

Shared Key Interests

1. Advance student learning, achievement, and success by keeping it at the heart and as the filter for our decision making.

2. Utilize research-based curricula that reflects 21st Century themes and applications and are responsive to the needs and potential of all students, preparing them for a global society.

3. Provide real-life, diverse learning opportunities with practical applications in the classroom and beyond.

4. Inform and engage the community in shaping educational strategy and formulating responses to change.

5. Attract, retain, and develop a high quality, diverse, creative, and innovative workforce of leaders.

6. Provide safe, secure, flexible, inviting, and well-maintained environments that nurture student well-being and enhance teaching and learning.

7. Identify, integrate, and expand technology to foster adaptability and maximize learning for all.

8. Foster mutually beneficial partnerships and collaborations that expand learning opportunities and resources.

Wausau School District

Board of Education Meeting Agenda

In Compliance with the Wisconsin Open Meeting Law

Public Notice s.19.84 (3)
Exemptions s.19.85

Patrick McKee, President
Karen Vandenberg, Clerk

A Regular Meeting of the BOARD OF EDUCATION will be held in the **Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403 at 5:00 PM or immediately following the previous meeting on Monday, August 9, 2021.**

I. CALL TO ORDER	
II. ROLL CALL	
III. PLEDGE OF ALLEGIANCE: Patrick McKee, President	
IV. READING OF THE MISSION STATEMENT	
V. PUBLIC AND STUDENT COMMENT	
VI. APPROVE CONSENT AGENDA (Action Requested)	3
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VIII. NEW BUSINESS	
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I. SRO MOU (Action Requested)	
IX. OPEN FORUM	
A. Board Member Professional Growth & Development Report	
B. Legislative Liaison Report	
C. Superintendent Commentary	
D. Presiding Officer Commentary	
X. REQUEST FOR CLOSED SESSION PURSUANT TO STATE STATUTES	
A. Pursuant to Section 19.85(1)(c), Wis. Stats., to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, specifically, to discuss the resignation of a member of the teaching staff.	
B. Reconvene in Open Session, to take further action if necessary and appropriate.	
XI. ADJOURN	

NOTICE POSTED: Thursday, August 5, 2021, at 4:15 pm

**Shared Key
Interests**

1. Advance student learning, achievement, and success by keeping it at the heart and as the filter for our decision making.

2. Utilize research-based curricula that reflects 21st Century themes and applications and are responsive to the needs and potential of all students, preparing them for a global society.

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Wausau School District

Board of Education Meeting Agenda

In Compliance with the Wisconsin Open Meeting Law

Public Notice s.19.84 (3)
Exemptions s.19.85

Patrick McKee, President
Karen Vandenberg, Clerk

By: _____

NOTICE SENT TO:

WSAU WSAW-TV WAOW-TV WJFW-TV CITY PAGES WAUSAU PILOT & REVIEW SCHOOLS
WAUSAU DAILY HERALD WAAM CITY HALL COURTHOUSE PUBLIC LIBRARY

WAUSAU SCHOOL DISTRICT
HUMAN RESOURCES

TO: Board of Education
FROM: Tabatha Gundrum
MEETING: August 9, 2021
SUBJECT: Staffing Consent Agenda

The Administration respectfully asks that the Board of Education approve the following staffing changes pertaining to the Consent Agenda:

APPOINTMENTS (Additional Staff, Replacement Staff, Contract Increases):

NAME	BUILDING	POSITION	EFFECTIVE DATE	SCHEDULE PLACEMENT
Brenna Solum	Wausau West HS	.80 FTE, English Teacher	8/26/21	\$37,760
Elizabeth Zastrow	Wausau East HS	1.00 FTE, Mathematics Teacher	8/26/21	\$43,000
Jenny Borchardt	PEER	1.00 FTE, Cross Categorical SPED Teacher	8/26/21	\$59,500
Kandie Gallagher	District	1.00 FTE, SStep Teacher	8/26/21	\$48,600
Kristi Kimote	District	1.00 FTE, School Social Worker	8/26/21	\$48,600
Marshall DeLonay	John Marshall and Grant Elementary	1.00 FTE, General Music Teacher	8/26/21	\$47,200
Michelle Waldvogel	Lincoln Elementary	1.00 FTE, School Counselor	8/26/21	\$56,900
Nickolas Peterson	Wausau West HS	1.00 FTE, Cross-Categorical SPED Teacher	8/26/21	\$44,400
Phyllis Strickfaden	John Marshall Elementary	1.00 FTE, Special Education Teacher	8/26/21	\$47,200
Rebecca Zoromski	Wausau East HS	1.00 FTE, Cross-Categorical SPED Teacher	8/26/21	\$43,000
Regina Anderson	Horace Mann MS / Wausau West HS	1.00 FTE ESL Teacher	8/26/21	\$45,800
Sarah Lynch	South Mountain Elementary	1.00 FTE, Special Education/CARE Teacher	8/26/21	\$51,400

SEPARATIONS (Resignations, Contract Decreases, Terminations):

NAME	BUILDING	POSITION	EFFECTIVE DATE
David Farmer	Horace Mann MS	1.00 FTE, Instrumental Music	7/29/21
Kris Poncek	Lincoln Elementary	1.00 FTE, School Counselor	7/15/21
Kurstin Kolodziej	G. D. Jones Elementary	1.00 FTE, Early Childhood Special Education	7/26/21
Olivia Kranz	G. D. Jones Elementary	1.00 FTE, Gr. 1 Teacher	7/13/21
Tricia Wille	G. D. Jones Elementary	1.00 FTE, Gr. 4 Teacher	7/28/21

LEAVES OF ABSENCE

NAME	BUILDING	POSITION	EFFECTIVE DATES

RETIREMENTS

NAME	BUILDING	POSITION	EFFECTIVE DATE

WAUSAU SCHOOL DISTRICT
HUMAN RESOURCES

TO: Board of Education
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 MEETING: August 9, 2021
 SUBJECT: Staffing Consent Agenda

ADDENDUM

The Administration respectfully asks that the Board of Education approve the following staffing changes pertaining to the Consent Agenda:

APPOINTMENTS (Additional Staff, Replacement Staff, Contract Increases):

NAME	BUILDING	POSITION	EFFECTIVE DATE	SCHEDULE PLACEMENT
Brenna Ohrmundt	Horace Mann Middle	Instrumental Music Teacher	8/26/21	\$44,400
Megan Fox	G. D. Jones Elementary	1.00 FTE, Grade 2	8/26/21	\$44,400
Jennifer Stout	G. D. Jones Elementary	1.00 FTE, Grade 1	8/26/21	\$56,900
Stephanie Will	District	1.00 FTE, School Psychologist	8/26/21	\$70,620
Samantha Hack	G. D. Jones Elementary	1.00 FTE, Grade 4	8/26/21	\$43,000

SEPARATIONS (Resignations, Contract Decreases, Terminations):

NAME	BUILDING	POSITION	EFFECTIVE DATE

LEAVES OF ABSENCE

NAME	BUILDING	POSITION	EFFECTIVE DATES

RETIREMENTS

NAME	BUILDING	POSITION	EFFECTIVE DATE

WAUSAU SCHOOL DISTRICT
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NAME	BUILDING	POSITION	EFFECTIVE DATE	SCHEDULE PLACEMENT

SEPARATIONS (Resignations, Contract Decreases, Terminations):

NAME	BUILDING	POSITION	EFFECTIVE DATE
Kelley Schmidt	Riverview Elementary and Thomas Jefferson Elementary	Art Teacher (Pending Breach of Contract Fee)	08-09-21

LEAVES OF ABSENCE

NAME	BUILDING	POSITION	EFFECTIVE DATES

RETIREMENTS

NAME	BUILDING	POSITION	EFFECTIVE DATE

Minutes of REGULAR MEETING

The Board of Education Wausau School District

DRAFT

A Regular Meeting of the Board of Education of the Wausau School District was held Monday, July 12, 2021, beginning at 5:00 PM in the Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403.

