

# 2025 - 2026 Budget

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## Introduction

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# KOHLER SCHOOL DISTRICT

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Formed in 1924, The Kohler School District is located in the Village of Kohler, nestled halfway between Green Bay and Milwaukee in Sheboygan County, Wisconsin. The District serves more than 750 students in grades 4K through 12th grade. The Village is home to 2,235 residents and most well known as the global headquarters of Kohler Company. The Village also features a five-diamond resort, The American Club, as well as four Championship Top 100 golf courses, including Whistling Straits, host of the 2020 Ryder Cup.

The District is a fiscally independent common school district and is governed by a five-member elected school board. The Board has the legal authority and obligation to set budgets, certify tax levies, issue debt, and monitor the operations of the District through delegation of responsibility to the superintendent of schools. Through clear, proactive delegation of expectations and authority, the Board's governing model fills the fiduciary role of the Board as well as empowers the flexibility and creativity of the Superintendent and his team.

## Vision:

*Kohler Schools will be recognized for preparing 21st century thinkers and ethical innovative leaders for a complex global environment.*

## Mission:

*“Every day at Kohler Schools we **inspire** inquiry; **engage** hearts, minds and bodies; and provide supports to ensure all students can **achieve** success.”*



The District does not discriminate on the basis of race, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, sex (including transgender status, change of sex or gender identity), or physical, mental, emotional, or learning disability ("Protected Classes") in any of its student program and activities.





Kohler School District

# BOARD NORMS



## MISSION

Every day at Kohler Schools we inspire inquiry; engage hearts, minds, and bodies; and provide supports to ensure all students can achieve success.

## *As the Kohler Board of Education, we will:*



### PUT STUDENTS FIRST

Keep our focus on the best interests of quality education for all children, working with parents, staff, and the community.

### STRIVE FOR CONTINUOUS IMPROVEMENT

Embrace a culture of continuous improvement—always with the goal of elevating outcomes for students. Our discussions prioritize learning, growth, and the pursuit of high performance at every level.



### COMMUNICATE EFFECTIVELY

Speak openly, honestly, and professionally with respect to each other's differences.

### BE CLEAR AND STAY FOCUSED

Share your thoughts clearly and concisely. Stay on topic during discussions. Say it once.



### RESPECT ROLES AND RESPONSIBILITIES

Understand the distinct roles of the Board and the Superintendent. Keep our focus on policy and governance, not daily operations.

### PREPARE FOR MEETINGS

Contact the Superintendent about agenda items ahead of time so staff can provide accurate information—while still welcoming new questions during meetings.



## Board of Education

### Board of Education

Paul Carlsen, President

Kelly Konrath, Vice President

Tarra Mikolyzk, Treasurer

Heather Gehri, Clerk

Emily Regennitter, Member at Large

### District Administration

Mike Juech, Superintendent

Isaac Patterson, Business Manager

Andrea Walter, Director of Pupil Services & Special Education

Erica Van Asten, Coordinator of Learning & Development



## Executive Summary:

Welcome to the Kohler School District! As your proud new superintendent, I'm truly appreciative for the warm welcome I've received over the last few months.

Throughout my short tenure, I have seen the energy and dedication of our staff, students, and families firsthand. Our district thrives on the excellence and pride of the Kohler community. Honoring our traditions and continuing to be a destination for people across the state, country, and world is essential to who we are. This shared commitment is what makes the Kohler School District truly special.

In August 2025, the Kohler community was recognized as the number one place to live in Niche's "2025 Best Places to Live in Wisconsin." And, *U.S. News & World Report* ranks Kohler High School among the top 3% of high schools in the state. We will continue to pursue excellence in every area, with a focus on growth and deep community engagement.

During the 2025-26 school year, the Board of Education and superintendent are focused on building relationships, identifying growth opportunities, celebrating traditions, strengthening community engagement, and creating an operational roadmap. These priorities will be incorporated into our strategic planning and framework, which will begin later this school year. This collaborative process will leverage input and feedback from the Kohler community.

As our work progresses, we remain committed to fiscal responsibility and strategic financial planning. Throughout this budget book, you will find information that highlights our current budget realities and outlines our path toward operational excellence.

We look forward to partnering with you to provide students with the best possible education and prepare them for the future.

Dr. Mike Juech  
Superintendent



# POINTS OF PRIDE

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## **Kohler High School Class of 2025**

- 65 Graduates
- 61 students graduated with honors
- 6 students graduated with a GPA of 4.0 or higher
- \$1.7 million in senior scholarships awarded
- 85 scholarships earned
- 18 National Honor Society Members



## **Kohler School District - Athletic Highlights**

- Cross Country Boys and Girls Teams were both State Champions
- Track and Field had 18 students compete at the WIAA State Tournament
  - 4x800 Relay Team won the WIAA State Championship
- Boys & Girls Tennis Teams competed at the WIAA State Tournament and had 6 people from each team make it to State to compete individually.
- Girls Swim Team took 4th place at the WIAA State Tournament

# POINTS OF PRIDE (cont.)

## Kohler School District - Performing Arts Highlights

- Kohler Performing Arts Organization hosted their 28th Annual Dinner & Auction and were able to donate \$45,000 to the school to offset the cost of their 2026 music trip to New York City and also gave \$2,500 to Middle School students for 2025 Summer Music Camp Scholarships
- 15 Kohler students participated in the 2025 Wisconsin Choral Directors Association All-State Honors Choirs
- Kohler High School students participated in the Big East Conference Honors Band & Choir at the Capitol Civic Center







**FINANCE**

# FINANCE AT-A-GLANCE

	Audited 2023-2024	Unaudited 2024-2025	Proposed Budget 2025-2026	\$ Change	% Change
Enrollment	741	749	770		2.80%
All Funds Revenues	12,832,305	13,617,411	13,501,557	(115,854)	-0.85%
All Funds Expenditures	20,900,605	13,512,724	13,522,243	9,519	0.07%
State Aid	1,020,841	1,471,509	1,532,520	61,011	4.15%
Open Enrollment - In	2,423,364	2,647,762	3,129,839	482,077	18.21%
Open Enrollment - Out	174,085	170,278	191,239	20,961	12.31%
Tax Levy	6,135,729	6,255,411	6,350,346	94,935	1.52%
Levy Rate	6.29	6.38	6.23	(0.15)	-2.35%

# REVENUE TRENDS

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## TODAY

The property tax levy is projected to *increase* from **\$6,255,411** to approximately **\$6,350,346**. The 2025-2026 proposed tax rate of **\$6.23** represents a *decrease* from the prior year.

