D'ORAZIO000  | D'Orazio Cleaning Supply Inc   | OMS: Apex Floor Finish                                                                                                                                                                                        | 08/15/2025 | 222.82    |

| CHECK VENDOR      |             | INVOICE                      |                                                                    | CHECK      | AMOUNT     |
|-------------------|-------------|------------------------------|--------------------------------------------------------------------|------------|------------|
| NUMBER            | KEY         | VENDOR                       | DESCRIPTION                                                        | DATE       |            |
| 252600228         | D'ORAZIO000 | D'Orazio Cleaning Supply Inc | PVE: mop heads, toilet bowl cleaner, toilet tissue, polishing pads | 08/15/2025 | 322.08     |
| 252600228         | D'ORAZIO000 | D'Orazio Cleaning Supply Inc | PVE: stripper floor pad                                            | 08/15/2025 | 17.95      |
| 252600228         | D'ORAZIO000 | D'Orazio Cleaning Supply Inc | OHS: upright dustpans                                              | 08/15/2025 | 276.90     |
| 252600228         | D'ORAZIO000 | D'Orazio Cleaning Supply Inc | OHS: floor pads                                                    | 08/15/2025 | 192.96     |
| 252600228         | D'ORAZIO000 | D'Orazio Cleaning Supply Inc | OHS: floor pads, neutral cleaner                                   | 08/15/2025 | 275.11     |
| 252600228         | D'ORAZIO000 | D'Orazio Cleaning Supply Inc | OHS: stainless steel cleaner                                       | 08/15/2025 | 110.86     |
| 252600229         | EDMENTUM000 | Edmentum, Inc                | Online Curriculum                                                  | 08/15/2025 | 3,193.00   |
| 252600230         | GASNEKEV000 | Gasner, Kevin                | 7/1/2025-7/30/2025 Summer School Materials                         | 08/15/2025 | 23.50      |
| 252600231         | GROWTH C000 | Growth Chess                 | CE & Rec Instructor for Grow with Chess Summer Camp                | 08/15/2025 | 600.00     |
| 252600232         | HAGSTROM001 | Hagstrom Transportation Inc  | Summer                                                             | 08/15/2025 | 10,191.92  |
| 252600233         | JANESVIL003 | Janesville Janitor Services  | OHS - contracted cleaning for July.                                | 08/15/2025 | 14,473.50  |
| 252600233         | JANESVIL003 | Janesville Janitor Services  | OHS - contracted cleaning for July.                                | 08/15/2025 | 13,397.50  |
| 252600233         | JANESVIL003 | Janesville Janitor Services  | RCI - contracted cleaning for July.                                | 08/15/2025 | 5,006.00   |
| 252600234         | KLEENMAR000 | Kleenmark Services Corp      | Credit for summer month work                                       | 08/15/2025 | -5,000.00  |
| 252600234         | KLEENMAR000 | Kleenmark Services Corp      | BKE - contracted cleaning for July.                                | 08/15/2025 | 6,952.00   |
| 252600234         | KLEENMAR000 | Kleenmark Services Corp      | NKE - contracted cleaning for July.                                | 08/15/2025 | 7,457.20   |
| 252600234         | KLEENMAR000 | Kleenmark Services Corp      | PVE - contracted cleaning for July.                                | 08/15/2025 | 5,407.50   |
| 252600234         | KLEENMAR000 | Kleenmark Services Corp      | FES - contracted cleaning for July.                                | 08/15/2025 | 10,436.34  |
| 252600234         | KLEENMAR000 | Kleenmark Services Corp      | DSO - contracted cleaning for July.                                | 08/15/2025 | 650.96     |
| 252600234         | KLEENMAR000 | Kleenmark Services Corp      | Pool- contracted cleaning for July.                                | 08/15/2025 | 1,158.07   |
| 252600235         | KWIK TRI000 | Kwik Trip Inc                | July 2025 Gas - Account 12867                                      | 08/15/2025 | 978.24     |
| 252600236         | MANCUCHR000 | Mancusi, Christine           | CE & Rec Instructor for All Things Dolls - DIY Accessory Camp      | 08/15/2025 | 610.00     |
| 252600237         | SALTCO L000 | SaltCo LLC                   | Credit for sales tax on Invoice 158879                             | 08/15/2025 | -15.43     |
| 252600237         | SALTCO L000 | SaltCo LLC                   | RCI - 20 bags of solar salt.                                       | 08/15/2025 | 244.00     |
| 252600237         | SALTCO L000 | SaltCo LLC                   | Pool - 6 bags of solar salt.                                       | 08/15/2025 | 73.20      |
| 252600237         | SALTCO L000 | SaltCo LLC                   | PVE - 13 bags of solar salt.                                       | 08/15/2025 | 158.60     |
| 252600237         | SALTCO L000 | SaltCo LLC                   | OHS - 24 bags of solar salt.                                       | 08/15/2025 | 292.80     |
| 252600237         | SALTCO L000 | SaltCo LLC                   | FES - 14 bags of solar salt.                                       | 08/15/2025 | 170.80     |
| 252600238         | SEVEN HI000 | Seven Hills Striping Inc     | RCI - asphalt repairs.                                             | 08/15/2025 | 3,850.00   |
| 252600239         | SIMPLY S000 | Simply Swimming LLC          | Girls Swim Team Suits                                              | 08/15/2025 | 1,279.00   |
| 252600240         | WAYNE AC000 | Wayne Ace Bus Service LLC    | Summer/Training                                                    | 08/15/2025 | 7,795.33   |
| 252600241         | WIEDEL T000 | Wiedel Transportation        | Summer Bus 40                                                      | 08/15/2025 | 6,770.20   |
| Totals for checks |             |                              |                                                                    |            | 568,855.29 |



OREGON SCHOOL DISTRICT

# Oregon School District

## Financial Statements

### June 30, 2025

123 E Grove Street

Oregon, WI 53575

<http://www.oregonsd.org>

# Oregon School District Treasurer's Report Table of Contents

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The Oregon School District does not discriminate against students on the basis of sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability in its education programs or activities. [s. 118.13, Wis. Statutes, and PI 9, Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973.]