Present: Jon Creisher; Ka Lo; Pat McKee; Cody Nikolai; Jane Rusch; Lance Trollop; Karen Vandenberg; and Lee Webster.

Absent: James Bouche;

I. CALL TO ORDER

The meeting was called to order at 5:00 pm

II. ROLL CALL

Ms. Peck read the roll call.

III. PLEDGE OF ALLEGIANCE: Patrick McKee, President

President McKee lead everyone in the Pledge of Allegiance.

IV. READING OF THE MISSION STATEMENT

President McKee read the District mission statement.

V. PUBLIC AND STUDENT COMMENT

There were none.

VI. APPROVE CONSENT AGENDA (Action Requested)

A. Appointments (Additional Staff, Replacement Staff, Contract Increases)

Abigail Fox (English Teacher/East) .60 FTE, effective August 26, 2021 - June 6, 2022; Anna Fischer (German Teacher/East and Mann) 1.00 FTE, effective August 26, 2021; Ethan Edwards (English/Language Arts Teacher/Muir) 1.00 FTE, effective August 26, 2021; Kimberly Gilray (Physical Therapist/District) 1.00 FTE, effective August 26, 2021; Aimee Hein (English Teacher/West) 1.00 FTE, effective August 26, 2021; and Julie Schell (Director of Elementary Education/Longfellow) 1.00 FTE, effective August 2, 2021.

B. Separations (Resignations, Contract Decreases, Terminations)

Julie Oehmichen (RrI Coordinator/Longfellow) 1.00 FTE, effective June 30, 2021; and Angela Pliska (School Counselor/South Mountain and Maine) 1.00 FTE, effective July 12, 2021.

C. Leaves of Absence

D. Retirements

E. Minutes: Regular Session of June 14, 2021; Special Session of June 14, 2021; and Special Session of June 28, 2021.

F. Payment of Bills/Budget Status and Investment Report

G. Donations to the District

Cody Nikolai moved to approve the consent agenda with great gratitude for donations made to the District, seconded by Lance Trollop. The motion carried 8-0.

VII. OLD/RECURRING BUSINESS

A. Education/Operations Committee Meeting

1. Whole Child-Whole Wausau Short Cycle Report on Goal A4-Achievement and AGR Goals

President McKee shared that at the June Education/Operations Committee Meeting, Chris Nyman, provided an overview of AGR, reviewed each school's Reading and Math achievement data and presented the next steps.

2. Whole Child-Whole Wausau Short Cycle Report on Goal W1 - Wellness

President McKee shared that at the June Education/Operations Committee meeting, Wendy Cartledge and Angie Lloyd presented the short cycle report on wellness.

3. Policy 7510 - Use of District Facilities **(Possible Action Requested)**

Lance Trollop moved to approve the proposed revisions listed on 7510 BV Redlines with additional changes, seconded by Karen Vandenberg. The motion carried 8-0.

VIII. NEW BUSINESS

A. Education/Operations Committee Meeting

Lance Trollop left the room at 5:11 pm due to a conflict of interest.

B. Employee Handbook Updates for 2021-22 **(Action Requested)**

Lee Webster moved to approve the changes to the 2021-22 Employee Handbook as presented, seconded by Cody Nikolai. The motion carried 7-0-1.

Lance Trollop returned to the room at 5:30 pm.

C. Annual Academic Standards **(Action Requested)**

Jane Rusch moved to approve the 2021-22 academic standards as presented, seconded by Jon Creisher. The motion carried 8-0.

D. Review School Perceptions Survey Results

President McKee shared that at the June Education/Operations Committee Meeting, Dr. Hilts reviewed the School Perceptions Survey results.

E. School Board Positive Impact

President McKee shared that at the June 28 Board Ed/Ops Committee meeting, administration was asked to generate a list of possible projects the school board could work to support.

Administration has done some brainstorming related to possible projects for the school board. Some possible fund raising projects include:

1. Artist in Residence:
 - We have had some experiences with this concept around theater, visual arts and music. These are always popular and a challenge to fund.
2. School Murals
 - A few of our schools have murals and they become a focal point in the school and can reflect history or other important topics we want to emphasize.
3. Events to connect with families of preschool children (carnival/literacy)
 - Could we begin to form a relationship with families before their children ever enter school? We could offer fun activities as well as literacy-based experiences. The River District and WPD have successfully offered similar events.
4. Athletics

If the Board is interested in athletics, three possible projects emerged.

 - One immediate need includes baseball dugouts at East and West.
 - Another possible project includes an indoor turf training facility.
 - A third option would be to renovate Thom Field.

IX. OPEN FORUM

A. Board Member Professional Growth & Development Report

Ka Lo shared that she met with Senator Tammy Baldwin to discuss broadband and infrastructure funding.

B. Legislative Liaison Report

Ka Lo shared that Governor Evers signed the state budget providing an extra 100 million dollars to education. She also shared that UW-SP has added a new major.

C. Superintendent Commentary

Dr. Hilts shared that he would be meeting with community leaders to examine the possibility of converting to a single high school with two campuses.

D. Presiding Officer Commentary

President McKee shared that he had received positive feedback for the direction the board has been taking.

X. ADJOURN

Karen Vandenberg moved to adjourn, seconded by Cody Nikolai. The motion carried at 6:02 pm.

Respectfully Submitted,

KV:cp

Karen Vandenberg,
Board Clerk

Minutes of REGULAR MEETING

The Board of Education Wausau School District

DRAFT

A Special Meeting of the Board of Education of the Wausau School District was held Monday, July 12, 2021, beginning at 6:00 PM in the PDC Meeting Room in the Longfellow Administration Center, 415 Seymour Street, Wausau, Wisconsin 54403.

Present: Jon Creisher; Ka Lo; Pat McKee; Cody Nikolai; Jane Rusch; Lance Trollop; Karen Vandenberg; and Lee Webster.

Absent: James Bouche

I. Call to Order

The meeting was called to order at 6:07 pm.

II. Create Guiding Principles for the Board

III. Discuss School Board and Administrative Roles

Ms. Lor facilitated the Board development agenda items.

IV. Adjourn

Cody Nikolai moved to adjourn, seconded by Jon Creisher. The motion carried at 7:34 pm.

Respectfully Submitted,

Karen Vandenberg,
Board Clerk

KV:cp



District Donation Form Gifts, Grants, and Bequests

- This is a grant.
- This is a donation.
- I wish to remain anonymous.

Today's Date: July 28, 2021

Donor's Name: Workplace Volunteer Council (Fill a Backpack, Fill a Need - FABFAN)

Donor's Address: PO Box 1384, Wausau, WI 54402-1384

Donor's Phone: _____

Amount of Donation: 1505 Backpacks to the district

School/Building Receiving Donation: All elementary/middle schools within the District

Department/Program Receiving Donation: Education/ G2M Out of School Programming

Designation/Purpose of Donation: Donations to student/families for school supplies - filled backpacks with all school supplies.

