

REVISED 2026-27 Budget Reduction Recommendations (as of 01.09.26)

Target: \$5,500,000 | Proposed: \$4,672,300 + Secondary Scheduling Reductions

(Removing staff market adjustments for administrators per Board direction lowered the projected deficit from \$6M to \$5.5M.)

The revised budget reduction recommendations below will be presented to the OASD Board of Education for discussion on January 14, 2026.



Central Office

TOTAL: \$1,720,000 (8.9 Positions)

#	Description	FTE Reduction	Implications	Rationale and Notes
1	ArtsCore Coordinator	1	Elimination of position	Expired Grant: Arts integration will still be used within the district with teachers who were trained through ArtsCore, but we will not have a coordinator overseeing/supporting this as it was a grant-funded position.
2	REVISED: Director of Community Engagement and Equity	NA	Director position reduced to coordinator (Student and Family Engagement Coordinator)	Revised recommendation is to restructure this position to be a student-facing coordinator at the school-level focused on student engagement and post-secondary planning support; it will no longer be a Central Office Administrator with Executive Team responsibilities.
3	Director of Literacy PK-5	NA	Director position reduced to coordinator	(Previously submitted retirement) Replacing this position as a coordinator, not a Central Office Administrator. Current curriculum leaders are all coordinators, therefore, this position will mirror the other academic coordinators.
4	District Social Emotional Learning (SEL) Coordinator	1	Elimination of position	We currently have one district-wide SEL coordinator along with one elementary and one secondary SEL support position. SEL coordinator responsibilities would be added to our two existing SEL support positions, as well as the director of pupil services.
5	HR Specialist - Substitute Staffing	1	Elimination of position	We will be transitioning to a dedicated staffing service to fill our substitute positions. While this move will require an initial additional expense, it is a long-term savings measure. By expanding our pool of quality substitutes and improving fill rates, we will reduce the costs and operational strain associated with relying on internal subbing coverage by teachers and staff.
6	Payroll Manager	1	Elimination of position	With the continued shift of employee benefits functions to self-service platforms, the payroll and benefits functions will be consolidated and FMLA responsibilities will be

				transitioned to an HR Specialist. We will need to hire an outside contractor for some payroll duties.
7	REVISED: Peer Coaches	0.9	Reduced from 1.9 to 1.0 FTE	Revised recommendation is to reduce the Peer Coach program from 1.9 FTE (staffed by three employees) to 1.0 FTE (staffed by one employee). This revised model narrows the coaching scope to first-year teachers only, rather than years one through three. Most districts do not have peer coaches.
8	REVISED: Security & Communications Specialist Director of Technology	1	Elimination of director position	Revised recommendation will keep the Security & Communications Specialist position and instead eliminate the Director of Technology position. We will need to restructure the Technology Department to include a technology manager.
9	Social Studies Curriculum Coordinator	1	Elimination of position	Essential duties for elementary social studies curriculum coordination will be redistributed, secondary duties will be shifted to department heads.
10	Elementary STEM Coordinator	1	Elimination of position	Essential duties for elementary science and technology integration will be redistributed.
11	Transportation Clerk	1	Elimination of position	This position assists with coordinating bus transportation for elementary universal field trips; that responsibility will transfer to classroom teachers to make arrangements as they do for any additional field trips they choose to take. The grant reconciliations supported by this position will shift to the Assistant Controller, and grant coordinators will have more finance responsibilities.
12	Technology Budget Reduction through 2028-29	NA (budget line item)	Budget reduced	This reduction of \$450,000 per year (from \$2.2 million per year) is through the 2028-2029 school year. We are reviewing all technology subscriptions and services, as well as replacement cycles, to ensure we are making the most efficient use of available resources. Targeted reductions will mostly be taken from software subscriptions and planned hardware refreshes. Staff feedback will be collected to determine what our priorities should be.
13	Textbook Budget Reduction through 2028-29	NA (budget line item)	Budget reduced	This reduction of \$400,000 per year (from \$800,000 per year) is through the 2028-2029 school year. This temporary reduction is feasible given recent elementary and middle school math and literacy curriculum shifts. This reduction will require strategic scheduling of textbook purchases so subject/content area textbook purchases can occur on a predictable and reasonable review and purchase schedule.