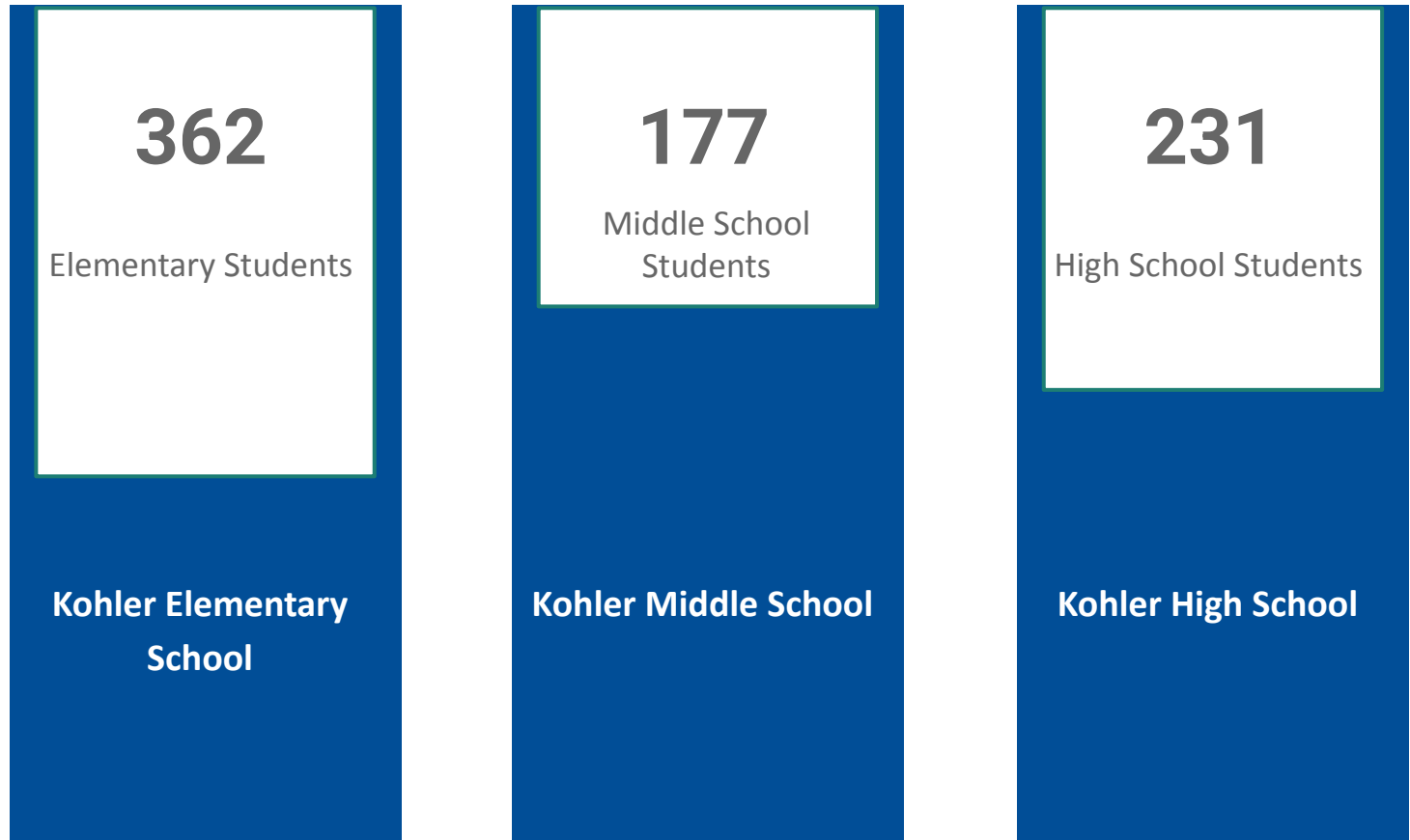
In addition to the community support, the State's projected low revenue ceiling will remain the same for all low revenue districts. Our revenue limit is **\$11,650** per member student. In addition, the District will project per pupil categorical aid to be **\$742** per member student.

## LOOKING AHEAD

An important trend related to this budget proposal is the District's projected membership count of **473**. Factors such as affordable community housing, new incoming families seeking increased quality of life, JK students transitioning to kindergarten, and students seeking to open enroll, etc. are necessary to provide long-term stability to enrollment. The District's allowable revenue limit is based on a three-year rolling average. The actual allowable revenue limit will be revised after the Third Friday Pupil Count on September 19, 2025.

# ENROLLMENT PROJECTIONS

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*\*Projections based on initial September 2025 count*



# ENROLLMENT DEMOGRAPHICS

	American Indian	Asian	Black	Hispanic	Pacific Isle	White	Two or More
<b>2024-2025</b>	0.0%	7.5%	0.1%	10.0%	0.0%	78.0%	4.4%
<b>2023-2024</b>	0.0%	7.4%	1.2%	8.9%	0.1%	77.9%	4.5%
<b>2022-2023</b>	0.1%	8.0%	1.0%	6.4%	0.3%	79.4%	4.8%

*Beginning with the 2010-2011 school year, the US Department of Education required educational institutions to collect and report racial and ethnic data in accordance with modified standards and aggregation categories.*

