

October 2018



Newsletter

School District of West Salem

Referendum Information Vote on November 6, 2018

The School District of West Salem will host a referendum on November 6th. The district is seeking permission to exceed the state-imposed revenue limit for operational expenses necessary to maintain the programs and services offered to our students, families, and community. The district is requesting permission to exceed the revenue limit by an average of \$1.9 million per year for four years beginning in 2020.

Frequently Asked Questions:

Is the district truly one of the best values in our state?

Okay – this really isn’t a frequently asked question. It just seems appropriate to recognize how truly fortunate we are. The School District of West Salem is arguably one of the best school district values in the state. In 2017 our district was the only district in the Coulee Region in which every school building was ranked as Exceeding Expectations by the state. In fact, West Salem Elementary School is a 2017 National Blue Ribbon School of Excellence with a National Gold Medal of Distinction Award Winning School Nutrition Program. Our middle and high schools are regional leaders in college and career readiness with acclaimed senior capstone projects, vocational training programs, co-curricular activities, access to technology, and academic performance. All of this while ranking near the bottom of the Coulee Region and State of Wisconsin in per pupil cost. Our district offers top performance at a low price – by definition, a great value.

Back to the referendum, why does the district need this money?

The state-imposed revenue limit has capped district funding with little or no increase since 2011. Conversely, the cost of operations continues to rise. The district was able to delay hosting a referendum to

exceed the limit through efficiencies and conservative budgeting. In fact, the Wisconsin Policy Forum ranks the district as the lowest spending district in the Coulee Region in 2016. Despite these efforts, the restrictions of the revenue limit have forced the school board to ask for additional funding.

What will the district do with the money if voters approve?

The money will be used maintain current programs and services. More specifically, to balance the district budget which will operate at deficit of nearly \$1.0 million in 18-19 and to restore funding to various budget areas that were reduced over the past 7 years including facility maintenance and equipment replacement.

What will happen if voters say no?

The school board will start work on the 2019 – 2020 school budget by attempting to cut \$1.0 million. This type of reduction will require staff cuts and program elimination while leaving maintenance and equipment needs unfunded. In addition, a newly enacted state law will freeze future district revenues at current levels until such time as voters approve of a subsequent referendum to exceed the limit.

Contents

- Referendum Information.....1-2
- Calendar of Events.....3-5
- Booster Club Sponsor Form.....6
- Community Events.....7
- District Announcements.....8-9
- School Board Minutes.....10-12
- Budget Notice.....13-14
- District News.....15

School District of West Salem

Frequently Asked Questions continued...

What about our taxes?

The school district tax rate has decreased from a Mil Rate of \$10.20 in 2016 to a Mil Rate of \$8.93 in 2018. The school board will maintain the same rate by keeping the Mil Rate set at \$8.93 again for 2019 as they promised during the recent facility referendums. If the referendum passes on November 6th, it is anticipated the Mil Rate will rise to \$9.74 for the 2020 tax year and remain at this level for the entire four year period (2020 – 2023) covered by the referendum. This amounts to an \$81 annual increase for each \$100,000 worth of property. If the referendum fails, it is anticipated the Mil Rate will decrease to \$8.18 beginning in 2020 saving approximately \$75 per year for each \$100,000 worth of property. As a point of information, the average Mil Rate in the Coulee Region is \$10.12, the average Mil Rate in the State of Wisconsin is \$9.77, and the twenty year average Mil Rate for the School District of West Salem is \$9.79.

But, the district just passed five referenda, what did the district do with that money?

The referenda questions passed over the past two years were all connected to facility construction and to not apply to the operational budget. Each approved question allowed the district to borrow funds for the purpose of completing the various projects. All totaled, the district borrowed \$26.5 million to renovate the transportation facility, swimming pool, middle school, automotive lab, and sports facilities. The money was borrowed at record low interest rates

allowing for an approximate annual debt payment of \$1.9 million per year, or just less than the \$2.0 million per year the district paid during the previous decade. In short, the district borrowed the money, spent the money completing the projects, reduced the annual debt payment, and lowered taxes.

Why didn't the district host all of these referendums at once?

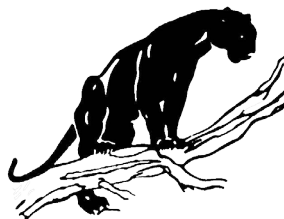
As you can imagine, this was cause for substantial debate. Current and previous school boards realized the eventual need for referenda to address both facility and budget concerns. Rising construction costs and record low interest rates combined with reductions to the operational budget influenced the various groups to favor hosting the facility referenda and completing the ensuing construction projects before addressing the budget issues. As noted above, this proved to be the correct choice as the district completed the various projects all while reducing annual debt payments and property taxes. The district is now circling back in an attempt to complete the final step by requesting permission to exceed the revenue limit for the purpose of increasing the operational budget to maintain current programs and facilities.

What if we have more questions?

Please feel free to contact Superintendent Troy Gunderson at the School District Office with any additional questions. 786-0700, or gunderson.troy@wsalem.k12.wi.us

School District and West Salem Hockey Association Reach Agreement on Use of New Facility

During the September 17 School Board meeting, the School District of West Salem and the West Salem Hockey Association reached an agreement on the hockey association's use of the new multi-purpose events facility. In return for access to the facility during the ice season, the West Salem Hockey Association has agreed to an additional donation of \$350,000 worth of equipment and money to the School District. In addition, the youth hockey association agrees to pay a share of the operational costs each season.



Calendar of Events October

Athletic Events

Tuesday, October 2, 2018

- 4:30pm Cross Country: JV/Varsity Invitational vs. Adams-Friendship, Altoona, Black River Falls, Chippewa Valley - Lightning Bolts, Durand, Eleva-Strum, Ellsworth, Lincoln, Marshfield, Mauston, Mosinee, Neillsville, Osseo-Fairchild & Sparta @ Skyline Golf Course
- 5:00pm Soccer: Boys JV Match vs. Logan @ West Salem Elementary School
- 5:30pm Volleyball: C-Team/JV Match vs. Arcadia @ Arcadia High School
- 7:00pm Soccer: Boys Varsity Match vs. Logan @ West Salem Elementary School
- 7:00pm Volleyball: Varsity Match vs. Arcadia @ Arcadia High School

Thursday, October 4, 2018

- 4:00pm Soccer: Boys Varsity Match vs. Sparta @ Sparta High School
- 5:30pm Football: C-Team Game vs. Onalaska @ West Salem High School
- 5:30pm Volleyball: C-Team/JV Match vs. Westby Area High School @ Westby High School
- 5:45pm Soccer: Boys JV Match vs. Sparta @ Sparta High School
- 7:00pm Volleyball: Varsity Match vs. Westby Area High School @ Westby High School