Oregon School District  
June 2025

|                                  | 10                 | 21               | 27                 | 39               | 46               | 49             | 50             | 53             | 73               | 80             | 99              |
|----------------------------------|--------------------|------------------|--------------------|------------------|------------------|----------------|----------------|----------------|------------------|----------------|-----------------|
|                                  | GENERAL            | SPECIAL          | SPECIAL            | DEBT             | CAPITAL          | REFERENDUM     | FOOD           | EMPLOYEE       | TRUST            | COMMUNITY      | COOP            |
|                                  |                    | REFERENCE        | EDUCATION          | SERVICE          | IMPROVEMENT      | DEBT           | SERVICE        | FUNDS          | LIABILITY        | SERVICE        | PURCHASES       |
| <b>Ending Balance 05/31/2025</b> |                    |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Cash/Investments                 | 12,940,705         | 82,162           |                    | 4,123,830        | 1,402,783        | 114,929        |                | 204,166        | 6,464,028        |                |                 |
| Inventory                        | 100,977            |                  |                    |                  |                  |                | 43,895         |                |                  |                |                 |
| Taxes Receivable                 |                    |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Interest Receivable              |                    |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Accounts Receivable              |                    |                  |                    |                  |                  |                | 10,569         |                |                  |                |                 |
| Adv to/From Other Funds          | 5,033,600          | 1,350,560        | (6,607,361)        |                  |                  | (8,798)        | 81,274         | (32,369)       | (45,874)         | 213,758        | 15,210          |
| Due From/To Other Govts          |                    |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Prepays                          | 103,967            |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Short Term Loan                  |                    |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Payroll/Benefit Liabilities      | (160,336)          |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Self Funded Dental               | (54,627)           |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Accrued Payroll                  |                    |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Other Liabilities                | 465                |                  |                    |                  |                  |                | 39             |                |                  |                |                 |
| Deferred Rev                     | (527)              |                  |                    |                  |                  |                | (66,859)       |                |                  |                |                 |
| <b>Fund Balance</b>              | <b>17,964,224</b>  | <b>1,432,722</b> | <b>(6,607,361)</b> | <b>4,123,830</b> | <b>1,402,783</b> | <b>106,131</b> | <b>68,918</b>  | <b>171,797</b> | <b>6,418,155</b> | <b>213,758</b> | <b>15,210</b>   |
| <b>Revenues MTD</b>              | <b>23,811,973</b>  | <b>119,296</b>   | <b>1,428,293</b>   | <b>14,774</b>    | <b>5,007</b>     | <b>400</b>     | <b>309,475</b> | <b>44,870</b>  | <b>24,668</b>    | <b>22,727</b>  | <b>(14,761)</b> |
| <b>Expenditures MTD</b>          | <b>12,387,077</b>  | <b>111,728</b>   | <b>2,403,657</b>   | <b>0</b>         | <b>0</b>         | <b>0</b>       | <b>365,750</b> | <b>190</b>     | <b>188,426</b>   | <b>93,054</b>  | <b>449</b>      |
| <b>Interfund Transfer</b>        | <b>(7,698,536)</b> |                  | <b>7,582,726</b>   |                  |                  |                | <b>115,810</b> |                |                  |                |                 |
| <b>Ending Balance 06/30/2025</b> |                    |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Cash/Investments                 | 15,216,435         | 1,472,814        | 827,073            | 4,138,604        | 1,407,790        | 106,531        | 163,379        | 498,091        | 6,404,183        | 177,442        | 14,761          |
| Inventory                        | 100,977            |                  |                    |                  |                  |                | 32,509         |                |                  |                |                 |
| Taxes Receivable                 | 11,952,143         |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Interest Receivable              | 1,739              |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Accounts Receivable              | 8,013              |                  |                    |                  |                  |                | 18,702         |                |                  |                |                 |
| Adv to/From Other Funds          | 149,787            |                  |                    |                  |                  |                |                | 43,386         |                  |                |                 |
| Due From/To Other Govts          | 77,785             |                  | 301,784            |                  |                  |                |                |                |                  |                |                 |
| Prepays                          | 102,964            |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Other Currrent Assets            | 325,000            |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Payroll/Benefit Liabilities      | (1,521,104)        |                  | (279,619)          |                  |                  |                |                |                |                  |                |                 |
| Self Funded Dental               | (151,519)          |                  |                    |                  |                  |                |                |                |                  |                |                 |
| Accrued Payroll                  | (3,583,984)        | (321)            | (802,625)          |                  |                  |                | (264)          |                |                  | (20,511)       |                 |
| Other Liabilities                | (987,515)          | (32,202)         | (46,613)           |                  |                  |                | (9,131)        | (325,000)      | (149,787)        | (13,501)       |                 |
| Deferred Rev                     | (138)              |                  |                    |                  |                  |                | (76,743)       |                |                  |                | (14,761)        |
| <b>Fund Balance</b>              | <b>21,850,581</b>  | <b>1,440,291</b> | <b>0</b>           | <b>4,138,604</b> | <b>1,407,790</b> | <b>106,531</b> | <b>128,453</b> | <b>216,476</b> | <b>6,254,396</b> | <b>143,431</b> | <b>0</b>        |

# Oregon School District Revenue Report

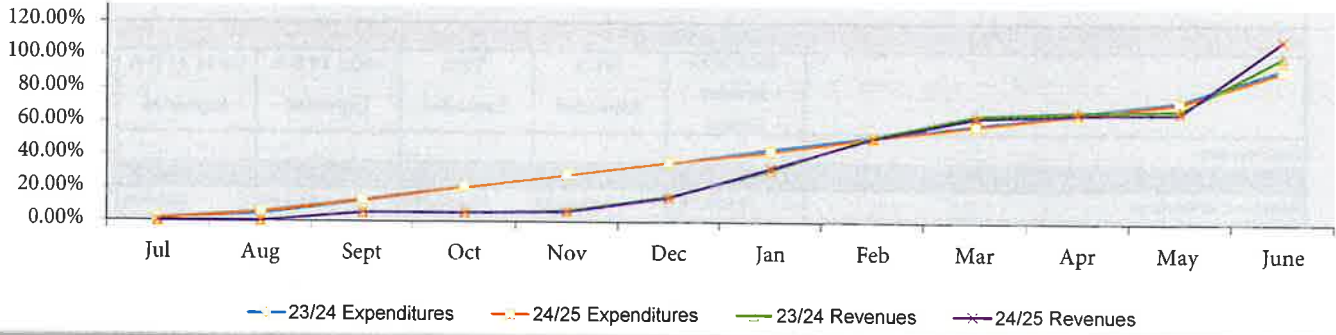
## June 30, 2025

| General Fund - 10                                     |                                |                   |                   |                         |                         |
|-------------------------------------------------------|--------------------------------|-------------------|-------------------|-------------------------|-------------------------|
|                                                       | 2024-2025<br>Revised<br>Budget | MTD<br>Revenues   | YTD<br>Revenues   | 24/25 YTD<br>% Received | 23/24 YTD<br>% Received |
| Property Taxes                                        | 37,927,026                     | 11,952,143        | 37,927,026        | 100.00%                 | 100.00%                 |
| Mobile Home/DNR Tax/Focus on Energy                   | 147,782                        |                   | 149,151           | 100.93%                 | 100.00%                 |
| Other Taxes                                           | 243,363                        | 12,463            | 240,863           | 98.97%                  | 100.00%                 |
| Other Local (Fees, Fines, Admission, Resale, Rentals) | 356,202                        | 152,563           | 560,555           | 157.37%                 | 100.00%                 |
| Interest Income                                       | 607,247                        | 57,771            | 607,834           | 100.10%                 | 100.00%                 |
| Misc. Income                                          | 212,618                        | 42,174            | 250,701           | 117.91%                 | 100.00%                 |
| Transportation Aid                                    | 95,000                         | 20,004            | 105,274           | 110.81%                 | 100.00%                 |
| Library Aid                                           | 284,901                        |                   | 284,901           | 100.00%                 | 100.00%                 |
| General State Aid                                     | 22,174,601                     | 7,761,111         | 22,174,601        | 100.00%                 | 100.00%                 |
| Per Pupil Aid                                         | 2,845,570                      |                   | 2,845,570         | 100.00%                 | 100.00%                 |
| Open Enrollment                                       | 3,468,664                      | 3,468,886         | 3,468,886         | 100.01%                 | 100.00%                 |
| Grants & Misc Aids                                    | 741,936                        | 344,858           | 806,490           | 108.70%                 | 100.00%                 |
| <b>Total General Fund Revenues</b>                    | <b>69,104,910</b>              | <b>23,811,973</b> | <b>69,421,852</b> | <b>100.46%</b>          | <b>100.00%</b>          |
| Special Revenue Fund-21                               |                                |                   |                   |                         |                         |
| <b>Special Revenue Fund</b>                           | <b>650,000</b>                 | <b>119,296</b>    | <b>841,342</b>    | <b>129.44%</b>          | <b>100.00%</b>          |
| Special Education Funds - 27                          |                                |                   |                   |                         |                         |
| Special Education Grants                              | 778,600                        | 175,240           | 752,081           | 96.59%                  | 100.00%                 |
| Special Education                                     | 3,665,240                      | 1,253,053         | 3,660,351         | 99.87%                  | 100.00%                 |
| <b>Total Special Education Revenues</b>               | <b>4,443,841</b>               | <b>1,428,293</b>  | <b>4,412,432</b>  | <b>99.29%</b>           | <b>100.00%</b>          |
| Debt Service Funds - 30                               |                                |                   |                   |                         |                         |
| <b>Bonded Debt Retirement - 39</b>                    | <b>4,996,761</b>               | <b>14,774</b>     | <b>5,073,242</b>  | <b>101.53%</b>          | <b>100.00%</b>          |
| Capital Projects -40                                  |                                |                   |                   |                         |                         |
| Long Term Capital Improvements Trust-46               | 40,000                         | 5,007             | 61,894            | 154.73%                 | 100.00%                 |
| Referendum Debt - 49                                  | 10,000                         | 400               | 9,205             | 92.05%                  | 100.00%                 |
| <b>Total Capital Projects</b>                         | <b>50,000</b>                  | <b>5,407</b>      | <b>71,099</b>     | <b>142.20%</b>          | <b>100.00%</b>          |
| Food Service Fund-50                                  |                                |                   |                   |                         |                         |
| <b>Food Service Fund-50</b>                           | <b>2,142,336</b>               | <b>309,475</b>    | <b>2,177,986</b>  | <b>101.66%</b>          | <b>100.00%</b>          |
| Employee Benefit Trust Fund -70                       |                                |                   |                   |                         |                         |
| Health Insurance Employee Trust - 73                  | 74,000                         | 44,870            | 53,883            | 72.82%                  | 100.00%                 |
| Opeb Liability-74                                     | 3,266,800                      | 24,668            | 365,240           | 11.18%                  | 100.00%                 |
| <b>Total Employee Benefit Revenues</b>                | <b>3,340,800</b>               | <b>69,537</b>     | <b>419,123</b>    | <b>12.55%</b>           | <b>100.00%</b>          |
| Community Services Funds - 80                         |                                |                   |                   |                         |                         |
| Pool -Fund 80                                         | 113,000                        | 12,495            | 137,446           | 121.63%                 | 100.00%                 |
| Property Tax                                          | 402,613                        | 0                 | 402,613           | 100.00%                 | 100.00%                 |
| Community Education Fund - Fund 82                    | 150,276                        | 10,231            | 200,189           | 133.21%                 | 100.00%                 |
| Property Tax                                          | 361,288                        | 0                 | 361,288           | 100.00%                 | 100.00%                 |
| Performing Arts Center -Fund 85- Prop. Tax            | 39,167                         | 0                 | 39,167            | 100.00%                 | 100.00%                 |
| <b>Total Comm. Service Revenues</b>                   | <b>1,066,344</b>               | <b>22,727</b>     | <b>1,140,702</b>  | <b>106.97%</b>          | <b>100.00%</b>          |
| Cooperative Purchases Fund - 90                       |                                |                   |                   |                         |                         |
| <b>Cooperative Purchases Fund - 90</b>                | <b>90,000</b>                  | <b>-14,761</b>    | <b>88,757</b>     | <b>98.62%</b>           | <b>100.00%</b>          |
| <b>Total Revenues</b>                                 | <b>85,884,991</b>              | <b>25,766,720</b> | <b>83,646,535</b> | <b>97.39%</b>           | <b>100.00%</b>          |