The Wausau School District and Education G2M Out of School Programming
Department/Program

of all Elementary and Middle Schools 1505 backpacks with school supplies
School/Building gratefully acknowledge your gift of Donation

to be used by the Department/Program named above for student in need of back-to-school supplies
Purpose

Building Principal Signature:  Date: 7-28-21

ROUTING:
Original to Donor
Email copy to Department/Program
Email copy to Building Administrative Assistant/Building Bookkeeper
Email copy to Superintendent's Administrative Assistant at Longfellow



District Donation Form Gifts, Grants, and Bequests

- This is a grant.
- This is a donation.
- I wish to remain anonymous.

Today's Date: 7-1-21

Donor's Name: Kathryn Schneider

Donor's Address: 317 Fleming Street, Wausau, WI 54403

Donor's Phone: _____

Amount of Donation: (2) bags of clothing

School/Building Receiving Donation: Wausau East High School

Department/Program Receiving Donation: Lumberjack Closet

Designation/Purpose of Donation: For students in need

The Wausau School District and the Lumberjack Closet Department/Program

of Wausau East gratefully acknowledge your gift of (2) bags of clothing
School/Building Donation

to be used by the Department/Program named above for students in need
Purpose

Building Principal Signature: Cale Bushman Digitally signed by Cale Bushman
Date: 2021.07.13 14:07:22 -05'00' Date: _____

ROUTING:
Original to Donor
Email copy to Department/Program
Email copy to Building Administrative Assistant/Building Bookkeeper
Email copy to Superintendent's Administrative Assistant at Longfellow

Whole Child-Whole Wausau **Strategic Plan - SERVICE Short Cycle Report**

August 9, 2021

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Our Mission ... To advance student learning, achievement, and success.

OVERVIEW:

- **S1. MARKETING.** Increase awareness and positive perceptions of the District as measured by an annual increase of 5% in Facebook fans and followers and an annual increase of 5% in positive media stories.
 - Facebook: Met goal. (11% increase)
 - Positive media stories: Met goal. (14% increase)
 - Challenge → 400% increase in negative stories

[Next steps](#)

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- **S2. PROGRAMS AND OFFERINGS.** Increase awareness of District programs and offerings and optimize experiences for students, families, staff, and the community as measured by a brief feedback tool with a baseline determined by June 2020.
 - Working toward goal (impacted by pandemic)
 - Determining feedback tool.
 - New website launched June 2021 to optimize experiences.

[Next Steps](#)



OVERVIEW:

- **S3. PARTNERSHIPS.** Attract and strengthen partnerships and optimize their mutual value as measured by quantitative and qualitative feedback at the conclusion of the partnership or at least on an annual basis.
- Working toward goal (impacted by pandemic)
 - Determining best feedback tool to use.
 - Surveys or focus groups?
 - Numerous partnerships going well right now.
 - YMCA, Boys & Girls Club, Wausau Police and Fire & Parks, Recreation,¹⁶ and Forestry.

[Next Steps](#)



What are the challenges within S1?

- Getting coverage of those positive stories can be tough at times.
 - Depends on other news happening within the community.

Next Steps?

- Continue to advertise, market, and promote our District on social media.
- Continue to share positive story ideas with media partners.
 - To combat the issue of getting positive coverage at times -- we'll tell our own 'news stories' for our social media pages and website. 17
- Strategic advertising campaign showing the value of a WSD education, its impact on businesses, and our community, etc.



What are the Challenges within S2?

- A website rollout is a huge undertaking. We're still working out some of the glitches.



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Next Steps?

- Select a brief feedback tool to gather data on programs and offerings and implement it.
- Continue working on and learning more about website capabilities - and begin utilizing it as marketing tool.



What are the challenges within S3?

- Not necessarily a challenge, just being mindful of the budget.

Next Steps?

- Deciding the right format of feedback tool -- surveys, focus groups?
- Explore new partnerships.

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**Wausau School District
415 Seymour Street
P.O. Box 359
Wausau WI 54402-0359
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www.wausauschools.org

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Our Mission ... To advance student learning, achievement, and success.

Wausau School District

Student Enrollment Update
August 9, 2021

*Presented by:
Jon Euting*



Our Mission ... To advance student learning, achievement, and success.

Enrollment Overview

(Based on August 4, 2021)

- **4K-12 District Enrollment** increased by 288 students
- **Elementary Enrollment** increased by 146 students
- **Middle School Enrollment** decreased by 13 students
- **High School Enrollment** increased by 155 students
- **Charter School Enrollment** decreased by 52 students
- **New Open Enrollment**
 - 118 students coming in
 - 178 students going out
- **42 Returning Students**



4K-12 District Enrollment



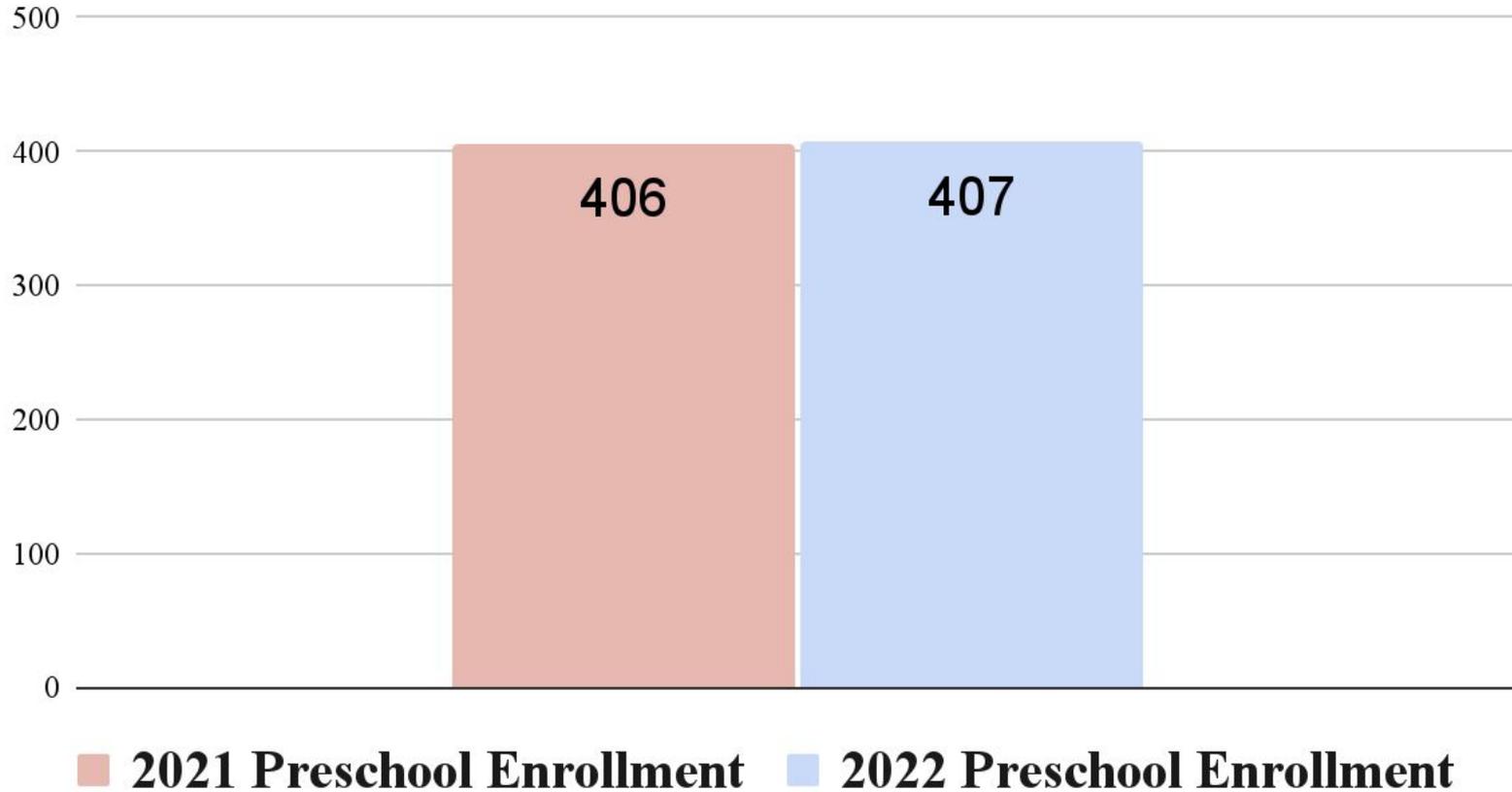
2021 District Enrollment **2022 District Enrollment**