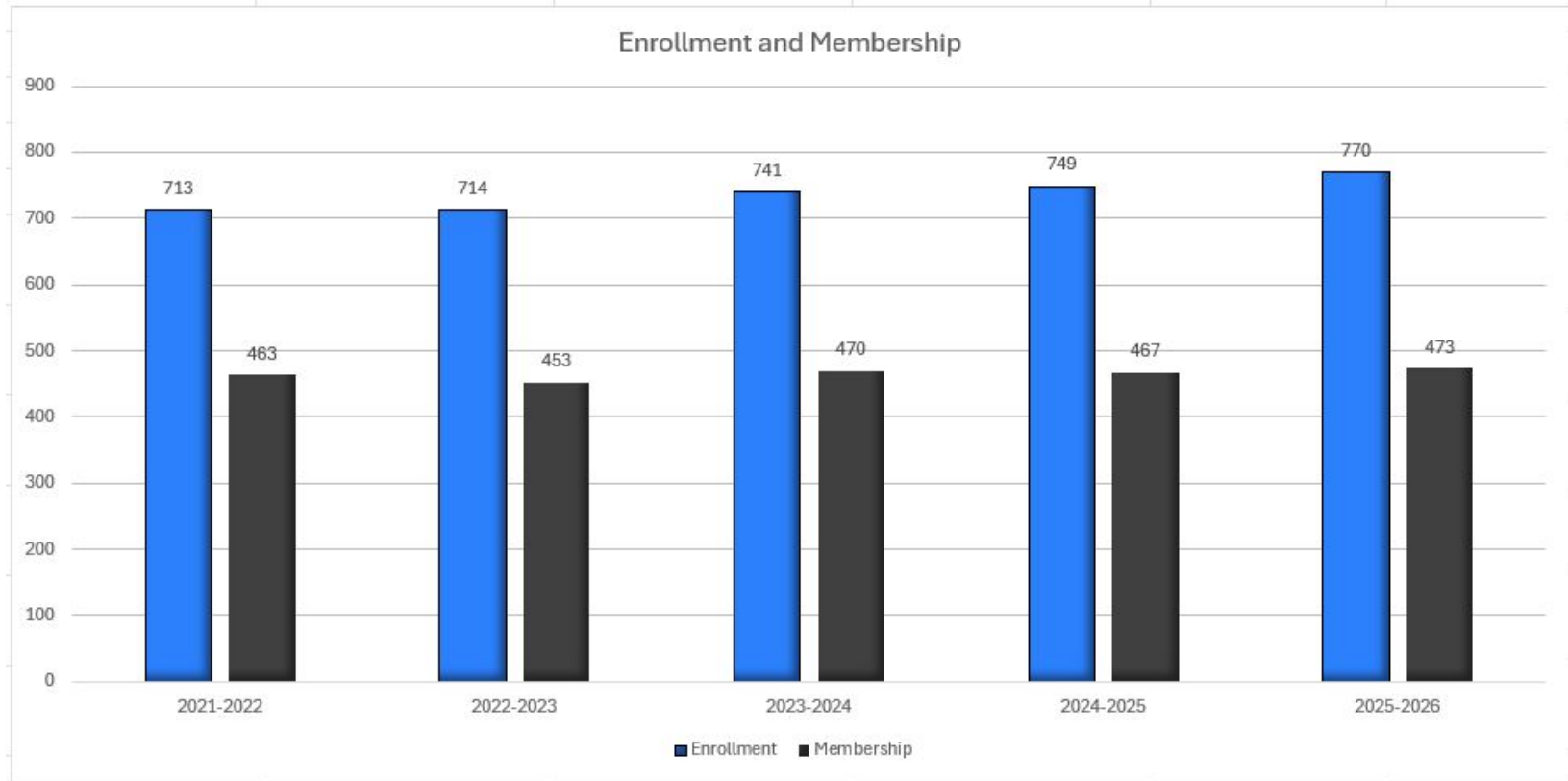
## Ethnic Origin or Race

The enrollment of racial ethnic groups in the District is **78%** white with all other ethnic groups comprising **22%**.

**There are 13 Languages *in addition to English* represented in the Kohler School District including; Arabic, Spanish, Korean, Hindi, Chinese, Telegul, Farsi, Mandarin, Nepali, Portuguese, Serbian, Gujarati and Punjabi.**

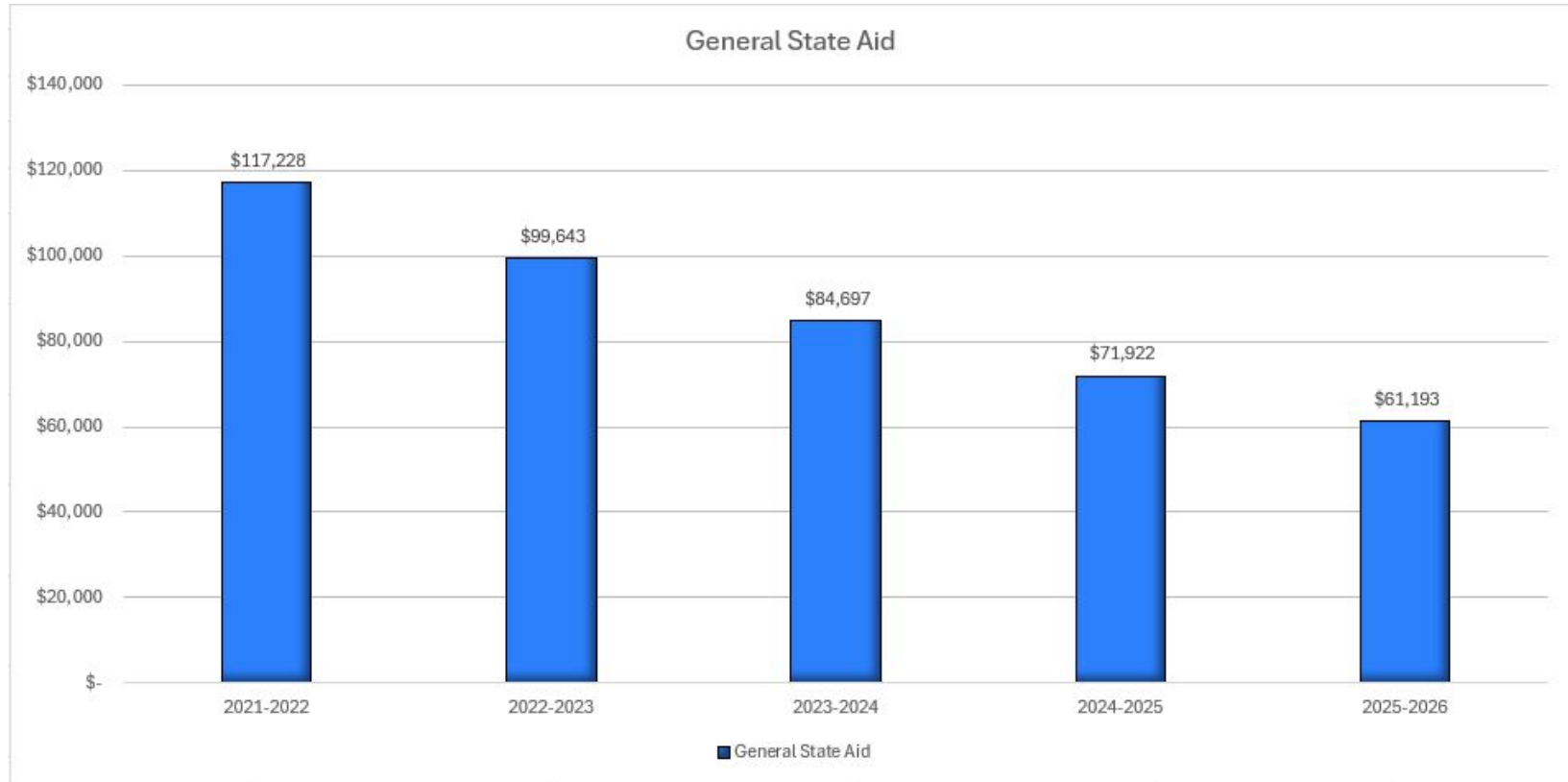
*\*Projections based on initial September 2025 count*

# ENROLLMENT AND MEMBERSHIP



*\*Enrollment represents the number of students we serve. Membership represents the projected three year rolling average of resident students that serves as the basis for state funding and revenue limit calculation.*