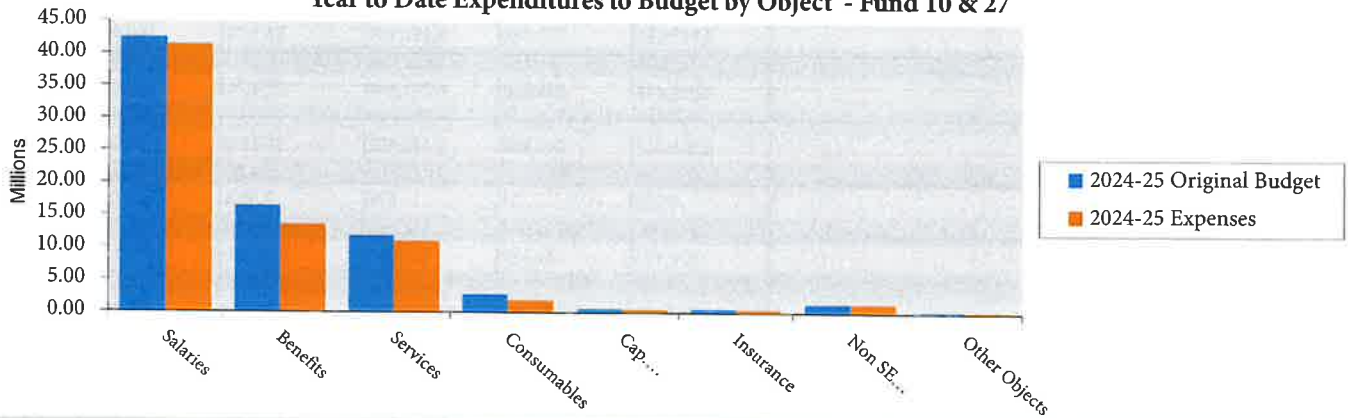
Oregon School District-Expenditure Report  
June 2025