[Return to Slide 2](#)

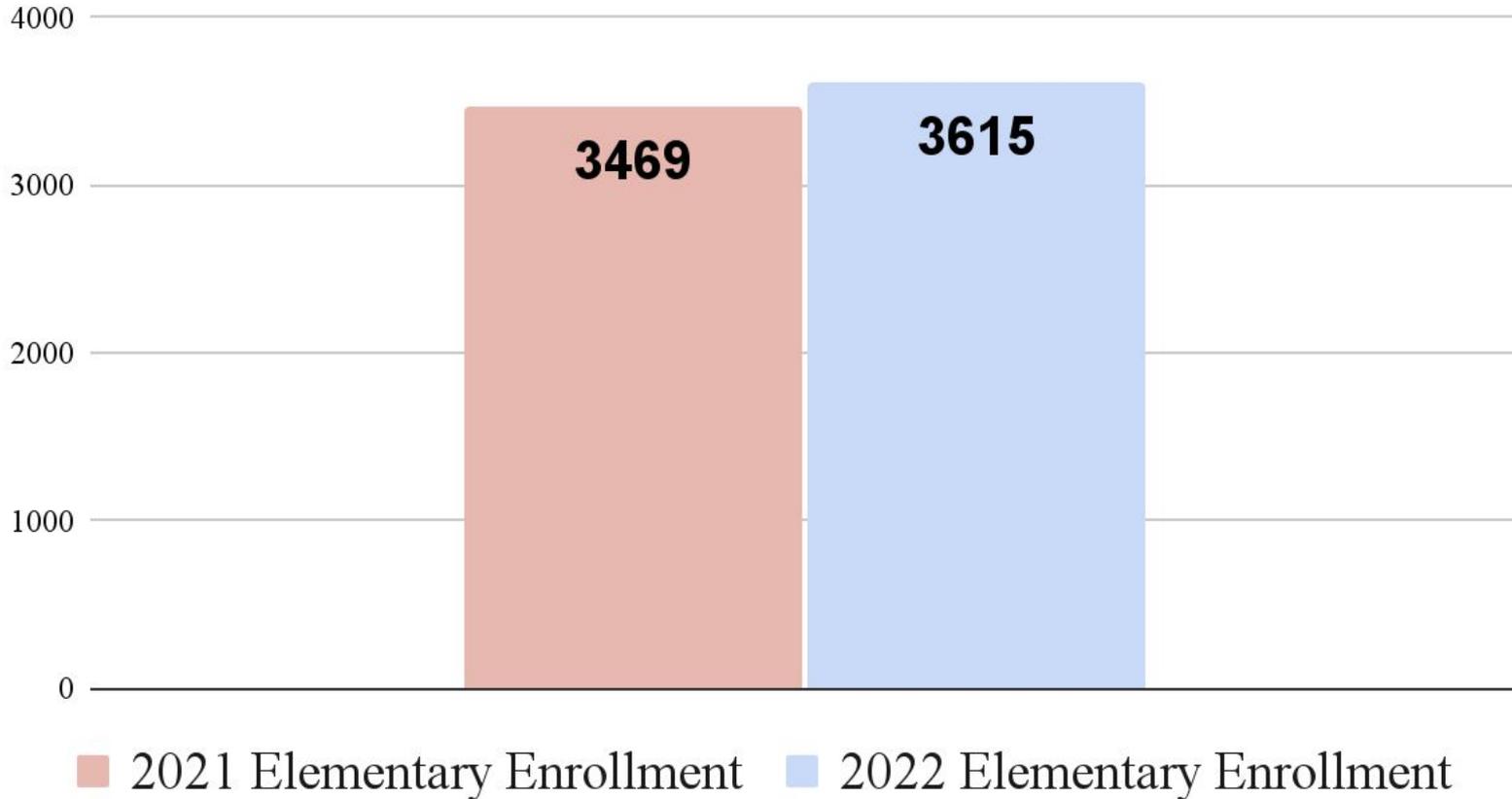
Elementary Enrollment Overview

- 4K Student Enrollment increased by 1 student
- K-5 Student Enrollment increased by 146 students
- 11 of 13 Elementary Schools increased student enrollments