Friday, October 5, 2018

- 7:00pm Football: Varsity Game vs. Onalaska @ Onalaska High School

Saturday, October 6, 2018

- 8:30am Volleyball: JV Invitational vs. La Crosse Central @ La Crosse Central High School
- 8:30am Volleyball: Varsity Invitational vs. Adams/Friendship, Cadott, Cotter Schools, G-E-T, Lewiston-Altura, Luther, McDonell Central, Prairie du Chien, Wisconsin Dells & Logan @ Logan High School
- 9:30am Cross Country: JV/Varsity Invite vs. Aquinas, Arcadia, Augusta, Bangor,

Blair-Taylor, Boyceville, Brookwood, Chippewa Valley - Lightning Bolts, Cochrane-Fountain City, Coulee Christian, Durand, Ellsworth, G-E-T, Holmen, Independence Schools, Lincoln, Mauston, Melrose-Mindoro, Necedah, New Lisbon, Osseo-Fairchild, Prescott, Providence Academy (WI), Richland Center, Viroqua, West Central Eagles, Westby, & Whitehall @ Arcadia High School

Monday, October 8, 2018

- 5:30pm Football: JV Game vs. Onalaska @ West Salem High School

Tuesday, October 9, 2018

- 5:00pm Soccer: Boys JV Match vs. Onalaska @ West Salem Elementary School
- 5:30pm Volleyball: JV Match vs. G-E-T @ West Salem High School
- 6:00pm Swimming: Girls Varsity Meet vs. Holmen @ Onalaska (YMCA North)
- 6:00pm Volleyball: C-Team Match vs. G-E-T @ West Salem Middle School Gym
- 7:00pm Soccer: Boys Varsity Match vs. Onalaska @ West Salem Elementary School
- 7:00pm Volleyball: Varsity Match vs. G-E-T @ West Salem High School

Thursday, October 11, 2018

- 5:00pm Soccer: Boys JV Match vs. Central @ West Salem Elementary School
- 5:30pm Football: C-Team Game vs. G-E-T @ G-E-T High School
- 5:30pm Volleyball: C-Team Match vs. Black River Falls @ West Salem Middle School
- 5:30pm Volleyball: JV Match vs. Black River Falls @ West Salem High School
- 7:00pm Soccer: Boys Varsity Match vs. Central @ West Salem Elementary School
- 7:00pm Volleyball: Varsity Match vs. Black River Falls @ West Salem High School

Friday, October 12, 2018

- 7:00pm Football: Varsity Game vs. Central @ West Salem High School

Saturday, October 13, 2018

- 9:00am Soccer: Boys JV Conference Tournament vs. Aquinas, Holmen, La Crosse Central, Logan, Onalaska, Sparta & Tomah @ Tomah Schools Soccer Complex

Calendar of events continues on next page...

School District of West Salem

10:00am Cross Country: Varsity Conference
Tournament vs. Arcadia, Black River
Falls, G-E-T, Luther, Viroqua,
Westby Area High School
@ Ettrick Golf Course School

11:00am Swimming: Girls Varsity Conference
Tournament vs. Holmen @
YMCA-North (Onalaska)

Friday, October 19, 2018

TBD Cross Country: JV/Varsity Sectional
vs. Adams/Friendship, Altoona, Arcadia,
Black River Falls, Colby/Abbotsford,
Elk Mound, G-E-T, Logan, Mauston,
Medford, Neillsville, Nekoosa, Viroqua,
& Wisconsin Dells @ Colby/Abbotsford

Saturday, October 20, 2018

11:00am Swimming: Girls Varsity Invitational vs.
Platteville @ UW-Platteville

Band Events

Tuesday, October 9, 2018

6:30pm Volleyball Game vs. G-E-T
Orange Pep Band

Friday, October 12, 2018

6:30pm Football Game vs. Central
Marching Band

Elementary School Events

Tuesday, October 2, 2018

7:50am 2nd Grade to the OEC
7:50am Picture Retake Day

Wednesday, October 3, 2018

12:20pm Early Release Day
Students dismissed @ 12:20pm
Buses depart @ 12:30pm

Thursday, October 4, 2018

7:50am 2nd Grade to the OEC
6:30pm PTO Story Night @ ES Assembly Room

Friday, October 5, 2018

7:25am Walking School Bus w/Special Guests
Therapy Dogs
Meet at the corner of N. Tilson &
W. Hamlin Streets

7:50am 3rd Grade to the OEC

Monday, October 8, 2018

7:50am 3rd Grade to the OEC

Tuesday, October 9, 2018

7:50am 1st Grade to the OEC

Wednesday, October 10, 2018

7:50am 1st Grade to the OEC

Thursday, October 11, 2018

7:50am 1st Grade to the OEC

Friday, October 12, 2018

7:25am Walking School Bus w/Special Guests
UW-L Volleyball
Meet at the corner of N. Tilson &
W. Hamlin Streets

Monday, October 15, 2018

7:50am Kindergarten to the OEC

Tuesday, October 16, 2018

7:50am Kindergarten to the OEC

Wednesday, October 17, 2018

7:50am Kindergarten to the OEC

Thursday, October 18, 2018

3:30- Parent-Teacher Conferences
7:00pm

Friday, October 19, 2018

All Day No School

Monday, October 24, 2018

6:30pm 4th Grade P.E. Night

Tuesday, October 25, 2018

3:30- Parent-Teacher Conferences
7:00pm

Friday, October 26, 2018

All Day No School

Tuesday, October 30, 2018

8:30am Kindergarten to Hidden Trails Corn
Maze

6:15pm 4th Grade Music Concert @ Heider
Center

Wednesday, October 31, 2018

All Day 3rd Grade to the National Eagle Center
8:30am Kindergarten to Hidden Trails Corn
Maze

Middle School Events

Wednesday, October 3, 2018

12:20pm Early Release Day
Students dismissed @ 12:20pm
Buses depart @ 12:30pm

Thursday, October 4, 2018

All Day 7th Grade to the Trempealeau National
Wildlife Refuge (1/2 of class)

Friday, October 5, 2018

All Day 7th Grade to the Trempealeau National
Wildlife Refuge (1/2 of class)

Monday, October 15, 2018

All Day 5th Grade to the International Crane
Foundation

School District of West Salem

Tuesday, October 16, 2018

7:00pm 6th Grade Band & Choir Preview
Concert @ Heider Center
Students report @ 6:30pm