| General Fund - 10                           |                                |                   |                   |                         |                         |
|---------------------------------------------|--------------------------------|-------------------|-------------------|-------------------------|-------------------------|
|                                             | 2024-2025<br>Revised<br>Budget | MTD<br>Expended   | YTD<br>Expended   | 24/25 YTD %<br>Expended | 23/24 YTD %<br>Expended |
| <b>Instruction</b>                          |                                |                   |                   |                         |                         |
| Undiff Curriculum                           | 13,162,208                     | 2,531,119         | 11,561,463        | 87.84%                  | 100.00%                 |
| Regular Curriculum                          | 13,659,782                     | 3,056,284         | 12,803,798        | 93.73%                  | 100.00%                 |
| Vocational Curriculum                       | 1,869,786                      | 399,528           | 1,588,506         | 84.96%                  | 100.00%                 |
| Physical Curriculum                         | 1,865,455                      | 414,048           | 1,807,801         | 96.91%                  | 100.00%                 |
| Co-Curricular Activity                      | 844,407                        | 213,182           | 809,570           | 95.87%                  | 100.00%                 |
| Special Curriculum                          | 2,266,404                      | 468,151           | 1,993,739         | 87.97%                  | 100.00%                 |
| <b>Total Instruction</b>                    | <b>33,668,042</b>              | <b>7,082,313</b>  | <b>30,564,878</b> | <b>90.78%</b>           | <b>100.00%</b>          |
| <b>Support Services</b>                     |                                |                   |                   |                         |                         |
| Pupil Services                              | 3,545,948                      | 673,616           | 3,073,761         | 86.68%                  | 100.00%                 |
| Instructional Services                      | 4,925,056                      | 793,748           | 4,351,228         | 88.35%                  | 100.00%                 |
| General Operations                          | 747,487                        | 81,280            | 684,944           | 91.63%                  | 100.00%                 |
| School Bldg Operations                      | 4,099,443                      | 538,630           | 4,003,386         | 97.66%                  | 100.00%                 |
| Fiscal                                      | 539,084                        | 61,412            | 533,608           | 98.98%                  | 100.00%                 |
| Maint/Operations                            | 6,666,767                      | 941,850           | 6,412,402         | 96.18%                  | 100.00%                 |
| Transportation                              | 2,867,314                      | 594,734           | 2,741,609         | 95.62%                  | 100.00%                 |
| Printing                                    | 9,000                          | 71                | 676               | 7.51%                   | 100.00%                 |
| Central Services                            | 944,097                        | 104,839           | 886,054           | 93.85%                  | 100.00%                 |
| Insurance                                   | 624,173                        | -41,944           | 557,051           | 89.25%                  | 100.00%                 |
| Debt Services                               | 34,329                         |                   | 34,329            | 100.00%                 | 100.00%                 |
| Other Support Services                      | 1,562,696                      | 382,885           | 1,519,741         | 97.25%                  | 100.00%                 |
| <b>Total Support Services</b>               | <b>26,565,396</b>              | <b>4,131,121</b>  | <b>24,798,790</b> | <b>93.35%</b>           | <b>100.00%</b>          |
| Tuition/CESA/Tax Repayment                  | 1,357,257                      | 1,173,643         | 1,293,265         | 95.29%                  | 100.00%                 |
| Open Enrollment                             | 899,790                        | 0                 | 886,777           | 98.55%                  | 100.00%                 |
| <b>Total General Fund Expenditures</b>      | <b>62,490,485</b>              | <b>12,387,077</b> | <b>57,543,710</b> | <b>92.08%</b>           | <b>100.00%</b>          |
| <b>Special Revenue Fund - 21</b>            |                                |                   |                   |                         |                         |
| <b>Total Special Revenue Fund</b>           | <b>650,000</b>                 | <b>111,728</b>    | <b>702,042</b>    | <b>108.01%</b>          | <b>100.00%</b>          |
| <b>Special Education Funds - 27</b>         |                                |                   |                   |                         |                         |
| Special Education Grants                    | 778,600                        | 157,609           | 752,081           | 96.59%                  | 100.00%                 |
| Special Education-Regular                   | 12,014,154                     | 2,246,048         | 11,243,077        | 93.58%                  | 100.00%                 |
| <b>Total Special Education Expenditures</b> | <b>12,792,754</b>              | <b>2,403,657</b>  | <b>11,995,158</b> | <b>93.77%</b>           | <b>100.00%</b>          |
| <b>Debt Service Funds - 30</b>              |                                |                   |                   |                         |                         |
| <b>Bonded Debt Retirement - 39</b>          | <b>6,315,019</b>               | <b>0</b>          | <b>6,315,019</b>  | <b>100.00%</b>          | <b>100.00%</b>          |
| <b>2019 Referendum Debt Fund - 49</b>       |                                |                   |                   |                         |                         |
| <b>Referendum Debt Fund - 49</b>            | <b>305,154</b>                 | <b>0</b>          | <b>197,829</b>    | <b>64.83%</b>           | <b>100.00%</b>          |
| <b>Food Service Fund - 50</b>               |                                |                   |                   |                         |                         |
| <b>Food Service Fund-50</b>                 | <b>2,332,647</b>               | <b>365,750</b>    | <b>2,317,680</b>  | <b>99.36%</b>           | <b>100.00%</b>          |
| <b>Employee Benefit Trust Fund -70</b>      |                                |                   |                   |                         |                         |
| Health Insurance Employee Trust - 73        | 74,000                         | 190               | 41,773            | 56.45%                  | 100.00%                 |
| OPEB Liability-74                           | 705,000                        | 188,426           | 549,738           | 77.98%                  | 100.00%                 |
| <b>Total Employee Trust Funds</b>           | <b>779,000</b>                 | <b>188,617</b>    | <b>591,511</b>    | <b>75.93%</b>           | <b>100.00%</b>          |
| <b>Community Funds - 80</b>                 |                                |                   |                   |                         |                         |
| Pool - Fund 80                              | 477,707                        | 37,489            | 450,478           | 94.30%                  | 100.00%                 |
| Community Education Fund - Fund 82          | 568,294                        | 44,425            | 525,925           | 92.54%                  | 100.00%                 |
| Performing Arts Center - Fund 85            | 39,254                         | 11,140            | 39,781            | 101.34%                 | 100.00%                 |
| <b>Total Community Expenditures</b>         | <b>1,085,255</b>               | <b>93,054</b>     | <b>1,016,183</b>  | <b>93.64%</b>           | <b>100.00%</b>          |
| <b>Cooperative Programs - 99</b>            |                                |                   |                   |                         |                         |
| <b>Cooperative Programs-99</b>              | <b>90,000</b>                  | <b>449</b>        | <b>92,202</b>     | <b>102.45%</b>          | <b>100.00%</b>          |
| <b>Total Expenditures</b>                   | <b>86,840,315</b>              | <b>15,550,332</b> | <b>80,771,335</b> | <b>93.01%</b>           | <b>100.00%</b>          |

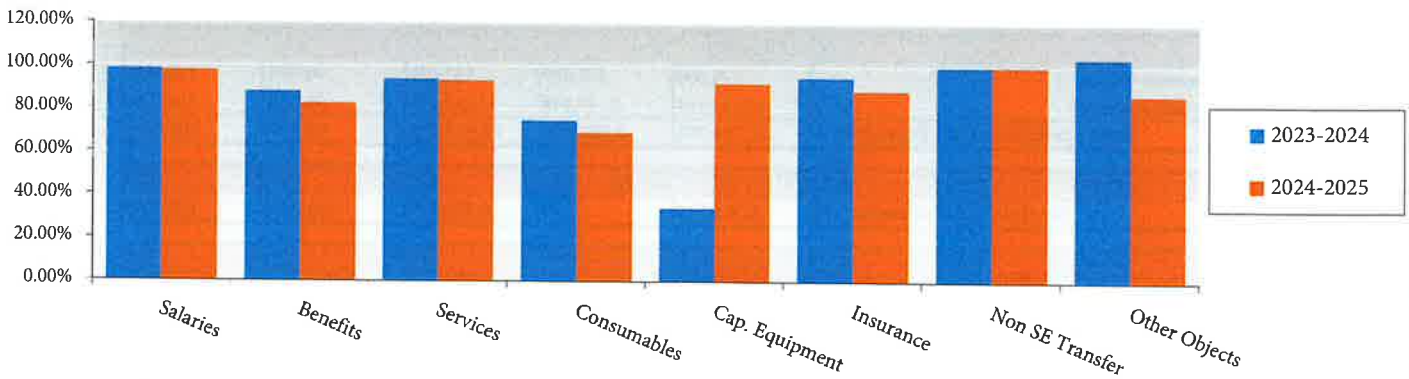
**Percentage of Revenues and Expenditures to Budget  
Fund 10 & 27**



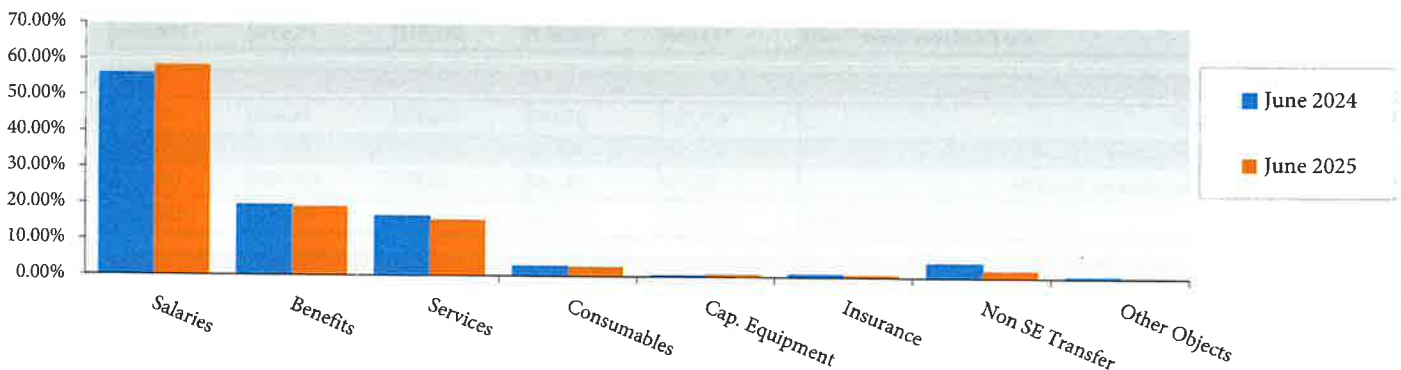
**Year to Date Expenditures to Budget by Object - Fund 10 & 27**