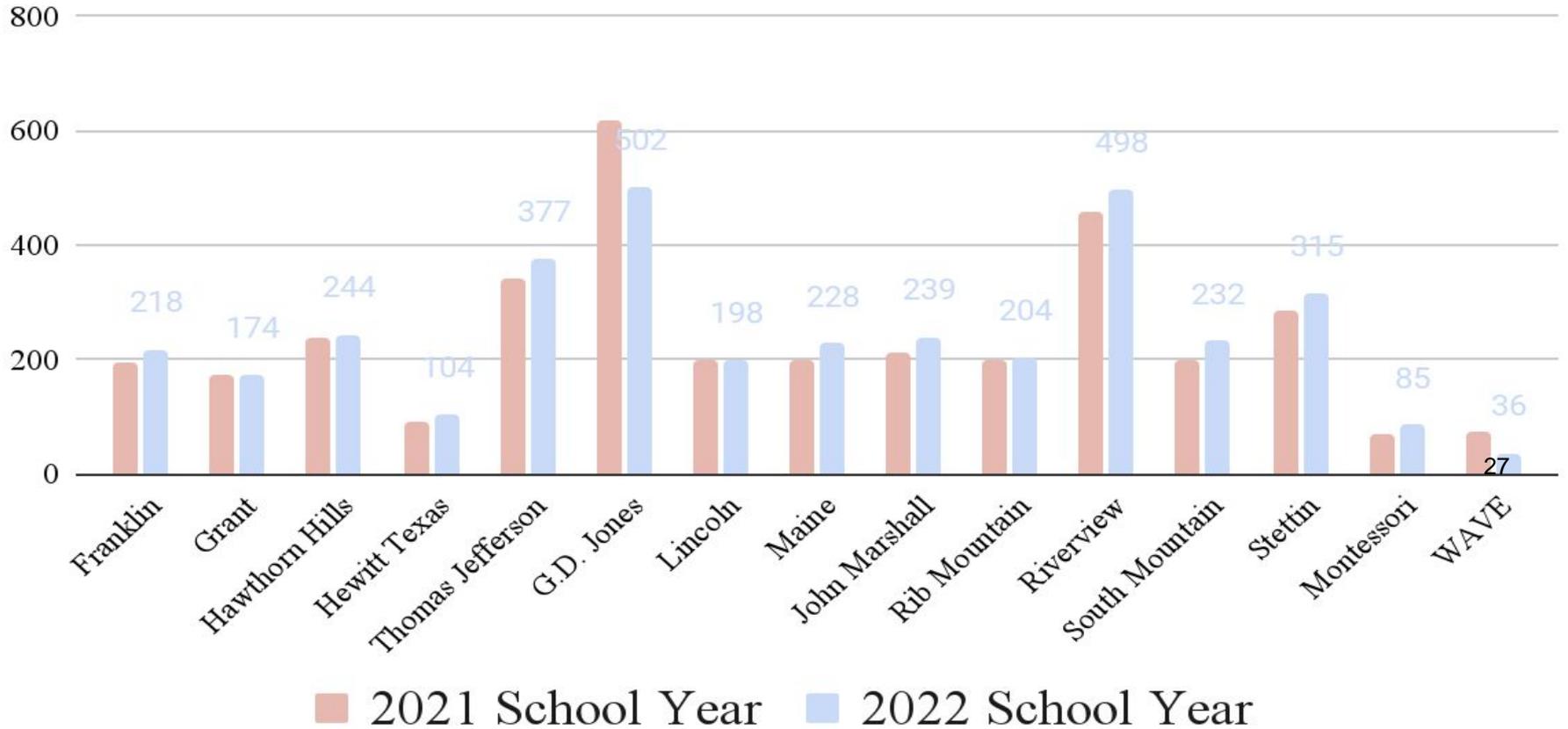
4K Enrollment



Elementary Enrollment



Elementary Enrollment by School



[Return to Slide 2](#)

Middle School Enrollment Overview

Middle School Enrollment Decreased by 13 students

John Muir Decreased by 6 students

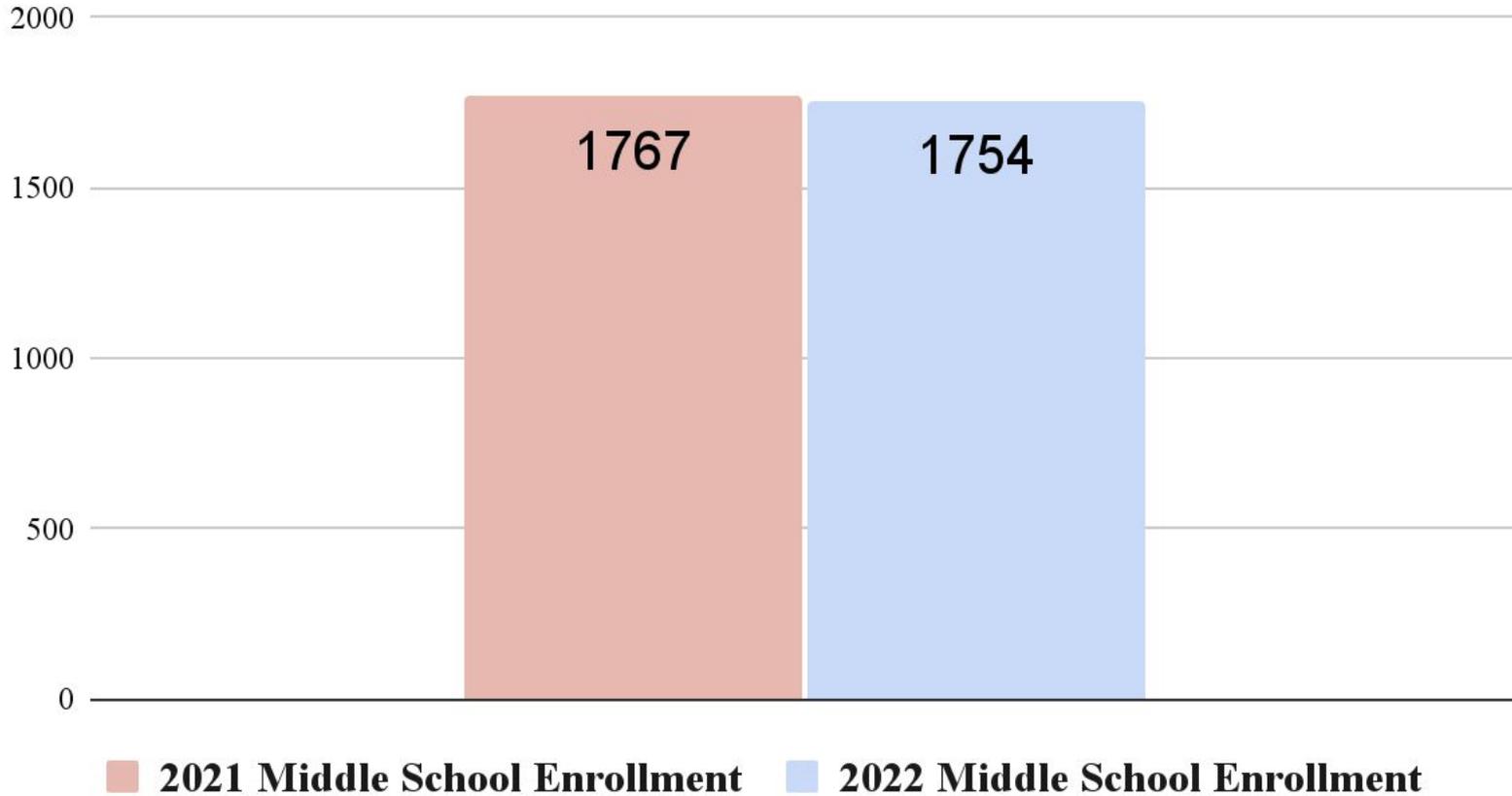
Horace Mann Increased by 9 students

EEA (Middle School Levels) Decreased by 2 students

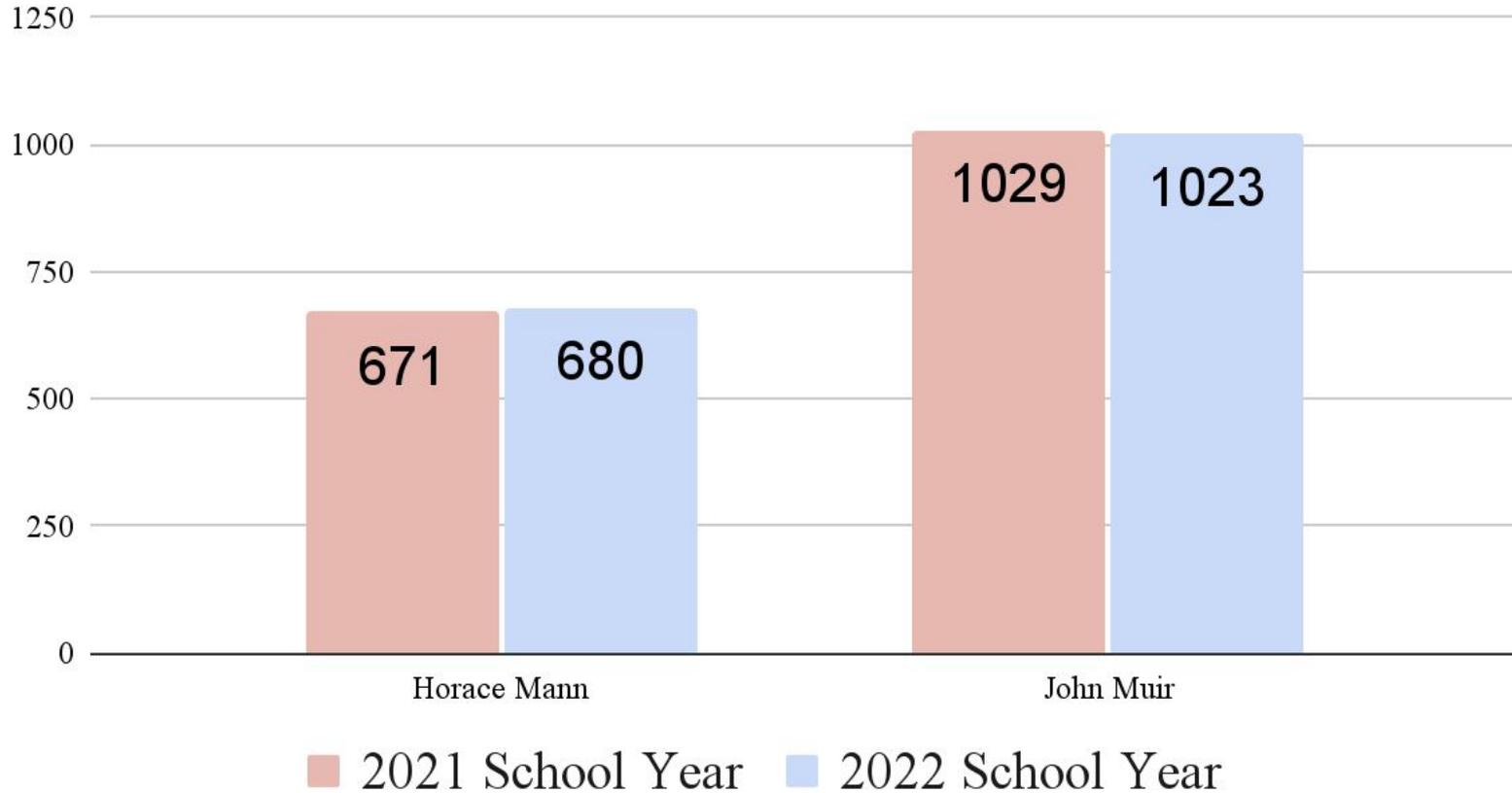
Montessori (Middle School Levels) Decreased by 4 students