District Level

TOTAL: \$1,087,500 (10.7 Positions)

#	Description	FTE Reduction	Implications	Rationale and Notes
14	Carpenter	1	Elimination of position	We currently have two carpentry positions. This recommendation will transition to a single lead carpenter FTE. This lead will be supported by existing staff for supplemental labor as needed. By the 2027-28 school year, many OASD buildings will be post-1998 construction. These new facilities and renovations are expected to reduce the carpentry workload, which has historically been driven by corrective maintenance on our older infrastructure.
15	REVISED: Driver's Education Program	NA	Move to Facilities & Finance for cost-neutral evaluation	Revised recommendation is to move this consideration to the Facilities and Finance Committee of the Board.
16	Elementary Literacy Instructional Support Teacher (IST) - Interventionist FTE Reduction	6.2	Elimination of positions	Duties of our Elementary Literacy IST - Coaches will include some intervention time in addition to their coaching duties. Personalized Reading Plan (PRP's) are in place, which focus on interventions for students not at grade level.
17	Media Coordinator FTE Reduction	0.5	Reduction of coordinator FTE	The Media Coordinator position has historically been a 0.2 FTE. It was increased to 0.7 in 2023 due to the additional funding allocated for Common School Funds, as well as to provide more alignment between buildings and media specialist instruction. With fewer media staff, there is less central administration needed to support them.
18	Post Secondary Navigator	1	Elimination of position (currently vacant)	1 Post Secondary Navigator will serve students across both high schools. The position being reduced is currently vacant and the district communicated the reduction to Fox Valley Technical College that the vacant position will not be filled. This position is funded through a FVTC grant at 50% through the end of the 2026-2027 school year.
19	School 2 Work and TRUE Academy Special Education Teacher Restructuring	1	Elimination of School to Work (S2W) program position (0.4) and special education FTE (0.5) at TRUE Academy	Enrollment in the S2W program has decreased, with only 4 students participating in the program for the current school year. We currently allocate 0.4 staff FTE to the S2W program. The other 0.6 of that FTE is allocated for homebound instruction. The proposal is to reallocate the 0.4 FTE from S2W to a special education teacher at TRUE Academy, where the 0.6 FTE homebound position is currently housed. Special education teacher FTE at TRUE can then be restructured, allowing the district to eliminate

				1.0 FTE special education teacher from TRUE Academy. Work-based learning opportunities will continue to be accessible to students.
20	Special Education Whatever It Takes (WIT) Teacher	1	Elimination of position	(Previously submitted retirement) A fourth teacher was hired at WIT for the 2025-26 school year in order to bring back 3 students from alternative education settings. We plan to return to our original three-teacher model, we have 3 classrooms and 3 teachers and 3 paras as our original model.

Secondary Level (Middle and High School)

TOTAL: \$683,800 + Secondary Scheduling Reductions (TBD Positions)

#	Description	FTE Reduction	Implications	Rationale and Notes
21	REVISED: All Middle and High Schools: Electives Teach 6 of 7 Class Periods (currently 5 of 7) Secondary Staffing and Scheduling	(TBD based on student course requests)	More consistent adherence to class-size ratio (27:1 ratio and formula-based staffing)	Revised recommendation will result in the district being more consistent with secondary classroom staffing ratios of 27:1 (formula-based staffing*). This may result in increased class sizes (while complying with district policy (5113) and comparable to other districts) or the decision not to run a specific course if enrollment is too low to support a full-time equivalent (FTE) position. If a course cannot run, we will seek to offer it the following year or provide alternatives, such as taking the course at the other high school or through eAcademy. <i>*Due to our size, we anticipate that attrition trends will address some of these reductions, allowing us to retain as many of our current staff members as possible.</i>
22	All Middle and High Schools: Media Specialist FTE Reduction	1.9	Elimination of positions (reduced from 3.7 to 1.8 FTE)	Distribution of media responsibilities and what the role entails will be determined in collaboration with media staff to ensure that student needs and access are still met. Each secondary building will have a 1.0 media assistant to staff the library.
23	Perry Tipler: School Office Assistant	1	Elimination of position (1 of 3 clerical)	Tipler will reduce their overall office staff from 3 to 2. This will be in alignment with other schools of similar size.
24	Oshkosh North: Communities Program Staff Overloads	NA	Elimination 4 overloads and replace with stipends	Eliminate 4 overloads and replace with a standardized stipend for work outside of the typical teaching duties.
25	Oshkosh North: Learning Center Overload	NA	Elimination of 1 overload	Eliminate overload. This reduction will align both North and West's testing centers.
26	Oshkosh North: FTE Reduction for Journalism, Yearbook, Drama, and Communities	1.4	Shift Journalism, Yearbook, and Drama to stipend only; Communities teachers increased student-instruction time or duty outside of the program	These opportunities will still be available to students for credit. Shift Journalism, Yearbook, and Drama to stipend only, unless they meet the formula-based staffing criteria to run as a course. Communities' teachers will either increase student-instructional time outside of the program or be required to do a duty. This will result in a reduction of overall FTE at the high school.