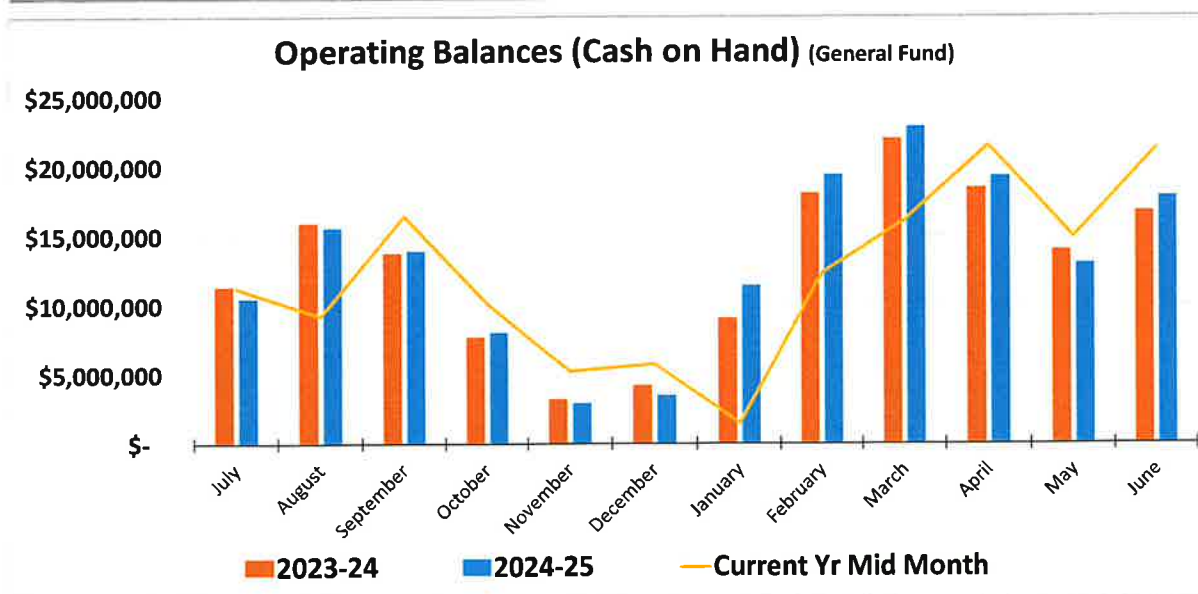
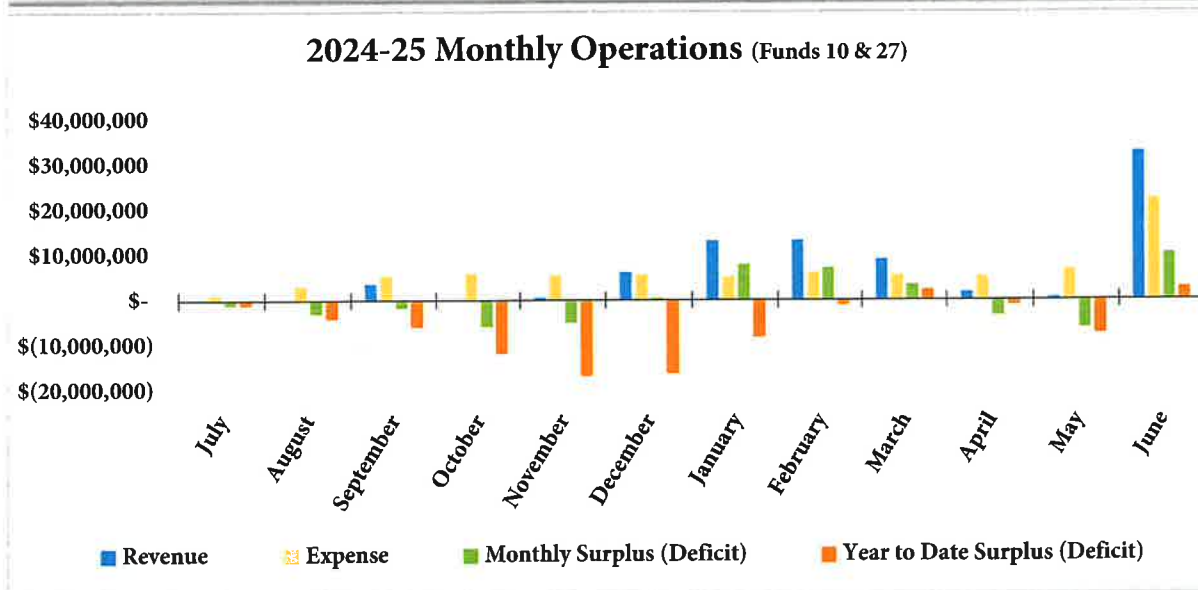
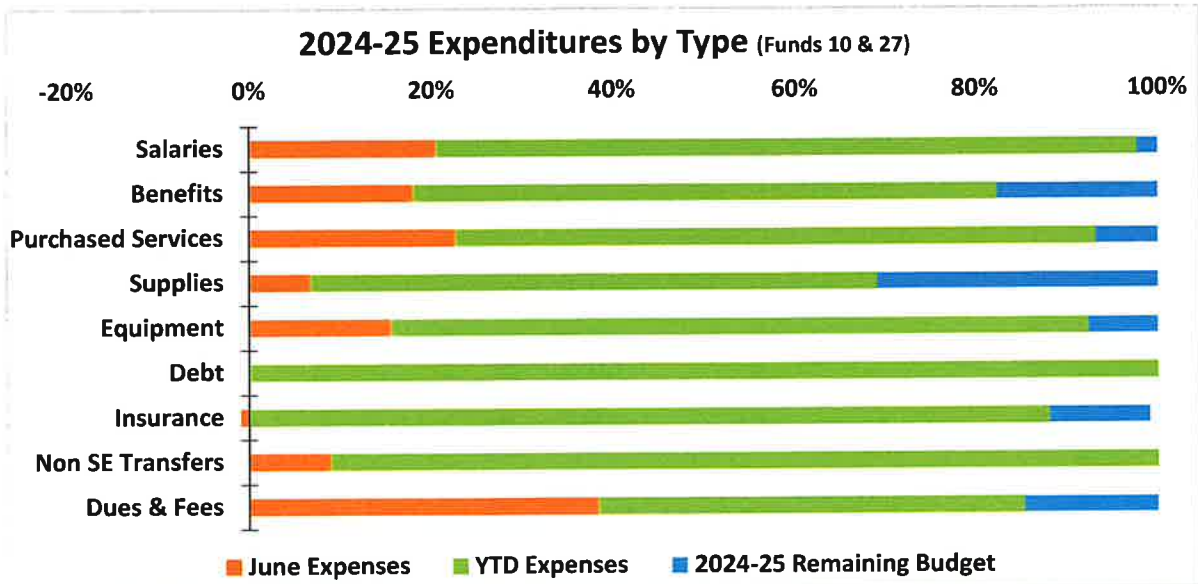