WAVE (Middle School Levels) Decreased by 10 students

Middle School Enrollment



Middle School Enrollment by Building



High School Enrollment Overview

High School Enrollment Increased 150 students

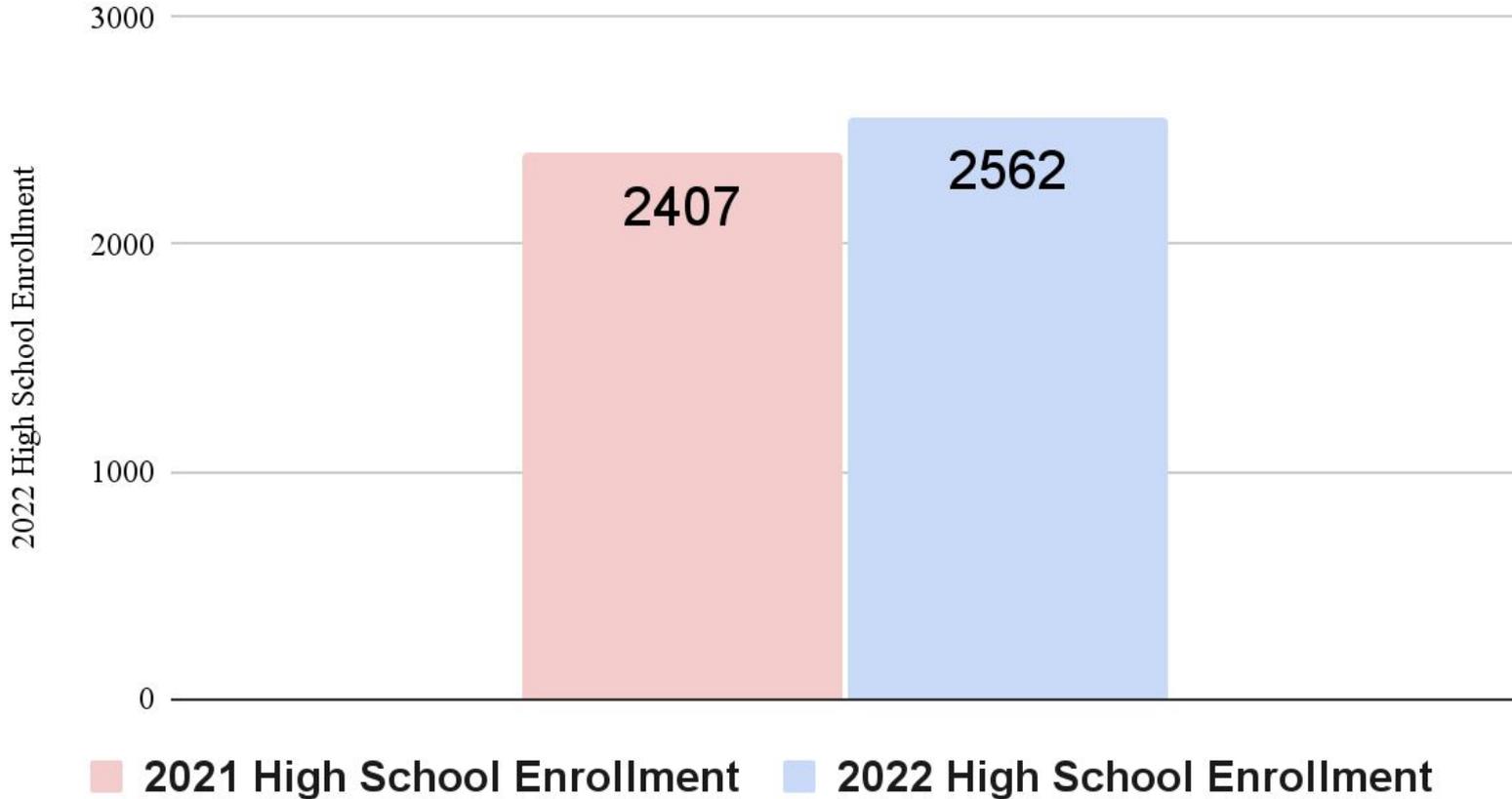
Wausau East Increased 76 students

Wausau West Increased 94 students

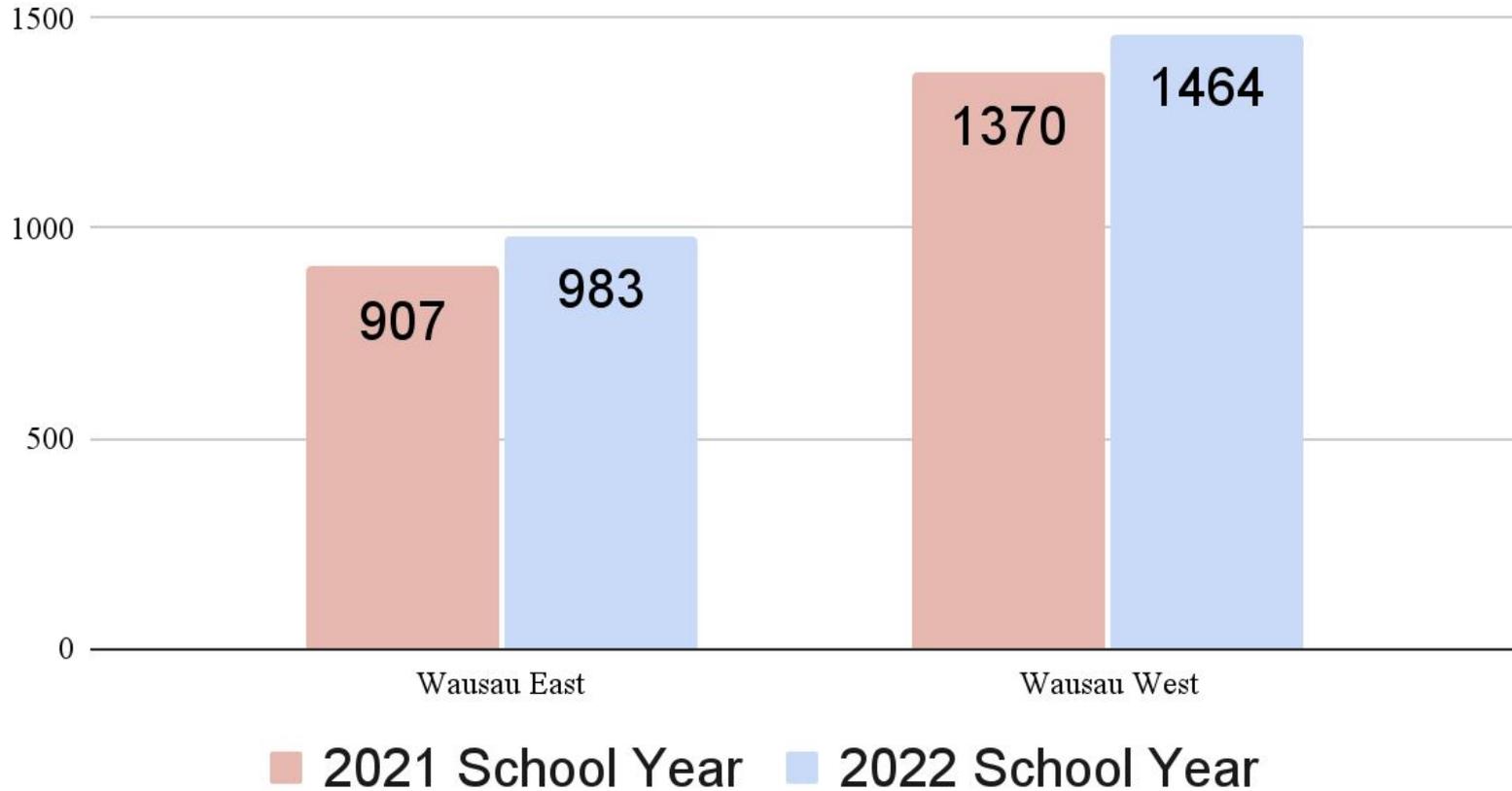
EEA (High School Levels) Decreased 20 students

WAVE (High School Levels) Increased 5 students

High School Enrollment



High School Enrollment by Building



Charter School Enrollment Overview

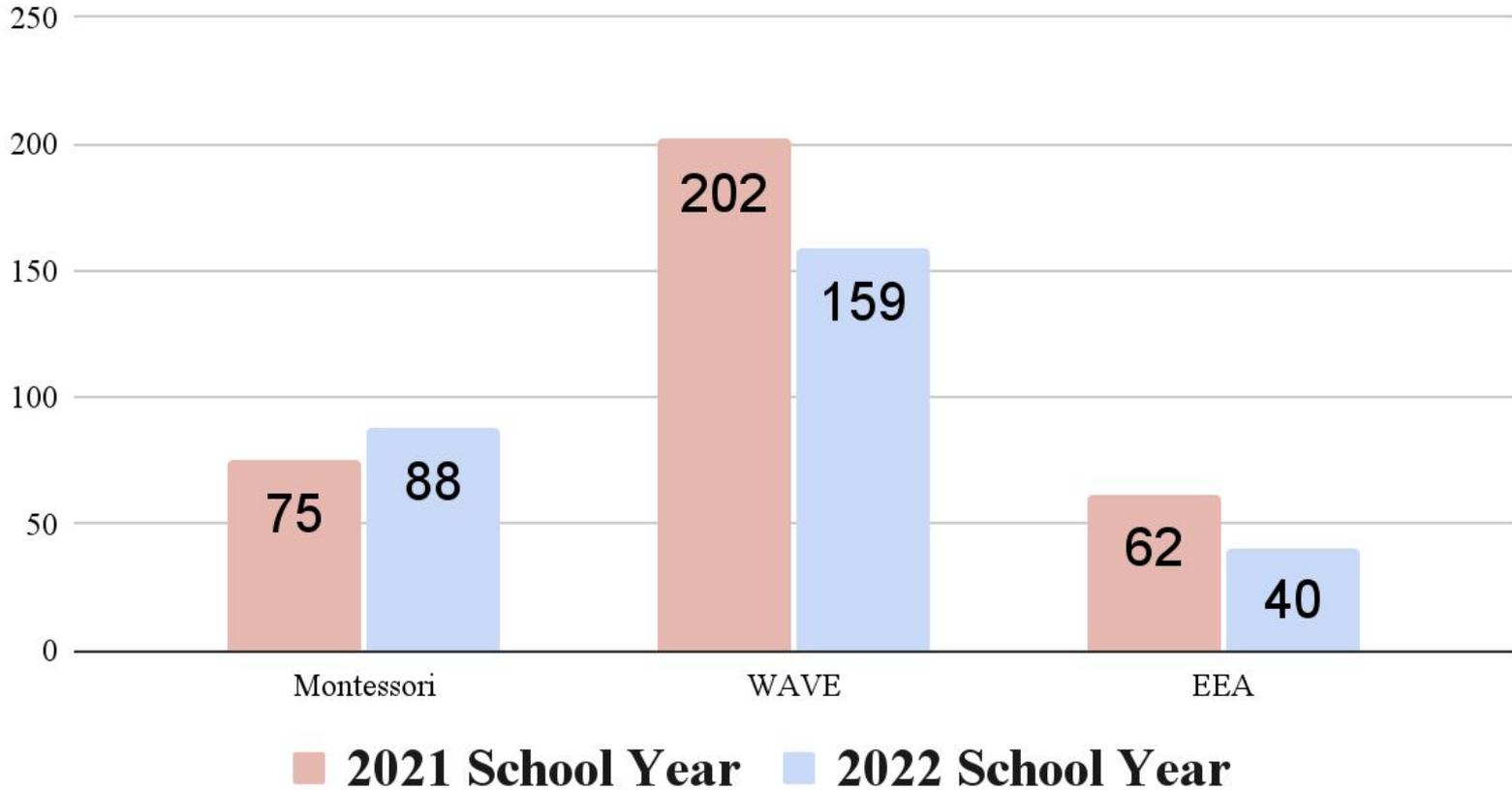
Overall Charter School Enrollment Decreased by 52 students

Montessori Enrollment Increased 13 students

WAVE Enrollment Decreased 43 students

EEA Enrollment Decreased 22 students

Charter School Enrollment



Wausau School District
415 Seymour Street ■ P.O. Box 359 ■ Wausau WI 54402-0359 ■ 715-261-0500

www.wausauschools.org

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Our Mission . . . To advance student learning, achievement, and success.

KEEPING KIDS SAFE

An evidence-based approach to protecting kids during the school year



The **Centers for Disease Control and Prevention** and the **American Academy of Pediatrics** strongly recommend that in order for schools to remain open, which is of critical importance to the education and wellbeing of children and families, certain public health measures must be instituted and adhered to, like universal **mask** wearing.

Why now?

Delta has changed the game

- Delta is 200% more transmissible and results in up to 1000x higher viral load compared to previous variants.
- This translates into a $R(0)=6-10$. Meaning, on average, one person infects 6-10 people. This is similar to the $R(0)$ for chickenpox and higher than the $R(0)$ for smallpox.
- Vaccinated individuals who become infected can spread the Delta variant to others.