Thursday, October 18, 2018

All Day Trimester 1 Mid-Term
3:30- Parent-Teacher Conferences
7:00pm

Friday, October 19, 2018

All Day No School

Monday, October 22, 2018

3:30- Parent-Teacher Conferences
7:00pm

Friday, October 26, 2018

All Day No School

High School Events

Tuesday, October 2, 2018

All Day 1st Quarter Mid-Term

Wednesday, October 3, 2018

7:50am 1st Quarter Mid-Term Grades
Submitted
12:20pm Early Release Day
Students dismissed @ 12:20pm
Buses depart @ 12:30pm

Wednesday, October 10, 2018

7:50am Picture Retake Day

Friday, October 19, 2018

All Day No School

Friday, October 26, 2018

All Day No School

Monday, October 29, 2018

6:00pm Winter Sports Meeting @ Heider Center



WEST SALEM ATHLETICS
BOOSTER CLUB
Sponsorship Form

490 North Mark Street, West Salem, WI 54669

The West Salem Athletics Booster Club provides a valuable service to our athletic programs by providing equipment needs to each program to keep our athletes safe and competitive. The Booster Club supports all athletic programs. The Sponsorship drive is one way the Booster Club raises money to support the athletic programs.

Board Members include:

Mike Glassmaker-President
Kim Dummer-Vice President

Bryan Novy-Treasurer
Therese Novy-Secretary

We are currently looking for board members.

If interested please contact Mike Glassmaker at 608 780 4468 or mikeglassmaker@gmail.com

Yearly Family Sponsorship-\$25.00

(2018-2019 School year)

*With each sponsorship you will receive a
Panther Pride yard sign to proudly display
(If you already have a sign we will not deliver a new one unless you indicate
on the form that you are in need of a replacement)*

-----Please return bottom portion with payment-----

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Email: _____

Make check payable to WS Athletics Booster Club and
send to 490 N. Mark St, West Salem, WI 54669

Becoming a sponsor of the Booster Club does not require you to attend meetings but you are always
welcome. Monthly meetings are held the 3rd Wednesday of the month at 6pm. Contact a board

Received sign

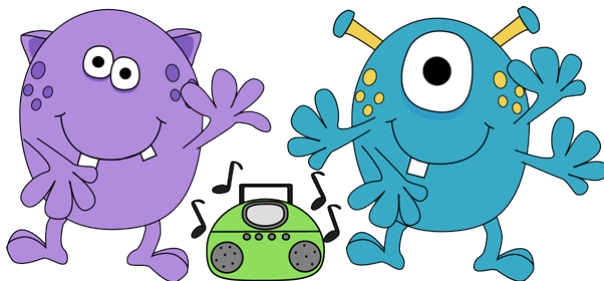
Community Events

2018 Jr. Singations Show Choir Camp

Camp dates:
Monday, Tuesday, Wednesday, Thursday
October 22-25
3:30-4:30 pm
 at HS Choir Room

Performances
Friday, October 26 @ 6:45 pm
 and
Saturday, October 27 @ 10:00 am

Registration forms available at
www.wsaalem.k12.wi.us



Spooktacular Pasta Dinner

Friday, October 26, 2018
 (serving various pastas, alfredo & Italian meat sauce and macaroni & cheese)

5:00-6:30 pm
WSHS Cafeteria/Commons

Adults/HS/MS - \$10.00
 Elementary kids and younger - \$5.00

Advanced Tickets required!
 Can be purchased from a WSHS Show Choir student OR contact Amy Hanson at hanson.amy@wsaalem.k12.wi.us by Monday, October 22.



Friday,
Oct. 26, 2018

West Salem High School

Cafeteria, Library & Hallways

5:00-6:30 pm

(for Elementary & pre-school aged kids!)

Safe Trick-or-Treating, Games, Activities,
 Bake Sale, Halloween concessions & Bake Sale
Costume Contest and Show Choir Performances @ 6:45 pm

New This Year!
Spooktacular Pasta Dinner
5:00-6:30 pm @ HS Commons

(Includes various pastas, alfredo & Italian meat sauces and Macaroni & Cheese & garlic bread). Adult/MS/HS - \$10 Kids Elem & younger - \$5

Advanced Tickets required! Purchase Pasta Dinner Tickets from Show Choir students OR contact Amy Hanson @ hanson.amy@wsaalem.k12.wi.us



Sponsored by the WSHS Show Choirs

West Salem Fall Fun Fest

Saturday, October 27, 2017
 at West Salem High School

Pancake Breakfast

7:30-9:30 am - WSHS Cafeteria
 Tickets \$5.00 each (Kids 10 years and under \$3.00)
 Special Treat for kids dressed in Halloween Costumes!

Holiday Craft Show - gymnasium

8:00 am - 1:00 pm - FREE ADMISSION

Bake Sale & Concessions - 8:00-1:00 pm
 Performances by the WSHS Show Choirs & Jr. Singations Show Choir Campers @ 10:00 am

Sponsored by WSHS Show Choirs



Kohl Teacher Fellowship

Every year, the Kohl Teacher Fellowship Program seeks to recognize and reward 100 of Wisconsin's best teachers. Each teacher receiving a Kohl Teacher Fellowship, as well as their school, will be given a \$6,000 grant to help realize goals for their classroom or participate in professional development opportunities. We have had a teacher within our district receive a Kohl Teacher Fellowship each of the past six years. Let's continue the tradition!

The only way a teacher can receive the award is to be nominated by a member of the public, including students, parents, community members and administrators. All of the nominees will also automatically be considered for Wisconsin Teacher of the Year. Please take a moment to nominate a teacher that you believe is deserving of this award! You can do so using the link below. http://www.kohleducation.org/teacherfellowship/public/nominate_a_teacher.php. Nominations are open until 11:59 pm. on October 8.



District Announcements



WSMS & BGC are Complete!

On Friday, September 21 and Saturday, September 22, we celebrated the dedication ceremonies for both the new West Salem Boys & Girls Club and the renovated middle school. Both days were filled with lots of excitement, as students, staff and community members came together to celebrate the accomplishment of finishing these facilities and the wonderful opportunities they will bring to our students. We would like to sincerely thank everyone that was involved throughout this process, especially our community members, school board, administration, staff, students, Market and Johnson, Vantage Architects, all of our subcontractors, Boys & Girls Clubs of Greater La Crosse, Don & Cheryl Brenengen, and any one that had a part in helping to make these facilities a reality. We know that these projects will truly make a difference in the lives of our students. Thank you West Salem!