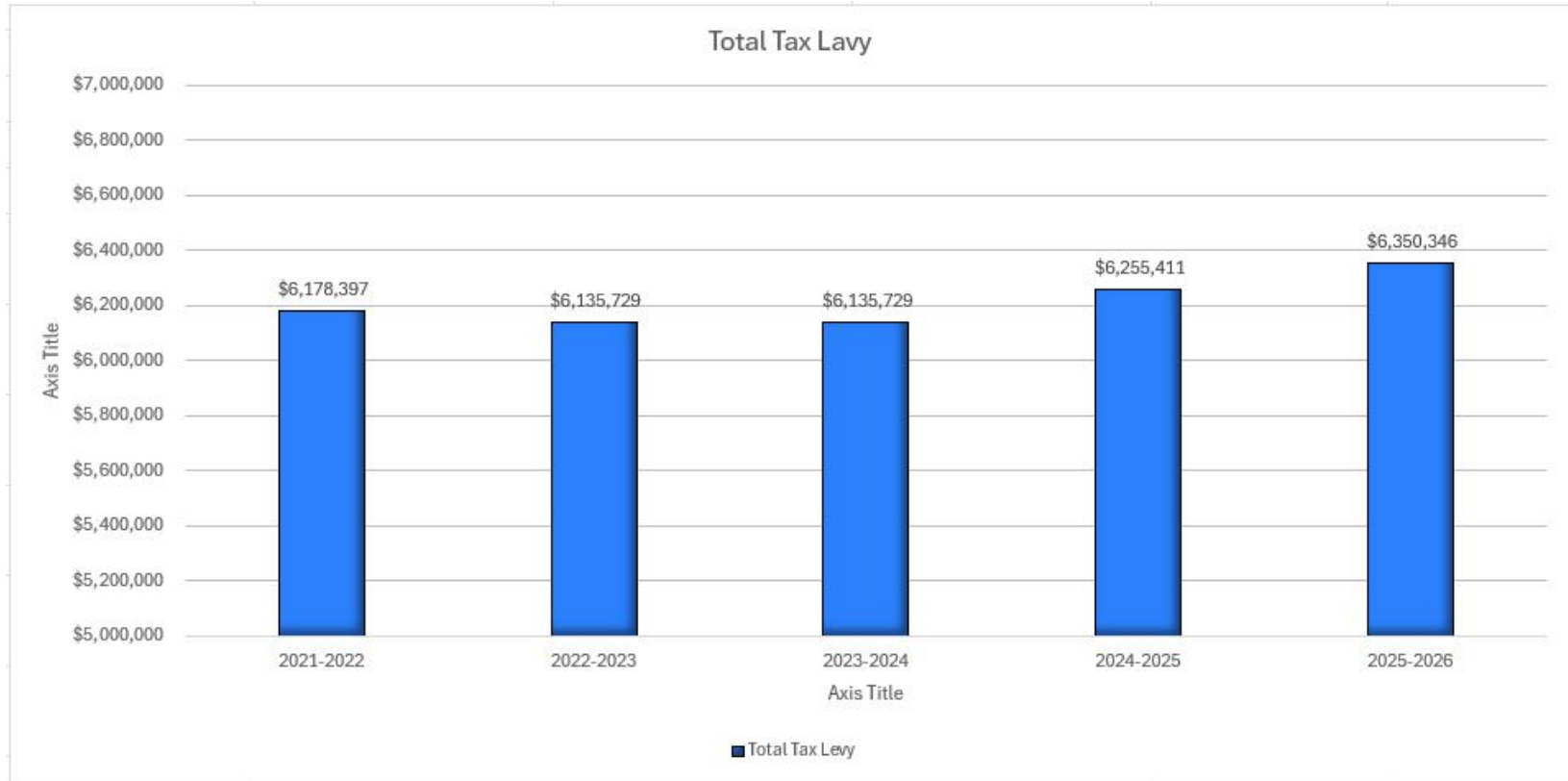
# GENERAL STATE AID



*\*Equalization aid is the revenue provided by the State to support education. Total July 1 estimated General Aid is \$5.581 billion for 2025-2026.*

277 of the 421 districts (66%) are predicted to receive an increase in aid. KSD is projected to see a **decrease** of **\$10,799** (15%) in aid for 2025-2026.

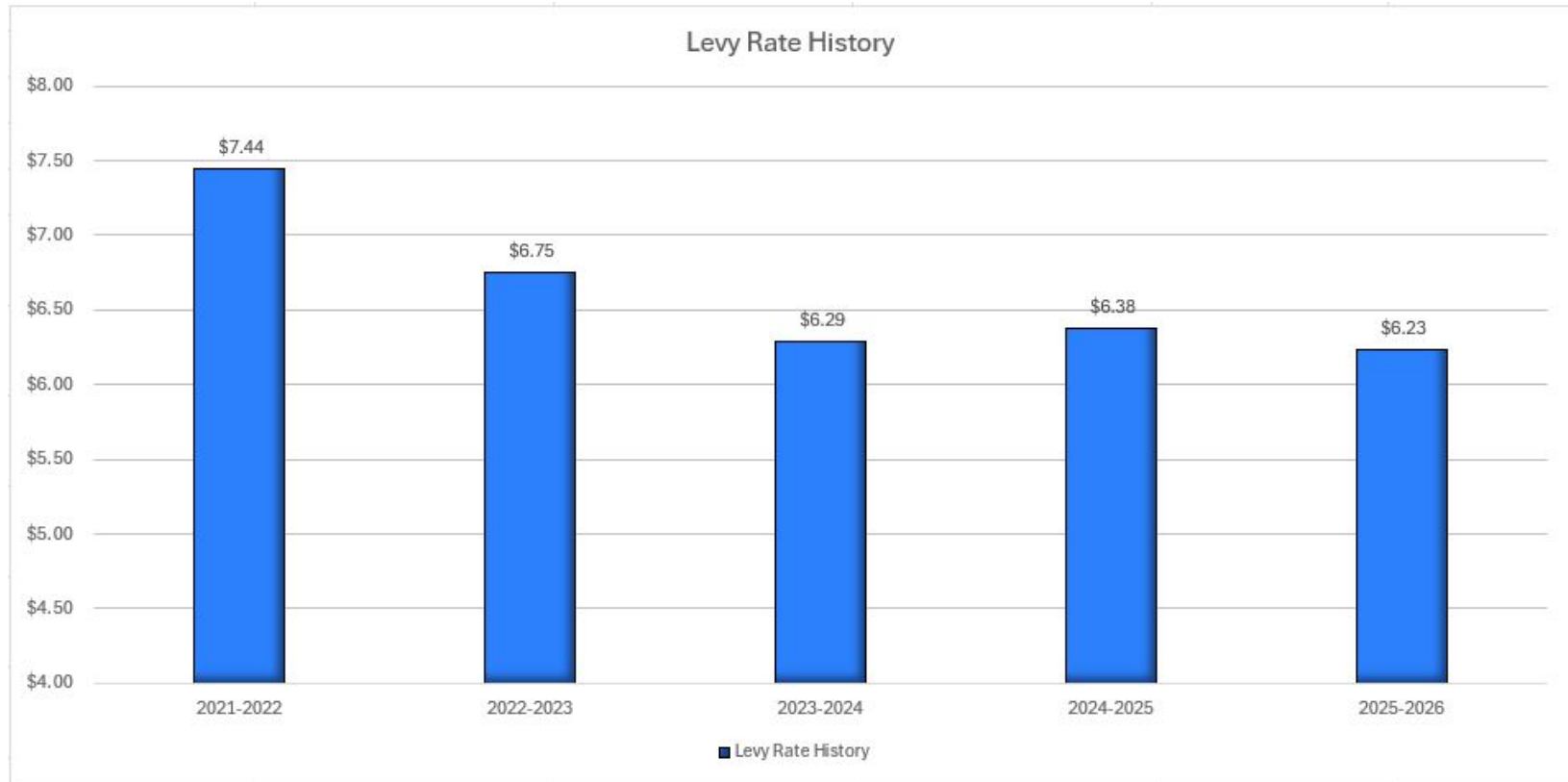
# 2025-2026 TOTAL TAX LEVY



*\*District property taxes include levies for general operations, debt service, capital expansion, and community services.*



# LEVY RATE HISTORY



Diligent financial planning allows KSD to propose lowering the tax levy rate of \$6.38 to \$6.23.