**Percentage of Budget Spent by Object - Year to Date - Fund 10 & 27**



**Percentage of Expenditures Spent by Object - Year to Date - Fund 10 & 27**





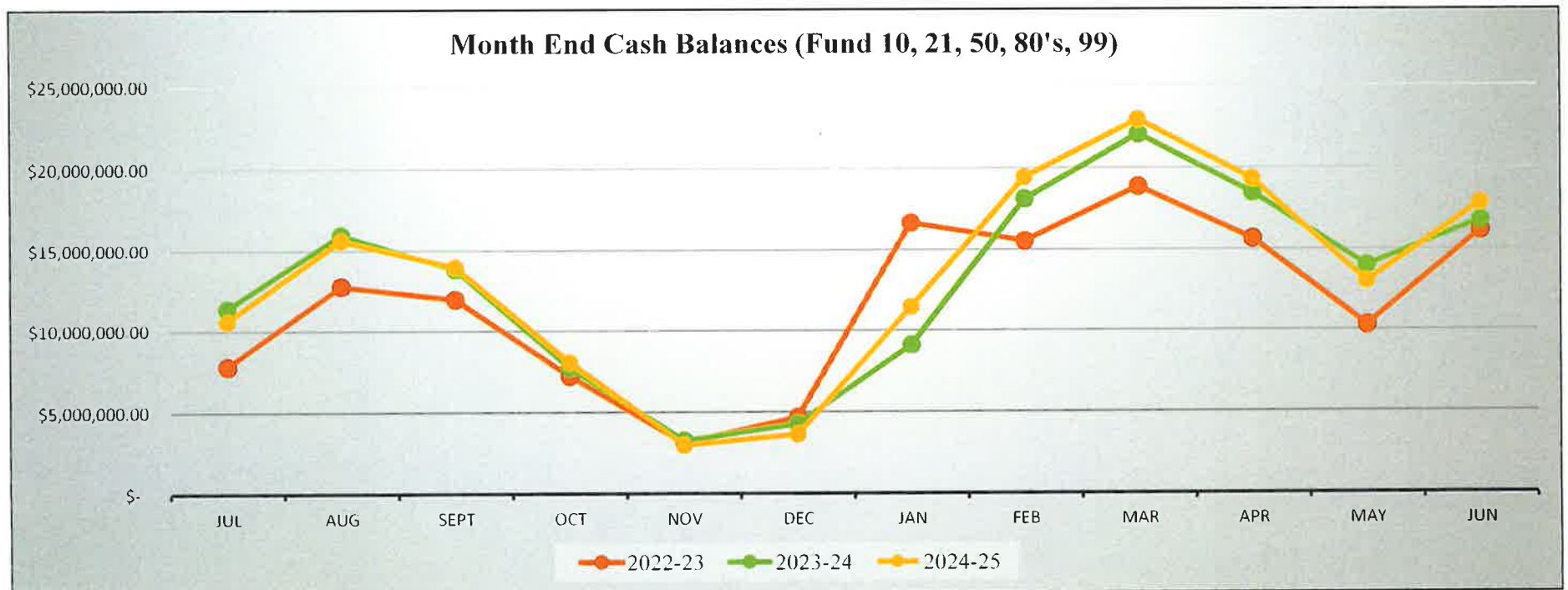
# Oregon School District Fund Summary

|                                                      | Fund Balance<br>7/1/2024 | + FY 24/25<br>YTD Revenues | - FY 24/25<br>YTD Expenditures | + Transfers<br>Sources<br>YTD | = Fund Balance<br>6/30/2025 |
|------------------------------------------------------|--------------------------|----------------------------|--------------------------------|-------------------------------|-----------------------------|
| <b>General Fund (Fund 10)</b>                        | 13,655,733               | 69,421,852                 | 55,610,405                     | (9,056,230)                   | 18,410,950                  |
| Assigned Building Carryover                          | 294,050                  |                            | 294,050                        |                               | 0                           |
| Assigned Department Carryover                        | 709,402                  |                            | 674,407                        |                               | 34,995                      |
| Assigned Department of Instruction                   | 618,630                  |                            | 492,282                        |                               | 126,348                     |
| Assigned Teacher Compensation Carryover              | 596,077                  |                            | -                              |                               | 596,077                     |
| Assigned/Restricted Grants                           | 460,894                  |                            | 203,101                        |                               | 257,793                     |
| Assigned Employee Retiree Benefits                   | 1,599,106                |                            |                                |                               | 1,599,106                   |
| Assigned BOE Agenda Funding                          | 696,863                  |                            | 269,465                        |                               | 427,398                     |
| Assigned Grow Your Own                               | 237,917                  |                            |                                |                               | 237,917                     |
| <b>Total General Fund (Fund 10)</b>                  | <b>18,868,672</b>        | <b>69,421,852</b>          | <b>57,543,710</b>              | <b>(9,056,230)</b>            | <b>21,690,584</b>           |
| <b>Special Revenue Fund (Fund 21)</b>                | <b>1,300,991</b>         | <b>841,342</b>             | <b>702,042</b>                 |                               | <b>1,440,291</b>            |
| Special Education Grants                             |                          | 752,081                    | 752,081                        |                               | 0                           |
| Special Education                                    |                          | <u>3,660,351</u>           | <u>11,243,077</u>              | <u>7,582,726</u>              | <u>0</u>                    |
| <b>Total Special Education (Fund 27)</b>             | <b>0</b>                 | <b>4,412,432</b>           | <b>11,995,158</b>              | <b>7,582,726</b>              | <b>0</b>                    |
| <b>Debt Service (Fund 39)</b>                        | <b>4,029,197</b>         | <b>5,073,242</b>           | <b>6,315,019</b>               | <b>1,351,183</b>              | <b>4,138,604</b>            |
| <b>Long Term Capital Improvement Trust (Fund 46)</b> | <b>1,342,830</b>         | <b>61,894</b>              | <b>0</b>                       | <b>3,066</b>                  | <b>1,407,790</b>            |
| <b>Referendum Bonds 2018 (Fund 49)</b>               | <b>295,154</b>           | <b>9,205</b>               | <b>197,829</b>                 |                               | <b>106,531</b>              |
| <b>Food Service (Fund 50)</b>                        | <b>152,337</b>           | <b>2,177,986</b>           | <b>2,317,680</b>               | <b>115,810</b>                | <b>128,453</b>              |
| Employee Trust Fund (Fund 73)                        | 204,366                  | 53,883                     | 41,773                         |                               | 216,476                     |
| Opeb Liability (Fund 74)                             | <u>6,438,894</u>         | <u>365,240</u>             | <u>549,738</u>                 |                               | <u>6,254,396</u>            |
| <b>Total Trusts (Fund 73 and 74)</b>                 | <b>6,643,261</b>         | <b>419,123</b>             | <b>591,511</b>                 |                               | <b>6,470,872</b>            |
| Pool (Fund 80)                                       | -37,906                  | 540,059                    | 450,478                        |                               | 51,675                      |
| Community Education (Fund 82)                        | 56,730                   | 561,477                    | 525,925                        |                               | 92,282                      |
| Performing Arts Center (Fund 85)                     | 87                       | <u>39,167</u>              | <u>39,781</u>                  |                               | <u>-527</u>                 |
| <b>Total Community (Fund 80 , 82, and 85)</b>        | <b>18,911</b>            | <b>1,140,702</b>           | <b>1,016,183</b>               |                               | <b>143,431</b>              |
| <b>Cooperative Purchases (Fund 99)</b>               | <b>0</b>                 | <b>88,757</b>              | <b>92,202</b>                  | <b>3,445</b>                  | <b>0</b>                    |

8/14/2025

Oregon School District  
Investment Schedule  
June 2025

| Bank Placement                 | Rate     | Fund 10, 20's,<br>50, 80's, & 99 | Fund 39             | Fund 46             | Fund 49           | Fund 73           | Fund 74             |
|--------------------------------|----------|----------------------------------|---------------------|---------------------|-------------------|-------------------|---------------------|
| WISC Cash Management           | 4.10%    | 402,979.20                       | 261.64              |                     |                   | 8.12              |                     |
| WISC Investment Series         | 4.30%    | 3,661,762.34                     | 14,638.32           | 380,159.98          | 106,530.66        | 3,113.21          | 135,526.26          |
| State Investment Pool          | 4.36%    | 12,900,669.07                    | 4,123,703.73        | 1,027,630.21        |                   | 494,969.45        | 1,757,233.67        |
| CD's/Treasuries                | 2%-4.79% | 281,852.05                       |                     |                     |                   |                   |                     |
| One Community Bank- Investment | 4.62%    | 389,141.08                       |                     |                     |                   |                   | 4,511,423.44        |
| Oregon Community Bank          | 4.62%    | 235,500.29                       |                     |                     |                   |                   |                     |
| <b>Total</b>                   |          | <b>17,871,904.03</b>             | <b>4,138,603.69</b> | <b>1,407,790.19</b> | <b>106,530.66</b> | <b>498,090.78</b> | <b>6,404,183.37</b> |



# NEW STAFFING ASSIGNMENTS/CONTRACT CHANGES

2025-26 School Year

Board Meeting: August 25, 2025

| FTE | Position          | Staff Member                                                                                                                                                                                                                                                      | Education |
|-----|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 1.0 | Special Ed<br>NKE | Stacey Loebel. We recommend Stacey for the special education teacher position at NKE. Stacey has 20 years of special education experience, most recently in the Waterford Graded School District. We are excited to welcome her to our District!                  | BA        |
| 1.0 | Spanish<br>OHS    | Megan Finch. We recommend Megan for the Spanish teacher position at OHS. She has 11 years of experience teaching Spanish, most recently in the Sun Prairie Area School District. We are excited to welcome her to our District!                                   | MA        |
| 1.0 | Math<br>OMS       | Emma Kissling. We recommend Emma for the Math position at OMS. Emma has worked as a building substitute and paraprofessional at OMS and currently working on her Master's Degree in Education at Concordia University. We are excited to offer her this position! | BA        |
|     |                   |                                                                                                                                                                                                                                                                   |           |