Transcript Information

Are you transferring to a different college or do you need a copy of your high school transcript?

WSHS graduates that need a transcript can request one online, or print out an official transcript request form by going to the Student Services page on the district website at www.wsalem.k12.wi.us

The West Salem School District prohibits discrimination in all its programs and activities on the basis of race, color, creed, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or a part of an individual's income is derived from any public assistance program. Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact the Pupil Services Director at (608) 786-0700. To file a complaint of discrimination write to: Eric Jensen, Pupil Services Director at 405 East Hamlin Street, West Salem, WI 54669 or call 608-786-0700. The West Salem School District is an equal opportunity provider and employer.

2018-2019 New Student Enrollment

Enrollment for new students can be completed at the District Office, 405 E. Hamlin St., Monday through Friday from 8 a.m. to 4 p.m. For more information, visit our website at www.wsalem.k12.wi.us or call the District Office at (608)-786-0700.

School Board Members

- Melinda Kopnisky-Bloomfield ~~~~~799-5313
- Syl Clements ~~~~~ 786-1491
- Jane Halverson ~~~~~ 786-1067
- Ken Schlimgen ~~~~~ 786-4382
- Catherine Griffin ~~~~~ 769-1714
- Tom Grosskopf ~~~~~ 386-0168
- Robin Fitzgerald ~~~~~792-4130

Board meetings are held the second and fourth Monday of every month

District Announcements

Heider Center



**As Seen on America's Got Talent,
"Catapult: Magic Shadows"
Thursday, October 18, 2018
7:30 p.m.
Tickets: \$24/\$22**

A theatrical art form that is an amazingly imaginative combination of dance, story-telling, and sculpture. Not only is the show packed with hundreds of shape transformations, but it is full of humor, emotion and engaging stories.



Art Gallery
The Old Road Walking into Beauty

Display Cases
La Crosse Welding Presents
Display runs October 1-31, 2018

Art Reception
Thursday, October 11, 2018
6:00-7:30 p.m.

Box Office (608) 786-2550
Monday: Noon to 7:00 p.m.
Wednesday: Noon to 4:00 p.m.
Friday: Noon to 4:00 p.m.
www.heidercenter.org

October Art Student of the Month

Mariah Winters is West Salem High School's Art Student of the Month for October.

Mariah was selected for her accomplishments in digital photography. Her unique perspective of the world shines through in her photography, finding beauty in the most mundane parts of everyday life.

Miss Winters' work will be on display at the Marie W. Heider Center for the Arts from October 1st through the 31st, alongside the works of community artists Susan Cushing, Joanne Adragna Shird and Paul Hutchens. There will be a reception on Thursday, October 11th from 6-7:30pm.



Attention Students!

Don't miss this opportunity to remember the friends, fun, and activities from the 2018-2019 school year by ordering a 2019 Neshonoc Yearbook. If you order by September 28, you pay only \$52. After this date the price will be \$62 until November 16. If you wait until the books arrive in May, there is no guarantee of getting a book and the cost will be \$65. There are two ways to order - pick up an order form from Miss Armstrong's room and return to her with payment. Or, go to Jostensyearbooks.com to place your order with a credit card. Thank you and we look forward to your order!

Parents, see below for information on purchasing a yearbook recognition ad for your student!

CALLING ALL PROUD PARENTS

Lauren Harris

West Salem High School

RECOGNITION ADS ARE ON SALE!
LAST DAY TO ORDER: 02/08/2019

RECOGNITION AD PRICING

Available layouts depend on school ad sizes offered. Refer to the pricing below for more details. Ad layouts are available on www.jostensadservice.com.

ORDER BY 02/08/2019	
COLOR AD	
Full Page	\$185.00
1/2 Page	\$100.00
1/4 Page	\$65.00
1/8 Page	\$40.00

School District of West Salem

School District of West Salem Special Board Meeting Minutes August 13, 2018 Marie Heider Meeting Room 6:00 p.m.

Convene

The meeting was called to order at 6:00 p.m. by President Jane Halverson. The meeting was noticed to the Coulee Courier, La Crosse Tribune, WLSU Radio 89 FM, WXOW TV-19, WKBT-TV, WKTY, WIZM, Union State Bank, First Community Credit Union, St. Joe's Country Market, River Bank-Barre Mills, West Salem Post Office, Village of West Salem, posted at each school, district web site, and district office on August 9, 2018. This meeting was at the request of a Board Member.

Pledge of Allegiance to the American Flag

Geoffrey Baumann led everyone in the recitation of the Pledge of Allegiance and Tom Grosskopf recited the District Mission Statement.

Roll Call

Present: Syl Clements, Jane Halverson, Ken Schlimgen, Tom Grosskopf, Catherine Griffin, Robin Fitzgerald, and Melinda Kopnisky-Bloomfield. Also in attendance – Administrators: Troy Gunderson, Mike Malott, Geoffrey Baumann (Director of Athletics) and Shawn Handland; Recording secretary: Patrick Bahr.

Approval of Agenda

Mrs. Kopnisky-Bloomfield moved, Mr. Clements seconded to approve the agenda as presented. Motion carried unanimously.

Discussion/Action Items:

Scott Schumacher, Mark Weilandt and Julie Baginski from the West Salem Hockey Association were present to review a draft of the use agreement for the new multi-purpose events center with the West Salem Hockey Association.

Adjournment

Mrs. Griffin moved, Mrs. Fitzgerald seconded to adjourn at 7:00 p.m. Motion carried unanimously.

Respectfully submitted,

Melinda Kopnisky-Bloomfield, Clerk

School District of West Salem Regular Board Meeting Minutes August 13, 2018 Marie Heider Meeting Room 7:00 p.m.

Convene

The meeting was called to order at 7:02 p.m. by President Jane Halverson. The meeting was noticed to the Coulee Courier, La Crosse Tribune, WLSU Radio 89 FM, WXOW TV-19, WKBT-TV, WKTY, WIZM, Union State Bank, First Community Credit Union, St. Joe's Country Market, River Bank-Barre Mills, West Salem Post Office, Village of West Salem, posted at each school, district web site, and district office on August 9, 2018.

Pledge of Allegiance to the American Flag

Dagan Hemker led everyone in the recitation of the Pledge of

Allegiance and Rachel Newton recited the District Mission Statement.