# TOTAL PROPERTY VALUATION



*\*Equalized value, or total property valuation, reflects the cumulative dollar value placed on land and buildings for purposes of determining state aid and administering property taxes.*

Kohler School District is assuming **3.9%** growth in total property valuation for 2025-2026.

# LOCAL PROPERTY TAX IMPACT

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## Median Assessed Home Values in Kohler

2024	\$402,500
2023	\$369,300
2022	\$337,200
2021	\$284,000



*Source: Village of Kohler*

# BUDGET DEVELOPMENT

The primary purpose of the budget is to serve as the catalyst for linking the District's strategic objectives to programs and services for students.

*\*Financial planning for any fiscal year or the remaining part of any fiscal year shall not deviate materially from the Board's policies, risk fiscal jeopardy to the district or fail to be derived from a multi-year plan.*

## 2025-2026 Budget Timeline



## 2026-2027 Budget Timeline





# 2025-2026 BUDGET PROPOSAL

Fund 10 - General Fund	Audited 2023-2024	Unaudited 2024-2025	Proposed Budget 2025-2026
Revenues By Source			
Revenue From Local Sources	4,985,687	5,167,221	5,084,053
Interdistrict Payments Within Wisconsin	2,432,621	2,655,085	3,137,339
Revenues From Intermediate Sources	6,453	3,101	5,000
Revenues From State Sources	839,043	1,262,731	1,251,506
Revenues From Federal Sources	465,612	159,957	38,765
Other Financing Sources	-	833	-
Other Revenues	22,466	19,756	17,000
Total Revenues	8,751,882	9,268,684	9,533,663
Expenditures By Object			
Salaries	4,585,172	4,823,004	4,923,598
Employee Benefits	1,391,083	1,463,134	1,687,350
Purchased Services	2,368,141	1,703,240	1,492,679
Non-Capital Objects	577,261	613,733	610,795
Capital Objects	162,634	132,060	225,600
Debt Retirement	475	-	475
Insurance and Judgments	71,136	75,398	70,000
Transfers	554,700	494,899	425,131
Other Objects	84,985	83,409	96,370
Total Expenditures	9,795,587	9,388,877	9,531,998
Net Revenues Over Expenditures	(1,043,705)	(120,193)	1,665
Beginning Fund Balance	5,178,651	4,134,946	4,014,753
Ending Fund Balance	4,134,946	4,014,753	4,016,418

# 2025-2026 BUDGET PROPOSAL (cont'd)

All Funds	Audited 2023-2024	Unaudited 2024-2025	Prop. Budget 2025-2026	\$ Change	% Change
<b>Fund 10 - General Fund</b>					
Total Revenues	8,751,882	9,268,684	9,533,663	264,979	2.86%
Total Expenditures	9,795,587	9,388,877	9,536,928	148,051	1.58%
<b>Fund 21 - Special Revenue Trust Fund</b>					
Total Revenues	1,006,157	1,502,035	864,113	(637,922)	-42.47%
Total Expenditures	935,493	1,266,134	864,113	(402,021)	-31.75%
<b>Fund 27 - Special Education Fund</b>					
Total Revenues	839,430	844,641	872,795	28,154	3.33%
Total Expenditures	839,430	844,641	872,795	28,154	3.33%
<b>Fund 39 - Referendum Approved Debt Service Fund</b>					
Total Revenues	1,358,355	1,309,767	1,514,713	204,946	15.65%
Total Expenditures	1,290,838	1,312,588	1,531,338	218,750	16.67%
<b>Fund 46 - Long-Term Capital Improvement Trust Fund</b>					
Total Revenues	2	27	24	(3)	-11.11%
Total Expenditures	-	-	-	-	0.00%
<b>Fund 49 - School Expansion and Renovation Fund</b>					
Total Revenues	175,797	-	-	-	0.00%
Total Expenditures	7,367,236	-	-	-	0.00%
<b>Fund 50 - Food Service Fund</b>					
Total Revenues	354,666	359,100	318,249	(40,851)	-11.38%
Total Expenditures	354,666	359,100	318,249	(40,851)	-11.38%
<b>Fund 80 - Community Service Fund</b>					
Total Revenues	346,016	333,157	398,000	64,843	19.46%
Total Expenditures	317,355	341,384	398,820	57,436	16.82%
<b>All Funds</b>					
Total Revenues	12,832,305	13,617,411	13,501,557	(115,854)	-0.85%

# FISCAL POINTS OF EMPHASIS

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## **Bond Rating**

Standard & Poor's provided the AA rating for the Kohler School District. AA rating reflects the well managed financial operations, stable local economy, very strong financial reserves, strong median income, and a moderate overall net debt burden.

## **Open Enrollment**

At this time, we predict to serve approximately 312 open enrollment students in 2025-2026. As part of the 2025-2027 State Biennial Budget open enrollment transfer amounts were increased. The estimated transfer amount for 2025-2026 is \$10,102 and for 2026-2027 is \$11,030.