## CHANGE IN ASSIGNMENT / CONTRACT

| Name | Prior Assignment | New Assignment |
|------|------------------|----------------|
|      |                  |                |
|      |                  |                |

JJ 8/20/2025 For BOE meeting 8/25/2025

## August 25, 2025 Board Donations

| Date      | Donor Name               | Donation Amount | Purpose of Donation               |
|-----------|--------------------------|-----------------|-----------------------------------|
| 8/13/2025 | Vogel Bros. Building Co. |                 | School supplies for students      |
| 8/14/2025 | Kimberly Moreland        |                 | Violin case for OMS Orchestra use |
| 8/15/2025 | Anonymous                | \$712.20        | Food Service Balance Donation     |
| 8/15/2025 | Robert and Rita Pultz    | \$200.00        | Splashpad donation                |
| 8/15/2025 | Heidi Walter             | \$100.00        | Admin Scholarship                 |

## **American Red Cross Scholarship**

- \$1,400 awarded in 2025
- Annual award; however, amount awarded could change from year-to-year (based on blood drives)
- No form required by recipient(s)
- HOSA Advisor will select recipient(s) based on the following criteria:
  - Completion of a minimum of one Health Science course taught through FCS (Family and Consumer Sciences).
  - Participation in HOSA (Health Occupations Students of America).
  - Active involvement in the Blood Drives.
  - Pursuing a career in Health Occupations.
- Scholarship payable from the school district after August 1st, with validation of payment from the college that the student plans to attend
- A staff member from OHS will present scholarship on Honor's Night
- Scholarship will be listed by invitation/nomination in scholarship packet

OREGON SCHOOL DISTRICT  
2025-26 School Year

  X   Action  
      Discussion  
      Information

TO: Board of Education  
FROM: Dr. Leslie Bergstrom  
DATE: August 25, 2025

AGENDA ITEM: C1 Tentative Agreement for OEA Collective Bargaining Agreement 2025-26  
C2 Educator Compensation Schedule 2025-26  
INITIATED BY: Dr. Leslie Bergstrom  
SUBMITTED BY: Dr. Leslie Bergstrom, Andy Weiland and Jina Jonen

BOARD POLICY OR STATUTORY REFERENCE: Wis. Stat. s. 111.70

**SUPPORTING DATA:**

Under state law, the District is required to bargain the Collective Bargaining Agreement (CBA) with the Oregon Education Association (OEA) for the 2025-26 school year regarding base wages. The CPI for 2025-26 is 2.95%. The District engaged in bargaining with the OEA this summer. The parties reached a tentative agreement (TA) on the CBA for a 2.95% increase in base wages. The OEA's members are voting to approve the TA by August 25, 2025.

The District also engaged in a meet and confer process with the OEA to discuss supplemental compensation for 2025-26. The parties agreed to recommend the proposed Educator Compensation Schedule to the Board as attached.

The goal of our Education Compensation Schedule is to retain the high quality educators we have and to recruit the highest quality educators to our District. We believe this draft schedule meets those goals. We are incredibly grateful for our community approving the referendum, and allowing OSD to remain a destination district.

**SUMMARY AND RECOMMENDATION:** It is recommended the Board of Education: 1) if the OEA approves the TA, then the Board also vote to approve the tentative agreement for 2025-26, and 2) vote to approve the attached Educator Compensation Schedule for the 2025-26 school year. We recommend a separate motion for each item.

SUPERINTENDENT: \_\_\_\_\_  
ACTION BY BOARD: Motion: \_\_\_\_\_ Second: \_\_\_\_\_ Vote: \_\_\_\_\_  
Revisions, if any \_\_\_\_\_

Agenda Item: C1, C2

**Oregon Education Association Initial Proposal  
To The Oregon School District  
July 9, 2025**

The Oregon Education Association (the "OEA") proposes the following for the 2025-2026 Collective Bargaining Agreement between the OEA and the Oregon School District (the "District"):

**Recognition Clause - Same as the 2024-2025 CBA**

The Board recognizes the OEA to be the sole bargaining agent for all non-supervisory certified personnel, except psychologists, nurses, related services (therapists), technology director, local vocational education coordinator and coordinators (AODA, Reading, G/T, and local vocational education), but including guidance personnel, and agrees to enter, in good faith, into negotiations with a representative committee of the OEA on matters allowed by law.

**Wages**

The District will provide a base wage increase for employees in the bargaining unit in the amount of 2.95%. This will be distributed to employees in accordance with the Educator Compensation Plan for 2025-2026.

**Duration**

This agreement shall be in effect from July 1, 2025 to June 30, 2026.

Jim S

Paul

Scott

Rob

Jennifer Ehrlich

Nikki Jagelheid

Dawn Clement

Jacqueline

Rachel Zorn

## Oregon School District Educator Compensation Schedule 2025-26 - DRAFT

### Green Level – Steps 1 - 5

| Step | Bachelor's Degree | Master's Degree or Board Certification |
|------|-------------------|----------------------------------------|
| 1    | \$55,400          | \$59,400                               |
| 2    | \$55,800          | \$59,800                               |
| 3    | \$56,200          | \$60,200                               |
| 4    | \$56,600          | \$60,600                               |
| 5    | \$57,000          | \$61,000                               |

In order to move through the steps and advance to the next level:

- Licensed educator in Wisconsin;
- Successful completion of approved professional development plan and sequences;
- Proficient in performance as assessed by building administration; and
- Successful completion of one year of service to advance to the next step.
- Successful completion of minimum 5 years of service to advance to the next level.

### Orange Level - Steps 6 - 10

| Step | Bachelor's Degree | Master's Degree or Board Certification |
|------|-------------------|----------------------------------------|
| 6    | \$62,400          | \$66,400                               |
| 7    | \$62,800          | \$66,800                               |
| 8    | \$63,200          | \$67,200                               |
| 9    | \$63,600          | \$67,600                               |
| 10   | \$64,000          | \$68,000                               |

In order to move through the steps and advance to the next level:

- The same as the Green Level; and
- Service in a leadership role if recommended by administration.
- Successful completion of minimum 10 years of service to advance to the next level.

### Blue Level - Steps 11 - 20

| Steps | Bachelor's Degree | Master's Degree or Board Certification |
|-------|-------------------|----------------------------------------|
| 11-20 | \$77,100          | \$81,100                               |

In order to move through the steps and advance to the next level:

- The same as the Orange Level.
- Successful completion of minimum 20 years of service to advance to the next level.

#### Purple Level - Steps 21+

| Step | Bachelor's Degree | Master's Degree or Board Certification |
|------|-------------------|----------------------------------------|
| 21   | \$78,650          | \$82,650                               |

- ❖ Educators off-schedule would receive a 3% increase to their contract salary.

#### Additional Stipends

The District has the authority to award additional stipends for activities such as:

- Extended contract days
- Release time for mentorship activities
- Market factors including hard to fill positions
- Exceptional performance/abilities

#### Milestone Stipends

To help retain educators and acknowledge their years of service to OSD, Educators will receive the following milestone stipends on their contract for the corresponding year of service with the OSD. The stipend is not base building, but Educators will receive the stipend on their contract annually.

|                                 |         |                                 |         |
|---------------------------------|---------|---------------------------------|---------|
| 20 - 24 years of service in OSD | \$2,000 | 25 - 29 years of service in OSD | \$2,500 |
| 30 - 34 years of service in OSD | \$3,500 | 35+ years of service in OSD     | \$4,500 |

#### Evaluation Component

- During the first two years of active employment, educators shall be on probation.
- The expectation is that all educators after 5 years of service will be "proficient," which is a high standard.
- This will be assessed by building administrators through the current evaluation process which will include a review of each educator's evaluation scores and professional development sequences.
- The assessment will not be tied to any specific test score or evaluation component, but will be individualized to each educator and circumstances related to that educator.