Roll Call

Present: Syl Clements, Jane Halverson, Ken Schlimgen, Tom Grosskopf, Catherine Griffin, Robin Fitzgerald, and Melinda Kopnisky-Bloomfield. Also in attendance – Administrators: Troy Gunderson, Ben Wopat (7:09), Eric Jensen, Mike Malott, Ryan Rieber, Deanna Wiatt (7:03), and Shawn Handland; Student representatives: Rachel Newton and Dagan Hemker. Recording secretary: Patrick Bahr.

Approval of Agenda

Mrs. Kopnisky-Bloomfield moved, Mrs. Griffin seconded to approve the agenda as presented. Motion carried unanimously.

Connection with the Community

Rachel Newton, Student Representative reported on:

The high school fall sports have begun to practice and compete.

Dagan Hemker, Student Representative reported on:

1. The DECA store managers have ordered new items for the school store.
2. The NHS will be having their annual blood drive on August 14 from 10:30-3:30.

Correspondence

A thank you note from the summer school students who took a hiking trip on the Ice Age Trail.

Public comments – None.

Written and Oral Reports

CESA #4 Board of Control – Mrs. Halverson reported that she wasn't able to attend the meeting but shared what the Board had on their agenda.

Staff Relations Committee – Mrs. Kopnisky-Bloomfield reported on the events at the committee's meeting.

Transportation Committee – Mr. Schlimgen reported on the events of the committee's meeting.

District Strategic Initiatives were shared by the administrators. Mr. Gunderson announced: the resignation of paraprofessional Diana Swim; the hiring of paraprofessionals-Amanda Bahl, Stephanie Fronk, Lori Jambois, Tiffany Janisch, Sherry Kneifl, Adilene Rojas, Kristi Schmitz, Kari Schuster, Stephanie Sprehn, Kimberly Sullivan, Kaila Winters, Michael Winters, and Callie Zwicker, bus driver-Chris Norman, nutrition services-Jennifer Hyer and Kathy Wagner, and administrative assistant-Tricia Mulholland.

Trap Shoot Team Presentation: Coach Paul Liethen shared information on the Wisconsin High School Clay Target League. Students and family that were in attendance: Barry Olver, Samantha Olver, Monika Loging, Jesse Loging, Karen Jankowski, AJ Jankowski, Mike Klein, Missy Klein, Sam Klein, Jesse Klein, and Dylan Liethen. There were both students and parents who shared information with the Board on the benefits of the club.

District Communication and Engagement Strategy: Public Communications Specialist/Grant writer Samantha Schmitz shared the district's communication strategy.

School District of West Salem

Consent Agenda

Mr. Schlimgen moved, Mrs. Clements seconded to approve the Regular Meeting Minutes of July 30, 2018; invoices to be paid; the resignation English Teacher Emily Maxwell; the hiring of Kjerstin Dellenbach as .33 FTE high school physical education teacher, Nickolas Brandt as 1.0 FTE high school special education teacher, Lisa Robbins as 1.0 FTE high school special education teacher; and the Open Enrollment Requests for the 18-19 school year as presented. Motion carried unanimously.

Mrs. Griffin moved, Mrs. Kopnisky-Bloomfield seconded to accept the administration's co-curricular recommendation for Ben Wopat as a volunteer high school assistant football coach. Motion carried. 6-Aye, 1-Nay (Mr. Schlimgen)

Discussion/Action Items:

Mrs. Fitzgerald moved, Mrs. Griffin seconded to accept the donation of a book from the West Salem Historical Society to the middle school library. The book was created in cooperation with the Historical Society, former Middle School Art Teacher Krista Beron and her 7th grade students.

Draft of use agreement for the new multi-purpose events center with the West Salem Hockey Association. No discussion or action was taken on this agenda item.

Director of Human Resources Barb Buswell and Public Communications Specialist/Grant writer Samantha Schmitz were present to answer questions regarding the Employee Handbook. Mr. Grosskopf moved, Mrs. Kopnisky-Bloomfield seconded to accept the administration's recommendation to approve the Employee Handbook as presented. Motion carried unanimously.

Referendum/Financial Planning – Mr. Clements moved, Mrs. Griffin seconded to set the amounts for an operational referendum: 2019-2020 - 1,600,000; 2020-2021 - 1,900,000; 2021-2022 - 2,115,000; and 2022-2023 - 2,020,000. Motion carried. 6-Aye, 1-Nay (Mr. Schlimgen)

Mrs. Griffin moved, Mrs. Kopnisky-Bloomfield seconded the following resolution:
RESOLUTION AUTHORIZING THE SCHOOL DISTRICT BUDGET TO EXCEED REVENUE LIMIT FOR FOUR YEARS FOR NON-RECURRING PURPOSES. Motion carried. 6-Aye, 1-Nay (Mr. Schlimgen)

Mrs. Griffin moved, Mrs. Kopnisky-Bloomfield seconded the following resolution: **RESOLUTION PROVIDING FOR A REFERENDUM ELECTION ON THE QUESTION OF THE APPROVAL OF A RESOLUTION AUTHORIZING THE SCHOOL DISTRICT BUDGET TO EXCEED REVENUE LIMIT FOR FOUR YEARS FOR NON-RECURRING PURPOSES.** Motion carried. 6-Aye, 1-Nay (Mr. Schlimgen)

Operational Referendum Communication - Public Communications Specialist/Grant writer Samantha Schmitz shared information and requested feedback from the Board. No action taken.

Mr. Schlimgen moved, Mrs. Fitzgerald seconded to approve the 2018-2019 school bus routes as presented. Motion carried unanimously.

Mrs. Griffin moved, Mrs. Fitzgerald seconded to approve the following resolution:

RESOLUTION: Whereas the following school districts have handicapped children, and whereas it appears that the educational interests of all children in these school districts will be served best by the districts joining together to offer special services, as authorized by the Department of Public Instruction, to meet the needs of handicapped children. Be it, and it is hereby resolved that the school boards of the West Salem School District and the Bangor School District agree to establish and maintain, on a cooperative basis, a

handicapped children's special education program(s) pursuant to Section 66.0301 of the Wisconsin Statutes.

Mrs. Halverson welcomed the motion for closed session: The Board will discuss, consider and, if appropriate, take action pursuant to Wis. Stats §19.85(1) (c) "Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility" regarding compensation for the superintendent for the 18-19 school year.

Mrs. Kopnisky-Bloomfield moved, Mrs. Griffin seconded that the Board convene in closed session at 9:30 p.m. A roll vote was taken: Mrs. Fitzgerald, Aye; Mrs. Kopnisky-Bloomfield, Aye; Mr. Clements, Aye; Mrs. Halverson, Aye; Mrs. Griffin, Aye; Mr. Grosskopf, Aye; and Mr. Schlimgen, Aye. Motion carried unanimously.