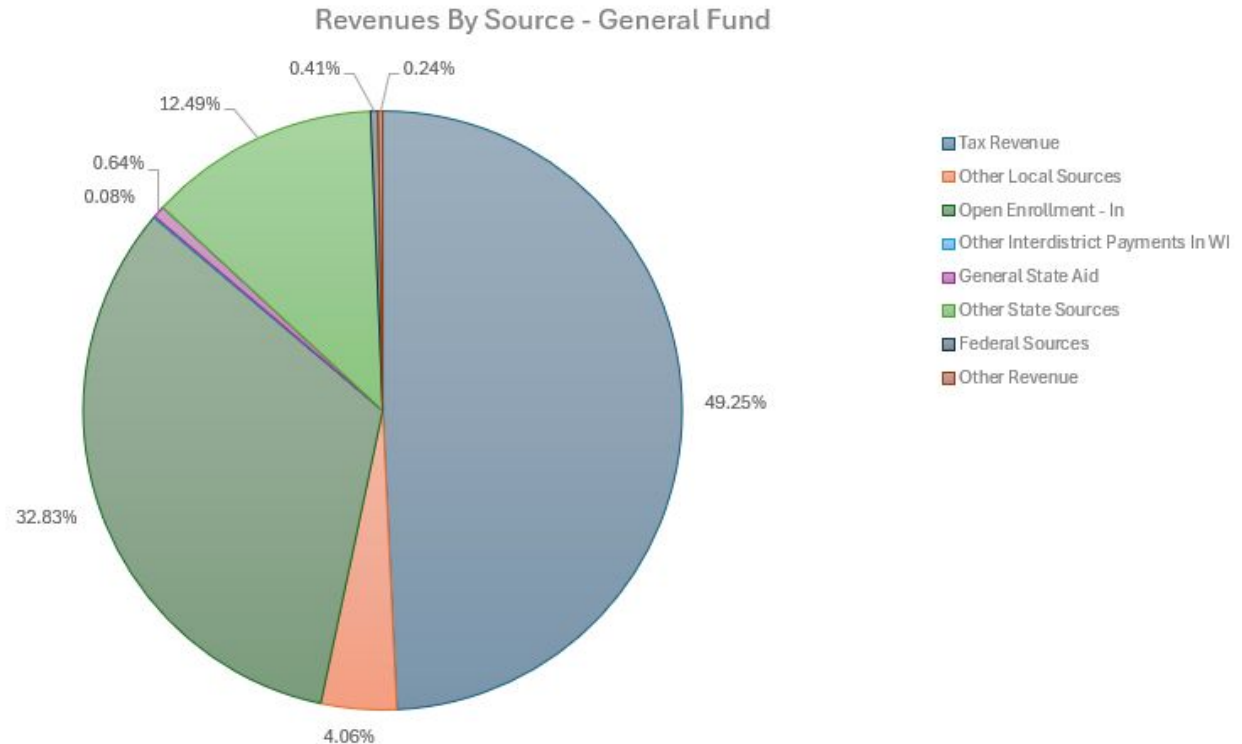
# FUND ACCOUNTING

# ORGANIZATION OF FUNDS

## General Fund Fund 10

The General Fund is used to account for District financial activities for current operations, except those which are required to be accounted for in other separate funds. Approximately **76%** of all District expenditures are conducted through the General Fund, excluding Fund 49, 73 and 21.

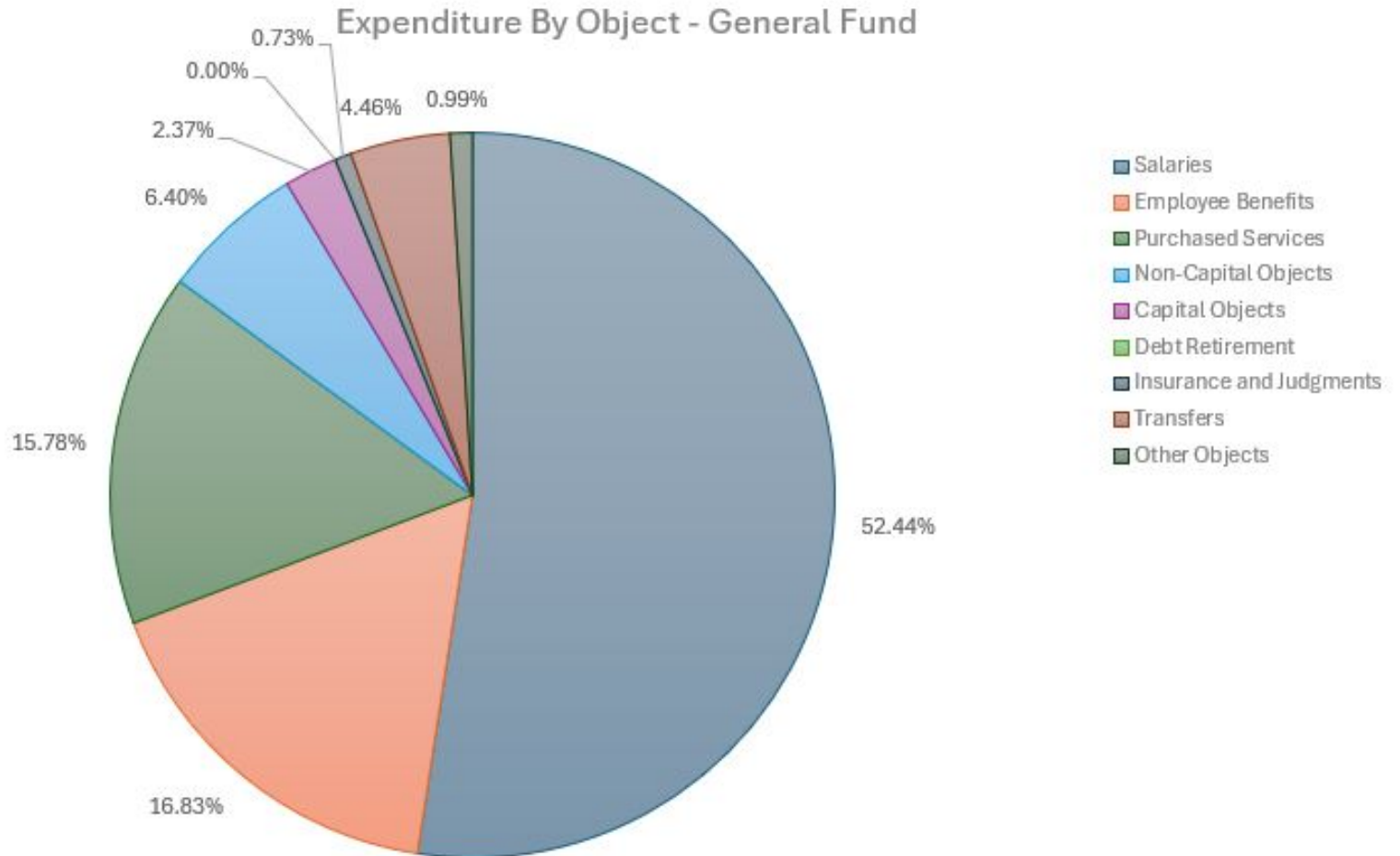
In 1993, WI Statute 121.90 placed a limit on the revenue a district is able to receive from state equalization aid and local tax levies. The limit is based on enrollment data, legislative action, and the District's prior year revenue.