If an administrator does not believe an educator is at proficiency level, that educator will be placed on a performance improvement plan. An educator on a performance improvement plan shall not be eligible for a step or salary increase. If the educator does not satisfactorily complete the plan, the educator will be subject to non-renewal.

OREGON SCHOOL DISTRICT  
2025-26 School Year

☒ Action  
☐ Discussion  
☐ Information

TO: Board of Education  
FROM: Dr. Leslie Bergstrom  
DATE: August 25, 2025

AGENDA ITEM: C3 Education Assistants' Schedule 2025-26 and Milestone Recognition for All Hourly Staff  
INITIATED BY: Dr. Leslie Bergstrom  
SUBMITTED BY: Dr. Leslie Bergstrom, Andy Weiland and Jina Jonen

BOARD POLICY OR STATUTORY REFERENCE: Wis. Stat. s. 111.70

SUPPORTING DATA:

Wage Schedule

One of areas of our growth is to improve the retention and recruitment rates for our education assistants (formerly called paraprofessionals). This is important because we depend on our education assistants to provide critical support and services to our students. When we are not fully staffed, this can be hard for our students, and puts additional stress on our educators and administrators to provide those services. To help put a plan together, we spent this past school year surveying and talking with our education assistants about their ideas to improve retention. This work was a priority for Mikaela Powers, our new HR Specialist.

After reviewing the survey data and stay interview feedback, three themes emerged to better retain education assistants in priority order:

1. Provide higher wages;
2. Recognize years of services, such as more steps and milestone payments similar to the teachers; and
3. Lower health insurance costs.

As reference, we have attached the wage schedule from 2024-25 (See Appendix A). The recommended schedule for 2025-26 is attached as Appendix B. CPI for this time period is 2.95%. In order to meet priority number 1 above, we increased the schedule so each education assistant will receive at least a 3% increase, plus we also added steps to show some differential for years of service. The total for the increases and steps is a 5% average salary increase. We had 3% budgeted for wages, and are funding the total package above 3% by not filling two support staff positions through attrition.

You will note that steps 1 and 2 are the same dollar amounts because employees have a two-year probationary schedule. This format helps us track who is moving for wage purposes, similar to the Educator Compensation Schedule.

Milestone Payments

In order to also recognize years of service to the Oregon School District, we recommend the Board provide the following milestone payments for all regularly employed hourly staff are .50 FTE or higher. The milestone payments would be made to active employees on the June payroll annually. These reflect 50% of the milestones provided to professional staff.

|             |         |             |         |
|-------------|---------|-------------|---------|
| 20-24 years | \$1,000 | 30-34 years | \$1,500 |
| 25-29 years | \$1,250 | 35+ years   | \$1,750 |

For this year, we have 7 custodians, 3 administrative assistants, 7 education assistants and 2 food service staff who would qualify for these milestone payments for a total of \$23,500.

Health Insurance

We understand that reducing health insurance costs is important to our staff, and to our District. About 35% of education assistants take our health insurance, so we determined it was a higher priority this year to focus on wages. Additionally, this is our final year of our contract with GHC, so we will be working with staff this year to help make decisions about health insurance moving forward.

**SUMMARY AND RECOMMENDATION:** It is recommended the Board of Education approve the attached Education Assistants’ Wage Schedule for the 2025-26 school year attached as Appendix B; and 2) approve milestone payments for all support staff who are .50 FTE or higher to be paid on the June payroll annually.

SUPERINTENDENT: \_\_\_\_\_  
ACTION BY BOARD: Motion: \_\_\_\_\_ Second: \_\_\_\_\_ Vote: \_\_\_\_\_  
Revisions, if any \_\_\_\_\_

Agenda Item: C1, C2

|                                            |         |                                           |         |
|--------------------------------------------|---------|-------------------------------------------|---------|
| Appendix A                                 |         |                                           |         |
| Education Assistants Wage Schedule 2024-25 |         |                                           |         |
|                                            |         |                                           |         |
| Special Education* / Health EA             |         | Regular Ed / Tech / LMC / Reading EA      |         |
| High School Degree or Equivalent           | \$21.84 | High School Degree or Equivalent          | \$19.66 |
| Sub License** / Associate's Degree OR CNA  | \$22.39 | Sub License** / Associate's Degree OR CNA | \$20.20 |
| Sub License** / Bachelor's Degree OR RN    | \$22.94 | Sub License** / Bachelor's Degree         | \$20.75 |
| Teaching License OR Bilingual              | \$23.48 | Teaching License OR Bilingual             | \$21.30 |

Appendix B - Education Assistants Wage Schedule 2025-26

| Special Ed / Health |         |                  |                     |          |                               | Regular Ed / Tech / LMC / Reading |         |                  |                    |          |                  |
|---------------------|---------|------------------|---------------------|----------|-------------------------------|-----------------------------------|---------|------------------|--------------------|----------|------------------|
| Step                | HS      | Associates / CNA | Bachelor's or Nurse | Master's | Teaching License or Bilingual | Step                              | HS      | Associates / CNA | Bachelor's / Nurse | Master's | Teaching License |
| 1                   | \$22.75 | \$23.25          | \$23.75             | \$23.90  | \$24.25                       | 1                                 | \$20.25 | \$20.81          | \$21.37            | \$21.52  | \$21.94          |
| 2                   | \$22.75 | \$23.25          | \$23.75             | \$23.90  | \$24.25                       | 2                                 | \$20.25 | \$20.81          | \$21.37            | \$21.52  | \$21.94          |
| 3                   | \$22.90 | \$23.40          | \$23.90             | \$24.05  | \$24.40                       | 3                                 | \$20.40 | \$20.96          | \$21.52            | \$21.67  | \$22.09          |
| 4                   | \$23.05 | \$23.55          | \$24.05             | \$24.20  | \$24.55                       | 4                                 | \$20.55 | \$21.11          | \$21.67            | \$21.82  | \$22.24          |
| 5                   | \$23.20 | \$23.70          | \$24.20             | \$24.35  | \$24.70                       | 5                                 | \$20.70 | \$21.26          | \$21.82            | \$21.97  | \$22.39          |

Employees move a step each year. Steps 1 and 2 are the same amounts because Employees have a 2-year probationary period.



OREGON SCHOOL DISTRICT

## OREGON SCHOOL DISTRICT Budget Hearing, Annual Meeting and Board Meeting

“...helping students acquire the  
skills, knowledge, and attitudes  
to achieve their individual potential...”

From Oregon School District Mission Statement

DATE: MONDAY, SEPTEMBER 22, 2025  
TIME: 6:30 PM  
PLACE: Oregon High School Innovation Center, 456 North Perry Parkway, Oregon, WI 53575

### Budget Hearing

1. Call to Order and Introductions: Troy Pankratz, President, Board of Education
2. Books have been audited by Johnson Block & Co., Inc
3. Financial Report – Andy Weiland, Business Manager
4. Hearing: 2025-2026 District Budget

### Annual Meeting

1. Call to Order and Introductions: Troy Pankratz, President, Board of Education
2. Election of Chairperson
3. Appointment of Parliamentarian
4. Adoption of Ground Rules
5. Reading of Minutes, September 23, 2024 – Annual Meeting
6. State of District – Dr. Leslie Bergstrom, Superintendent
7. Old Business
8. New Business
  - a. Resolution A – Adoption of Tax Levy
  - b. Resolution B – Adoption of School Board Salaries for 2025-2026
  - c. Resolution C - Reimbursement of Board Members' Expenses For School Business
  - d. Resolution D - Set Date and Hour for 2026 Annual Meeting
9. Other New Business within the power and authority of the annual meeting.
10. Adjournment

Notice is hereby given that a majority of the Oregon School Board is expected to be present at the Annual Meeting.