Closed Session

Adjournment

Mr. Schlimgen moved, Mrs. Kopnisky-Bloomfield seconded to adjourn at 9:35 p.m. Motion carried unanimously.

Respectfully submitted,
Melinda Kopnisky-Bloomfield, Clerk

School District of West Salem Regular Board Meeting Minutes August 27, 2018 Marie Heider Meeting Room 7:00 p.m.

Convene

The meeting was called to order at 7:00 p.m. by President Jane Halverson. The meeting was noticed to the Coulee Courier, La Crosse Tribune, WLSU Radio 89 FM, WXOW TV-19, WKBT-TV, WKTY, WIZM, Union State Bank, First Community Credit Union, St. Joe's Country Market, River Bank-Barre Mills, West Salem Post Office, Village of West Salem, posted at each school, district web site, and district office on August 23.

Pledge of Allegiance to the American Flag

Mike Malott led everyone in the recitation of the Pledge of Allegiance and Robin Fitzgerald recited the District Mission Statement.

Roll Call

Present: Syl Clements, Jane Halverson, Ken Schlimgen, Tom Grosskopf, Robin Fitzgerald, and Melinda Kopnisky-Bloomfield. Also in attendance – Administrators: Troy Gunderson, Ben Wopat, Eric Jensen, Mike Malott, Ryan Rieber (7:10), Deanna Wiatt, and Shawn Handland; Student representatives: Rachel Newton and Dagan Hemker. Recording secretary: Patrick Bahr. Excused: Catherine Griffin.

Approval of Agenda

Mrs. Kopnisky-Bloomfield moved, Mr. Clements seconded to approve the agenda as presented. Motion carried unanimously.

Connection with the Community

Dagan Hemker, Student Representative reported on:
1. The high school drama department will be performing Hair Spray on September 6-8, 2018.
2. The NHS held a blood drive on August 14, 2018.

Rachel Newton, Student Representative reported on:
Summarized the past couple weeks of the sports season.

Correspondence – None.

Public comments – None.

School District of West Salem

Consent Agenda

Written and Oral Reports

Policy Committee – Mr. Gunderson and Mr. Grosskopf reported on the events of the committee's meeting.

District Strategic Initiatives were shared by the Business Operations Team. The resignation of nutrition services employee Vicki Stegmaier, and the hiring Amanda Payne as a special education driver, Cassy Lueck as a paraprofessional.

Consent Agenda

Mr. Schlimgen moved, Mr. Clements seconded to approve the Regular Board Meeting Minutes of August 13, 2018; the Special Board Meeting Minutes of August 13, 2018; the invoices to be paid, the resignation of Middle School Spanish Teacher Melinda Tofstad; to accept the administration's recommendation to hire Brad Trocinski as the 7th grade assistant football coach; and the open enrollment requests for the 18-19 school year as presented. Motion carried.

Mrs. Fitzgerald moved, Mr. Grosskopf seconded to accept the administration's recommendation to hire Rachel Aspenson as a .40 FTE ESL Teacher and Sydney Prom as a high school English teacher. Motion carried. 5-Aye, 1-Nay (Mr. Schlimgen)

Mr. Schlimgen moved, Mr. Grosskopf seconded to designate the administrators to sign PI-1618 Verification of Successful Completion of Curriculum for Experience-Based Licensure for Technical Education or Vocational Subjects form. Motion carried unanimously.

Discussion/Action Items:

Mrs. Kopnisky-Bloomfield moved, Mr. Schlimgen seconded to accept the donations from Subway, Hansen's IGA, Linda's Bakery, Features, Le Coulee Cheese Castle, and the Pizza Oven for the National Honor Society Blood Drive.

Director of Finance Shawn Handland shared a draft of the 2018-19 Revenue Limit Worksheet and gave an update on the 17-18 school year. No action was taken.

Public Communications Specialist/Grant Writer Samantha Schmitz was present for the review of the operational referendum communication the district plans on sharing with the district residents.

Mr. Grosskopf moved, Mrs. Fitzgerald seconded to accept the administration's recommendation to approve a part-time middle school paraprofessional position as presented. Motion carried. 5-Aye, 1-Nay (Mr. Schlimgen)

Naming school facilities:

Multi-purpose events center – No action was taken.

Middle School Art Gallery – Mr. Schlimgen moved, Mrs. Kopnisky-Bloomfield seconded to name the middle school art gallery after Krista Beron. Motion carried unanimously.

Mr. Wopat left the meeting at 8:39 p.m.

Mr. Grosskopf moved, Mr. Clements seconded to approve for a first reading of Policy #851 Public Solicitations/Advertising in the Panther Community Center as amended by removing items in section D: #4, #7 and #13. Motion carried. 5-Aye, 1-Nay (Mr. Schlimgen)

Draft of use agreement for the new multi-purpose events center with the West Salem Hockey Association – No action was taken.

Adjournment

Mr. Schlimgen moved, Mrs. Kopnisky-Bloomfield seconded to adjourn at 9:03 p.m. Motion carried unanimously.