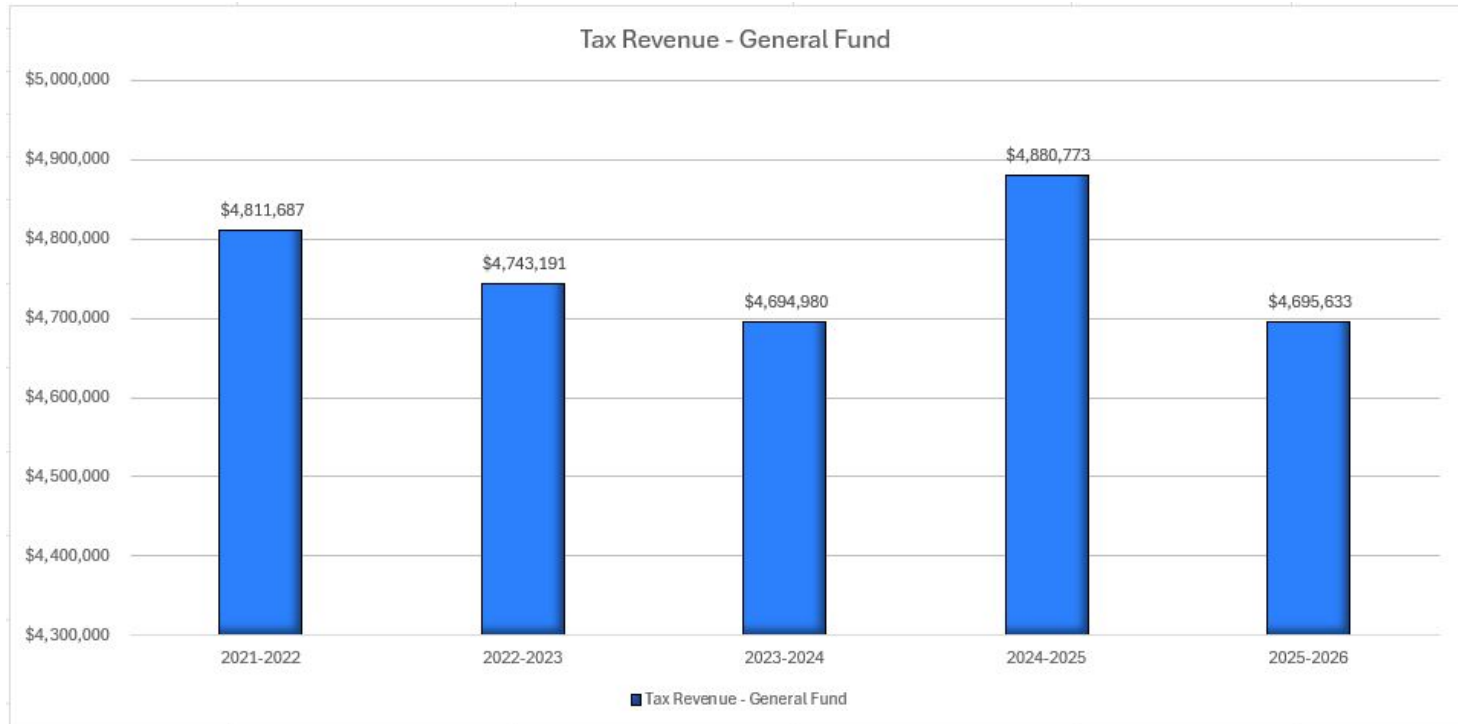
	2025-2026 Base Revenue
State Aid	\$1,251,506
Tax Levy	\$4,695,633
Open Enrollment	\$3,129,839

# ORGANIZATION OF FUNDS

## General Fund - Fund 10



# ORGANIZATION OF FUNDS



2021-2022	\$4,811,687
2022-2023	\$4,743,191
2023-2024	\$4,694,980
2024-2025	\$4,880,773
2025-2026	\$4,695,633



# ORGANIZATION OF FUNDS

## Fund 27 Budget

Fund 27 - Special Education Fund	Audited 2023-2024	Unaudited 2024-2025	Proposed Budget 2025-2026
Revenues By Source			
Operating Transfer	513,885	470,299	423,482
Interdistrict Payments Within Wisconsin	24,543	42,938	43,964
Revenues From Intermediate Sources	1,380	-	1,000
Revenues From State Sources	181,798	208,778	281,014
Revenues From Federal Sources	117,824	122,626	123,335
Total Revenues	839,430	844,641	872,795
Expenditures By Object			
Salaries	579,888	602,127	621,586
Employee Benefits	233,414	212,176	230,439
Purchased Services	16,866	18,273	16,265
Non-Capital Objects	8,171	4,820	3,600
Other Objects	1,091	7,245	905
Total Expenditures	839,430	844,641	872,795
Net Revenues Over Expenditures	-	-	-
Beginning Fund Balance	-	-	-
Ending Fund Balance	-	-	-

### Special Education Fund 27

The Special Education Fund is used to account for special education and related services funded wholly or partially with state or federal dollars.

In addition, Fund 27 accounts for cooperative programs and interdistrict payments.

# ORGANIZATION OF FUNDS

Fund 39 - Referendum Approved Debt Service Fund	Audited 2023-2024	Unaudited 2024-2025	Proposed Budget 2025-2026
Revenues By Source			
Revenue From Local Sources	1,358,355	1,309,767	1,514,713
Total Revenues	1,358,355	1,309,767	1,514,713
Expenditures By Object			
Debt Retirement	1,290,838	1,312,588	1,531,338
Total Expenditures	1,290,838	1,312,588	1,531,338
Net Revenues Over Expenditures	67,517	(2,821)	(16,625)
Beginning Fund Balance	424,458	491,975	489,154
Ending Fund Balance	491,975	489,154	472,529

## Debt Service Fund Fund 39

This fund accounts for the repayment of debt that was authorized by referendum.

Additional repayment of principal and interest in excess of the scheduled debt payments can be made utilizing defeasance.

# ORGANIZATION OF FUNDS

## Long Term Capital Improvement Trust-Fund 46

The Long Term Capital Improvement Trust Fund is used to account for approved long-term capital improvement plans. Funds must remain in this account for a five year period before they may be used for the purposes identified in the approved long-term capital improvement plan.

Fund 46 - Long-Term Capital Improvement Trust Fund	Audited 2023-2024	Unaudited 2024-2025	Proposed Budget 2025-2026
Revenues By Source			
Revenue From Local Sources	2	27	24
Total Revenues	2	27	24
Expenditures By Object			
Capital Objects	-	-	-
Total Expenditures	-	-	-
Net Revenues Over Expenditures	2	27	24
Beginning Fund Balance	1,005	1,007	1,034
Ending Fund Balance	1,007	1,034	1,058

## Other Capital Projects-Fund 49

The Other Capital Projects Fund is used to report the revenue and expenditures associated with a District approved referendum.