27	Oshkosh West: FTE Reduction for Journalism, Yearbook, Drama, and Global Academy	2	Shift Journalism, Yearbook, and Drama to stipend only; Global teachers increased student-instruction time outside of the program	These opportunities will still be available to students for credit. Shift Journalism, Yearbook, and Drama to stipend only; unless they meet the formula-based staffing criteria to run as a course. Global teachers will increase student-instructional time outside of the program. This will result in a reduction of overall FTE at the high school.
28	Oshkosh West: Media Assistant	1	Elimination of position	West will go from 2 to 1 media assistants due to a retirement. We will not hire for this position. This will create alignment at both high schools.
29	Oshkosh West: eAcademy Paraprofessional	1	Elimination of position	Instead of having a different place for students who take an eAcademy course, they will be supported in the Learning Lab. The Learning Lab will have one para and one teacher ready to support student needs. Both high schools will be aligned.
30	Oshkosh West: Testing Center Paraprofessional	1	Elimination of position	The position at West will be eliminated. No dollar amount will be saved as a para position will transfer to North. The proposed transfer of a paraprofessional to North is designed to create district-wide alignment in student support services. This shift facilitates a uniform approach to both academic intervention and staff duty requirements.
31	REVISED: Oshkosh West: Mental Strength Teacher	NA	NA	Revised recommendation is to keep the Oshkosh West Mental Strength Teacher.

PreK and Elementary Level

TOTAL: \$1,181,000 (14.9 Positions)

#	Description	FTE Reduction	Implications	Rationale and Notes
32	All Elementary Schools: Media Specialist FTE Reduction	2.6	Elimination of positions (reduced from 3.6 to 1 FTE)	Distribution of media responsibilities and what the role entails will be determined in collaboration with media staff to ensure that student needs and access are still met. Each elementary building will still have the same media assistant staffing FTE that they currently have to support media center access for students.
33	District-wide Elementary Specialist (Music, Art, PE) Teacher Reductions	3	Elimination of positions (due to elementary consolidations)	We currently have 30 elementary specialist teacher FTE. With the consolidation of elementary schools (including Merrill, Washington, and Webster Stanley consolidating into Menominee, and Shapiro closing), a 3.0 FTE reduction will take place as planned.
34	Elementary Counselor	1	Elimination of position (due to elementary consolidations)	This reduction was a part of our school consolidation plan - specifically, the closing of Shapiro. <i>NOTE: Position was listed in the District Level Reduction Table on 12.10.25.</i>
35	Health Assistant	1	Elimination of position (due to elementary consolidations)	This reduction was a part of our school consolidation plan - specifically, the closing of Shapiro. <i>NOTE: Position was listed in the District Level Reduction Table on 12.10.25.</i>
36	Shapiro: Classroom Teachers	3	Elimination of positions (due to elementary consolidations)	Due to closure/consolidation.
37	Shapiro: School Secretary	1	Elimination of position (due to elementary consolidations)	Due to closure/consolidation.
38	Shapiro: Office Assistant	1	Elimination of position (due to elementary consolidations)	Due to closure/consolidation.
39	Shapiro: Media Assistant	0.8	Elimination of position (due to elementary consolidations)	Due to closure/consolidation.
40	ESOL Teacher FTE Reduction	0.5	Shift in delivery of services at Emmeline Cook district-wide	This reduction of 0.5 FTE is consistent within the current staffing process to meet students' needs based on ACCESS scores and other identified needs for language services.
41	Oshkosh Early Learning: Contract Reduction, Consolidation, and Staff Reconfiguration	NA		Moving from community sites to district school sites will result in savings on rent and other associated costs; this shift is also in line with the approved construction of the District's Pre-Kingergarten Center.

42	<p>NEW: Elementary Principal - Roosevelt Building</p>	1	<p>Elimination of position</p>	<p>Revised recommendation is to eliminate one elementary principal position as part of the Shapiro closing / Roosevelt consolidation. For the 2026-2027 school year, Roosevelt will be a school of approximately 280 students, which is smaller than other OASD elementary schools that have only one principal. While our initial transition plan explored having two principals at Roosevelt to support our consolidation process, current fiscal constraints require us to adjust our plans.</p>
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