Respectfully submitted,

Melinda Kopnisky-Bloomfield, Clerk

School District of West Salem 2018-2019 Proposed Budget

		2016-17	2017-18	2018-19
		FY Activity	FY Activity	Budget
GENERAL FUND (10)				
ASSETS (700000)		\$ 3,862,368.88	\$ 3,683,063.28	\$ 2,833,092.52
LIABILITIES (800000)		\$ 463,724.25	\$ 396,274.76	\$ 400,000.00
TOTAL FUND BALANCE (930000)		\$ 3,398,644.63	\$ 3,286,788.52	\$ 2,433,092.52
10 R --- 210	LOCAL PROPERTY/MOBILE HOME TAXES	\$ 5,789,704.01	\$ 5,537,327.04	\$ 5,778,303.00
10 R --- 240	MISC OTHER LOCAL REVENUES	\$ 6,731.00	\$ 6,752.23	\$ 7,000.00
10 R --- 260	NON-CAPITAL SALES	\$ 83.00	\$ 405.00	\$ 650.00
10 R --- 270	SCHOOL ACTIVITY INC	\$ 55,186.93	\$ 46,089.86	\$ 52,000.00
10 R --- 280	INTEREST ON INVESTMENTS	\$ 5,142.72	\$ 16,865.82	\$ 20,000.00
10 R --- 290	OTHER REVENUE FROM LOCAL SOURCE	\$ 141,170.50	\$ 139,246.22	\$ 132,267.00
10 R --- 340	PYMT FOR SVCS FM OTHER SCHOOLS- OE	\$ 1,470,077.59	\$ 1,559,577.49	\$ 1,558,771.00
10 R --- 510	TRANSIT OF AIDS - CESA - FED.	\$ 20,204.16	\$ 16,482.66	\$ 20,877.00
10 R --- 610	STATE AID - CATEGORICAL	\$ 422,750.00	\$ 767,250.00	\$ 1,126,188.00
10 R --- 620	EQUALIZATION AID	\$ 10,238,115.00	\$ 10,444,843.00	\$ 10,451,477.00
10 R --- 630	SPECIAL PROJECT GRANTS	\$ 23,260.27	\$ 25,624.84	\$ 36,101.00
10 R --- 660	STATE REVENUE THRU LOCAL GOVT	\$ -	\$ 509.33	\$ 500.00
10 R --- 690	OTHER STATE SOURCE REVENUE	\$ 136,646.61	\$ 143,226.45	\$ 188,917.00
10 R --- 710	OTHER FED AID THRU DPI	\$ -	\$ 8,761.00	\$ 8,917.00
10 R --- 730	SPECIAL PROJECT GRANTS	\$ 37,601.81	\$ 36,551.00	\$ 34,442.00
10 R --- 750	TITLE I - FED.AID	\$ 131,000.04	\$ 126,530.25	\$ 130,597.00
10 R --- 770	FED AID REC'D THROUGH COUNTIES	\$ 400.01	\$ -	\$ -
10 R --- 780	FED AID-REC'D FM DPI	\$ 11,761.89	\$ 11,952.45	\$ 10,000.00
10 R --- 860	SALE OF CAPITAL EQUIP	\$ 19,708.50	\$ 284,136.80	\$ 10,000.00
10 R --- 870	LONG-TERM DEBT PROCEEDS	\$ 72,160.00	\$ 1,147,044.21	\$ -
10 R --- 960	INSURANCE DIVIDEND & REFUNDS	\$ 30,143.88	\$ 4,013.66	\$ 10,000.00
10 R --- 970	REFUND OF PRIOR YEAR EXPENSE	\$ 85,030.89	\$ 48,175.73	\$ 50,000.00
10 R --- 990	OTHER MISC REVENUES	\$ 4,286.85	\$ 4,188.39	\$ 4,000.00
	TOTAL FUND 10 REVENUES	\$ 18,701,165.66	\$ 20,375,553.43	\$ 19,631,007.00
10 E --- --- 110	UNDIFFERENTIATED SS CURRICULUM	\$ 4,628,834.39	\$ 4,552,161.86	\$ 5,037,682.00
10 E --- --- 120	REGULAR CURRICULUM	\$ 2,746,111.38	\$ 2,778,418.48	\$ 2,871,045.00
10 E --- --- 130	VOCATIONAL CURRICULUM	\$ 428,510.96	\$ 435,029.38	\$ 529,626.00
10 E --- --- 140	PHYSICAL AND HEALTH	\$ 585,911.24	\$ 612,450.21	\$ 607,918.00
10 E --- --- 160	CO-CURRICULAR ACTIVITIES	\$ 460,549.30	\$ 446,882.19	\$ 500,811.00
10 E --- --- 170	SPECIAL NEEDS	\$ 397.61	\$ 680.00	\$ 1,000.00
10 E --- --- 210	PUPIL SERVICES	\$ 477,243.25	\$ 515,415.94	\$ 537,658.00
10 E --- --- 220	INSTRUCTIONAL STAFF SERVICES	\$ 734,087.59	\$ 898,880.65	\$ 1,147,649.00
10 E --- --- 230	GENERAL ADMINISTRATION	\$ 389,907.93	\$ 404,922.49	\$ 428,355.00
10 E --- --- 240	SCHOOL BUILDING ADMINISTRATION	\$ 969,455.02	\$ 954,465.33	\$ 1,129,964.00
10 E --- --- 250	BUSINESS/FACILITIES OPERATIONS	\$ 2,771,080.66	\$ 3,232,890.35	\$ 3,136,280.00
10 E --- --- 260	CENTRAL SERVICES	\$ 935,209.72	\$ 1,939,004.14	\$ 178,970.00
10 E --- --- 270	INSURANCE AND JUDGMENTS	\$ 214,420.97	\$ 217,109.09	\$ 208,925.00
10 E --- --- 280	DEBT SERVICES	\$ 281,010.49	\$ 519,157.68	\$ 312,285.00
10 E --- --- 290	OTHER SUPPORT SERVICES	\$ 48,129.00	\$ -	\$ 542,094.00
10 E --- --- 410	INTERFUND & INTERGOVNV TRANSFER	\$ 1,693,754.19	\$ 1,875,949.73	\$ 2,263,137.00
10 E --- --- 430	GENERAL TUITION-OPEN ENROLLMENT	\$ 890,032.75	\$ 1,080,613.23	\$ 1,048,304.00
10 E --- --- 490	OTHER NON-PROGRAM TRANSACTIONS	\$ 7,224.88	\$ 23,378.79	\$ 3,000.00
	TOTAL FUND 10 EXPENSES	\$ 18,261,871.33	\$ 20,487,409.54	\$ 20,484,703.00
SPECIAL REVENUE TRUST (21)				
ASSETS		\$ 214,508.65	\$ 232,457.52	\$ 232,457.52
LIABILITIES		\$ 427.49	\$ -	\$ -
FUND BALANCE		\$ 214,081.16	\$ 232,457.52	\$ 232,457.52
REVENUE		\$ 41,843.46	\$ 39,012.95	\$ 15,000.00
EXPENSE		\$ 20,344.91	\$ 20,636.59	\$ 15,000.00
SPECIAL EDUCATION FUND (27)				
ASSETS		\$ 35,609.57	\$ 120,217.39	\$ 54,492.00
LIABILITIES		\$ 35,609.57	\$ 120,217.39	\$ 54,492.00
FUND BALANCE		\$ -	\$ -	\$ -
REVENUE		\$ 2,888,755.18	\$ 2,967,254.93	\$ 3,434,468.00
EXPENSE		\$ 2,888,755.18	\$ 2,967,254.93	\$ 3,434,468.00
NON REFERENDUM DEBT SERVICE (38)				
ASSETS		\$ 262,970.19	\$ -	\$ -
LIABILITIES		\$ -	\$ -	\$ -
FUND BALANCE		\$ 262,970.19	\$ -	\$ -
REVENUE		\$ 84,873.80	\$ -	\$ -
EXPENSE		\$ 226,133.67	\$ 262,970.19	\$ -