Fund 49 - School Expansion and Renovation Fund	Audited 2023-2024	Unaudited 2024-2025	Proposed Budget 2025-2026
Revenues By Source			
Revenue From Local Sources	175,797	-	-
Total Revenues	175,797	-	-
Expenditures By Object			
Purchased Services	7,130,195	-	-
Non-Capital Objects	221,793	-	-
Capital Objects	15,248	-	-
Total Expenditures	7,367,236	-	-
Net Revenues Over Expenditures	(7,191,439)	-	-
Beginning Fund Balance	7,191,439	-	-
Ending Fund Balance	-	-	-

# ORGANIZATION OF FUNDS

Fund 50 - Food Service Fund	Audited 2023-2024	Unaudited 2024-2025	Proposed Budget 2025-2026
Revenues By Source			
Operating Transfer	40,815	24,600	1,649
Revenue From Local Sources	313,851	334,500	316,600
Total Revenues	354,666	359,100	318,249
Expenditures By Object			
Purchased Services	353,753	357,446	316,249
Non-Capital Objects	913	1,654	2,000
Total Expenditures	354,666	359,100	318,249
Net Revenues Over Expenditures	-	-	-
Beginning Fund Balance	-	-	-
Ending Fund Balance	-	-	-

## School Nutrition Fund 50

Revenues and expenditures for all Food Service functions must be accounted independently and are done so in Fund 50.

Regulatory changes impacting menu planning, ala carte sales, and supplemental income will adversely impact future revenues.

# ORGANIZATION OF FUNDS

Fund 80 - Community Service Fund	Audited 2023-2024	Unaudited 2024-2025	Proposed Budget 2025-2026
Revenues By Source			
Revenue From Local Sources	346,016	333,157	398,000
Total Revenues	346,016	333,157	398,000
Expenditures By Object			
Salaries	161,566	167,734	189,023
Employee Benefits	39,978	30,460	33,547
Purchased Services	97,913	131,395	142,300
Non-Capital Objects	11,361	10,284	19,950
Capital Objects	-	-	5,000
Other Objects	6,537	1,511	9,000
Total Expenditures	317,355	341,384	398,820
Net Revenues Over Expenditures	28,661	(8,227)	(820)
Beginning Fund Balance	306,187	334,848	326,621
Ending Fund Balance	334,848	326,621	325,801

## Community Service Fund 80

The Community Service Fund (Fund 80) was established to account for the community service programs. It is the smallest fund.

Services such as the Kohler Kare, Middle School Athletics, shared building services and our Community Resource Officer are accounted for in this fund. The tax levy covers a portion of the programs for community members, students and non-students.



# DEBT SCHEDULE

Direct Indebtedness Fiscal Year End - Fund 39				
Year Ending June 30	Principal	Interest	Total	Principal and Interest Balance
2026	\$ 865,000	\$ 446,338	\$ 1,311,338	\$ 16,665,000
2027	\$ 910,000	\$ 403,088	\$ 1,313,088	\$ 15,755,000
2028	\$ 960,000	\$ 357,588	\$ 1,317,588	\$ 14,795,000
2029	\$ 1,000,000	\$ 309,588	\$ 1,309,588	\$ 13,795,000
2030	\$ 1,030,000	\$ 279,588	\$ 1,309,588	\$ 12,765,000
2031	\$ 1,050,000	\$ 248,688	\$ 1,298,688	\$ 11,715,000
2032	\$ 1,070,000	\$ 231,626	\$ 1,301,626	\$ 10,645,000
2033	\$ 1,090,000	\$ 212,900	\$ 1,302,900	\$ 9,555,000
2034	\$ 1,110,000	\$ 191,100	\$ 1,301,100	\$ 8,445,000
2035	\$ 1,135,000	\$ 168,900	\$ 1,303,900	\$ 7,310,000
2036	\$ 1,160,000	\$ 146,200	\$ 1,306,200	\$ 6,150,000
2037	\$ 1,180,000	\$ 123,000	\$ 1,303,000	\$ 4,970,000
2038	\$ 1,205,000	\$ 99,400	\$ 1,304,400	\$ 3,765,000
2039	\$ 1,230,000	\$ 75,300	\$ 1,305,300	\$ 2,535,000
2040	\$ 1,255,000	\$ 50,700	\$ 1,305,700	\$ 1,280,000
2041	\$ 1,280,000	\$ 25,600	\$ 1,305,600	\$ -
<b>Total</b>	<b>\$ 17,530,000.00</b>	<b>\$ 3,369,604.00</b>	<b>\$ 20,899,604.00</b>	



# INFORMATION



# KOHLER SCHOOL DISTRICT ENHANCEMENTS

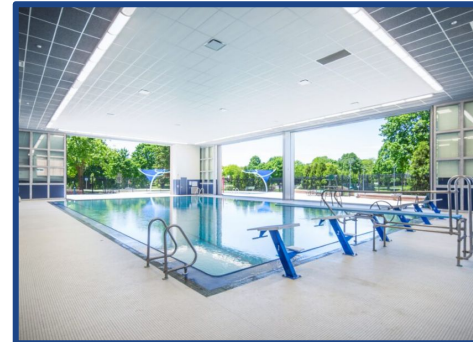
## **Ebben Field**

The dedication of the Kohler High School athletic field took place on October 8, 1976. It was officially named Ebben Field during a special ceremony held prior to the football Homecoming game. The field was named in memory of two great former teachers and coaches at Kohler Schools, Leo and Roy Ebben, with the presentations being made by Herbert Kohler and Harold Paukert. In the fall of 2023, the Ebben Field Sports Complex received a complete renovation adding 750 bleachers for the football stadium, partial turf for the Varsity baseball field with seating, 4 tennis courts, a plaza for ticketing, concessions, restrooms and team facilities as well as two parking lots.



## **Kohler Community Pool**

Renovated in 2023, Kohler Community Pool features state-of-the-art indoor and outdoor swimming areas and a splash pad. The Community Pool in Kohler is operated by the Village Recreation Department and is open to both residents and non-residents during summer months until about mid-September. The Recreation Department offers a variety of classes and opportunities to residents and non-residents including, but not limited to Adult Water Aerobics, Swim Lessons, and Springboard Diving. The pool is shared by the Kohler School District and is used for athletic activities as well as physical education programs.



Other improvements included in the 2023 Referendum included an over 18,000 square foot addition to the school that now houses technical education and engineering labs, photo and video studios, robotics, a fabrication lab, Middle School Science and an Elementary STEAM lab, a STEAM commons area, as well as a new school/Public Library that includes 3 new classrooms, community meeting space, study areas and 2 courtyard reading gardens.

# COMMUNITY

The Joe Wolf Gymnasium was dedicated at Kohler High School on November 26, 2024. The dedication honors legendary basketball native and alumni, Joe Wolf, who passed away unexpectedly in September of 2024. Those in attendance included not only students, staff and community members, but also Kohler Company Chairman and CFO, David Kohler, Retired Milwaukee Bucks broadcaster, Jim Paschke, and Joe Wolf's family. The event recognized Wolf's profound impact on basketball in Wisconsin. In his early days with the Blue Bombers, Wolf led his team to 3 WIAA State Championships. He went on to play college basketball at the University of North Carolina before being drafted in the 1987 NBA draft to the Los Angeles Clippers. At the time of his passing, Wolf was the Assistant Coach for the Milwaukee Bucks G League Affiliate Team, the Wisconsin Herd. Just one week after the dedication ceremony, The Wisconsin Herd held practice in the Joe Wolf Gymnasium.

