

**What Our STEP Participants  
Are Saying:**

*"The student I worked with was really struggling.  
I felt I was needed and I believe I made a  
difference for him."*

*"I've made many wonderful, new  
friendships with my co-workers in STEP  
and in the schools."*

*"It gave me a better understanding of  
the contemporary educational process."*

*"Working with kids is challenging –  
but it sure is fun. It makes me feel  
young again."*



**A Property Tax Advantage  
Opportunity for  
Brown Deer Seniors**



**S**enior  
**T**ax  
**E**xchange  
**P**rogram

SCHOOL DISTRICT OF  
BROWN DEER



INSPIRE • INNOVATE • LEAD

**Senior Tax Exchange Program**

Presented by the School District of Brown Deer

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# STEP: A Win-Win Partnership Between Brown Deer Seniors and the School District

## Helping Seniors, Schools and Students

The School District of Brown Deer is proud to be a leader in bringing our students an exceptional educational opportunity while enabling our senior citizens to benefit by participating in the Senior Tax Exchange Program (STEP). This innovative program offers retired Brown Deer property owners a unique way to use their special skills and talents working within the School District in exchange for a real estate tax credit.

## National Program Benefits Brown Deer Community

STEP is a highly regarded national program that started in Colorado and has since been adopted by other states, including Wisconsin. Brown Deer implemented its program at the start of the 2008-09 school year. The STEP program is open to any Brown Deer citizen 55 years of age and older who has retired from full-time employment, owns property in Brown Deer and pays property taxes. Participants are paid \$5 per hour and may work 119 hours per calendar year, for a maximum of \$595 in annual compensation that is applied to their real estate taxes. Two eligible citizens residing at the same property may share the work to meet the maximum amount of tax credit for each primary residence.

## More Than a Tax Advantage

Retirees in the STEP program enjoy many advantages beyond the property tax credit. Participants are recognized and appreciated as valuable assets to our children, our schools and our community. Enthusiasm for the program can be measured by the continuing interest of retirees to remain active in

STEP, enjoying new friendships with their adult colleagues and treasuring the partnerships formed over the years with co-workers and School District staff.

## Building Bridges Between Generations

STEP is a winning venture for everyone. Our School District benefits because the STEP programs help supplement tight budgets that do not allow for hiring additional staff. Students gain from working one-on-one with their adult role models. And as their self-esteem and confidence grow, their senior mentors encourage them to set goals and strive to do their very best. The positive influence and encouragement of the adults is invaluable to the children, especially those who are most at risk, or those who have special physical, social or emotional needs. As bridges are built between generations, the older adult participants are energized as they experience the freshness and idealism of youth.

## Limitless Possibilities for Involvement

Opportunities to be part of the STEP program are virtually limitless for just about every talent, skill or interest. The program is flexible and aimed at matching individual abilities with School District needs in office, clerical and academic activities. There is always a need for a variety of work including:

### Academic

- Tutoring
- Reading with students
- A variety of special class projects
- Art projects/ bulletin boards, displays

### Clerical/Office

- Computer work
- Copying, filing, mailings
- Phone answering

### Other

- Fundraising
- Gardening
- Ushering



## Getting Started with STEP

If you are a retired Brown Deer senior property owner, STEP is a great way to get involved with our community while reducing your tax burden. All it takes to get started is completing a brief application providing information about yourself and the talents you can share. School faculty and staff will match their projects or student needs to your skills. After a short, informal interview and orientation, assignments are scheduled. It's as easy as that!

The Brown Deer STEP Handbook provides additional information explaining the program in detail along with the application form. To learn more, visit the School District website ([browndeerschools.com](http://browndeerschools.com)).

## Make a Difference. Get Involved!

STEP is fun, fulfilling and financially rewarding. Start today to make a difference in the lives of our students while helping the School District of Brown Deer. Plus, enjoy the added benefit of a reduction in your personal property taxes. Together we can define our destiny and create positive experiences for the entire community. To find out how you can help others while you help yourself, please contact:

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## CONSIDER THESE MANY REWARDS!

STEP Coordinator Jan Williams, who is a retired Brown Deer K-12 counselor and teacher, says that everyone involved in the program is a winner.

"Besides the tax credit, retirees are rewarded with the respect and gratitude of our community for sharing their lifetimes of experience, talents, skills and wisdom. Personal, one-on-one attention for our students is invaluable – and the impact a grandparent figure can make on a student's life is enormous," she says.

## OUR MISSION

*Together with our families and community, we will inspire students to be passionate learners, creative thinkers and innovative leaders who enrich our world.*