**School District of West Salem
2018-2019 Proposed Budget continued...**

DEBT SERVICE (39)				
ASSETS		\$ 701,477.74	\$ 648,284.33	\$ 648,284.33
LIABILITIES		\$ -	\$ -	\$ -
FUND BALANCE		\$ 701,477.74	\$ 648,284.33	\$ 648,284.33
REVENUE		\$ 1,812,249.59	\$ 2,405,273.10	\$ 2,466,735.00
EXPENSE		\$ 1,793,514.34	\$ 2,458,466.51	\$ 2,466,735.00
LONG TERM CAPITAL IMPROVEMENT TRUST (46)				
ASSETS		\$ 5,006.87	\$ 7,519.98	\$ 10,034.98
LIABILITIES		\$ -	\$ -	\$ -
FUND BALANCE		\$ 5,006.87	\$ 7,519.98	\$ 10,034.98
REVENUE		\$ 2,506.87	\$ 2,513.11	\$ 2,515.00
EXPENSE		\$ -	\$ -	\$ -
CAPITAL PROJECTS FUND (49) INCLUDES FUND 41 & 43				
ASSETS		\$ 18,385,115.56	\$ 8,704,622.53	\$ -
LIABILITIES		\$ 372,327.99	\$ 927,696.85	\$ -
FUND BALANCE		\$ 18,012,787.57	\$ 7,776,925.68	\$ -
REVENUE		\$ 21,902,085.79	\$ 5,779,108.90	\$ 3,532,776.00
EXPENSE		\$ 3,889,298.22	\$ 16,014,970.79	\$ 11,309,702.00
FOOD SERVICE (50)				
ASSETS		\$ 48,596.02	\$ 51,581.49	\$ 51,581.49
LIABILITIES		\$ 28,150.59	\$ 40,954.54	\$ 40,954.54
FUND BALANCE		\$ 20,445.43	\$ 10,626.95	\$ 10,626.95
REVENUE		\$ 987,206.03	\$ 987,206.03	\$ 1,024,582.00
EXPENSE		\$ 973,653.74	\$ 973,653.74	\$ 1,024,582.00
STUDENT ACTIVITY FUND (60)				
ASSETS		\$ 170,594.03	\$ 292,589.33	\$ 200,000.00
LIABILITIES		\$ 170,594.03	\$ 292,589.33	\$ 200,000.00
PRIVATE BENEFIT TRUST FUND/SCHOLARSHIPS (72)				
ASSETS		\$ 281,047.42	\$ 290,867.75	\$ 290,867.75
LIABILITIES		\$ -	\$ -	\$ -
FUND BALANCE		\$ 281,047.42	\$ 290,867.75	\$ 290,867.75
REVENUE		\$ 54,115.39	\$ 30,675.18	\$ 30,900.00
EXPENSE		\$ 13,939.74	\$ 20,854.85	\$ 30,900.00
POST EMPLOYMENT TRUST FUND (73)				
ASSETS		\$ 1,691,567.97	\$ 1,587,677.82	\$ 1,587,677.82
LIABILITIES		\$ -	\$ -	\$ -
FUND BALANCE		\$ 1,691,567.97	\$ 1,587,677.82	\$ 1,608,677.82
REVENUE		\$ 478,622.00	\$ 251,913.66	\$ 60,012.00
EXPENSE		\$ 603,253.92	\$ 355,803.81	\$ 39,012.00
COMMUNITY SERVICE FUND (80)				
ASSETS		\$ 77,036.80	\$ 83,270.98	\$ -
LIABILITIES		\$ 13,199.72	\$ 4,377.02	\$ -
FUND BALANCE		\$ 63,837.08	\$ 78,893.96	\$ -
REVENUE		\$ 128,931.85	\$ 135,607.00	\$ 135,800.00
EXPENSE		\$ 103,833.86	\$ 120,550.12	\$ 173,203.00
PROPOSED 2018-19 PROPERTY TAX LEVY				
		Actual 2017-18	Proposed 2018-19	
	GENERAL FUND (10)	\$ 5,493,644	\$ 5,736,303	
	NON-REFERENDUM DEBT SVC (38)	\$ -	\$ -	
	DEBT SERVICE (39)	\$ 2,400,182	\$ 2,466,735	
	COMMUNITY SERVICE FUND (80)	\$ 109,500	\$ 109,500	
	TOTAL	<u>\$ 8,003,326</u>	<u>\$ 8,312,538</u>	
	TOTAL SCHOOL LEVY RATE	0.00893	0.00893	

Helping out their Neighbors in Need

After the devastating flooding that took place several weeks ago, West Salem students and staff decided that they wanted to help their neighbors in need. Organizers set up a “Miracle Minute” for both the volleyball game on September 11 and the football game on September 14 to collect money for flood victims. They collected over \$6,000 to distribute in the form of gift cards to places like Menards and Walmart. However, they did not just want to help monetarily. Approximately 30 students and staff members gave

up their Saturday on September 15 to go to the areas of Sparta, Ontario and LaFarge to help those most in need. They raked, hauled and collected debris, shoveled gravel and helped in any way they could to bring a sense of normalcy back to those who had lost so much. Senior Ashlyn Arneson said, “It was really great to be part of such a group. Everyone really worked well together and we had a great time even though it was really, really hard work. I’m really glad I got to be a part of this experience.” Way to go!



Did You Know?
La Crescent, just across the river, is the Apple Capital of Minnesota!

Check out videos and photos of the innovative things happening in your student’s classroom at our district Facebook page and Twitter page. Our social media features videos of student activities, teacher features, classroom selfie photos, etc...

Check out our Facebook page
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For WSHS athletic events, visit our website:

- *click Calendars and then
- *click Coulee Conference

You can also set yourself up to receive automatic text or e-mail notifications for any of the activities listed OR subscribe to RSS.



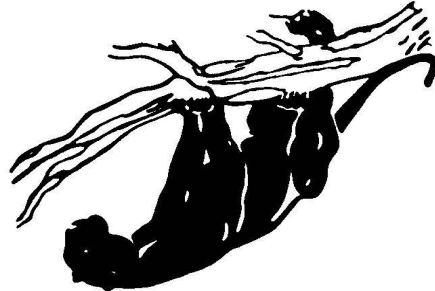
SCHOOL DISTRICT OF WEST SALEM



Serve With Passion To
Ignite Creativity,
Innovation, and
Excellence



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