Kids don't have an immunity wall.

Not enough kids are protected for an effective immunity wall

- For example, only 30% of children have SARS-CoV-2 antibodies in Texas, meaning a **majority of kids have yet to be exposed** to COVID-19 (Messiah et al., 2021).
- Many children haven't had the opportunity to be protected by the COVID-19 vaccine.
 - Only 12+ are eligible
- Not enough eligible adolescents are vaccinated.
 - Only 39% of 16-17 year-olds and 27% of 12-15 year-olds are fully vaccinated in the United States (AAP, July 28, 2021)

We can do it safely during a pandemic.

Study after study shows the effectiveness of a layered approach in K-12 schools

- In **Missouri**, schools that implemented masks, physical distancing, and increased ventilation had much lower transmission than in the community (Dawson et al., 2021)
- In **Utah**, despite high community incidence and an inability to space students' classroom seats ≥ 6 ft apart, high student mask use resulted in low transmission and no school-related outbreaks in 20 Salt Lake County elementary schools (Hershow et al., 2021)
- In rural **Wisconsin**, masking requirements and student cohorting within schools allowed transmission risk to remain low (Falk et al., 2021)
- A study in **Florida** found a layered approach is especially needed when community spread is high (Doyle et al., 2021)

We need to do it for our kids' health.

COVID-19 in kids can range from mild to severe illness

- As of July 22, 2021, over 4.1 million COVID-19 pediatric cases have been reported. The CDC estimates that the "true" burden is 26,838,244 pediatric cases in the U.S.
- In 23 states, 16,878 pediatric hospitalizations have been reported. The CDC estimates 209,264 cumulative pediatric hospitalizations in the U.S. as a whole.
 - Hospitalization rates for COVID-19 are higher than for the 2009-10 H1N1 pandemic.
- As of May 2021, 3,742 MIS-C cases have been linked to COVID-19.
- Over 400 pediatric deaths have been reported since the beginning of the pandemic. Although this seems low compared to adults, **COVID-19 is now a top 10 cause of death for adolescents in the United States.**
- Mortality is not the only negative outcome. Long COVID-19 (or Post-acute Sequelae of COVID-19 [PASC]) has been reported among kids.
 - The British National Health Service is reporting that 7-8% of kids experience long COVID-19 and is opening new pediatric clinics for long COVID-19 around the country.

We need to do it for our community.

We need to stop transmission among kids to stop spread in the community.

- Kids spread SARS-CoV-2 as efficiently as adults. Several outbreak investigations have demonstrated transmission among children, adolescents, and young adults, including transmission to older household members.
- Living with a child engaged with in-person school without public health mitigation measures increases the odds of COVID-19 for the household (Lessler et al., 2021)
- Children who got COVID-19 at two Utah daycares spread it to household members (Schwartz et al., 2020)

A collective approach is far more effective.

A collective approach is far more effective than an individualistic approach

- While masks provide protection to the wearer, they primarily serve as source control and the greatest benefits occur if everyone wears them.
- Kids are highly influenced by peers and teachers. If all peers are required to wear masks, social desirability will play a factor into compliance.
- Using vaccination status to determine who should wear a mask in schools will be a huge burden on teachers and staff and nearly impossible to enforce



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Wausau, WI 54403-6797

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www.co.marathon.wi.us

For Immediate Release

Date: August 3, 2021

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Marathon County Moves to Substantial Risk for COVID-19 Transmission Vaccination & Masking are Best Combination for Stopping the Spread

Wausau, WI – Over the past few weeks, Marathon County, like communities across Wisconsin, continues to see a rise in COVID-19 cases. Marathon County, as well as our surrounding counties are currently experiencing [substantial community transmission](#).

In areas with substantial and high community transmission, the [Centers for Disease Control and Prevention \(CDC\)](#) and the [WI Department of Health Services \(DHS\)](#) recommends that everyone, including fully vaccinated individuals, wear a mask in public indoor settings to help prevent spread of the Delta variant and protect others. Wearing a mask is particularly important when attending large indoor public gatherings and where social distancing is not able to be maintained. All teachers, staff, students, and visitors of K-12 schools are recommended to wear masks indoors regardless of vaccination status.

“With an increase of COVID-19 cases, getting vaccinated and wearing a mask is the best combination to stop the spread,” says Joan Theurer, Marathon County Health Officer.

CDC recommends fully vaccinated people who have a known exposure to someone with suspected or confirmed COVID-19 be tested 3-5 days after exposure, and wear a mask in public indoor settings for 14 days or until they receive a negative test result.

These recommendations are based on new science which indicates the Delta variant is highly infectious and is spreading more quickly than any other strains of COVID-19. Infections in fully vaccinated people happen in only a small proportion of people who are fully vaccinated, even with the Delta variant. As of July 22, 2021, among those fully vaccinated in Wisconsin, 0.1% have become infected with COVID-19. Most people who experience infection after being fully vaccinated report mild or no symptoms.

The best way to protect yourself, your family, and your community from COVID-19 and the Delta variant is to get vaccinated. Getting vaccinated against COVID-19 prevents severe illness, hospitalization and death. The COVID-19 vaccines help reduce the spread of the virus in communities.

Past infection with COVID-19 does not assure protection from the Delta variant, so people who have had past COVID-19 infection are strongly encouraged to get vaccinated. High vaccination coverage will not only reduce the spread of the virus, but also help prevent new, and possibly more concerning, variants from emerging.

Vaccination is the best way to protect you, your family, and your community. COVID-19 vaccines are widely available in Marathon County to everyone 12 years of age and older. For information on where to get a vaccine go to [Marathon County COVID-19 Vaccine webpage](#) or vaccines.gov.

-END-

The Data Behind the CDC's New Masking Recommendations

As a result of massive summer gatherings in and around Cape Cod, hundreds of vaccinated people tested positive for COVID-19 with viral titers similar to unvaccinated patients.



Stephanie Melchor

Aug 2, 2021

Large public gatherings are associated with SARS-CoV-2 breakthrough infections—detectable virus in fully vaccinated people—according to [a report](#) the US Centers for Disease Control and Prevention released Friday (July 30). According to multiple outlets, the data prompted the agency's shift earlier last week to again recommending that vaccinated people wear a mask indoors in some circumstances.

ABOVE: © ISTOCK.COM, [GEORGECLERK](#)

The report focuses on 469 COVID-19 cases identified in Barnstable County, Massachusetts during July 2021 that were sparked by public summer gatherings. Approximately three-quarters of the cases were breakthrough infections, and of the cases that were DNA-sequenced, 90 percent were caused by the [Delta variant](#).

In addition to the startling number of cases in fully vaccinated people, the report found that the vaccinated patients had comparable viral loads to the unvaccinated patients, which could indicate a capacity for transmission. Although this finding “just gives you an indication of how much viral RNA is in the sample, it tells you nothing about infectiousness,” University of Southern California clinical microbiologist Susan Butler-Wu tells [Science News](#). She says that if an infected vaccinated person develops symptoms, “we already knew that they'd have higher viral loads [than asymptomatic cases],” but that high viral loads are not necessarily indicative of infectiousness. Yale University virologist Brett Lindenbach adds that the virus particles may be coated in antibodies, and therefore could be less infectious, but officials don't yet have the data to be sure.

Nevertheless, CDC Director Rochelle Walensky cited the high viral loads as the impetus for the CDC's updated mask recommendations in a [statement](#) last week. “High viral loads suggest an increased risk of transmission and raised concern that, unlike with other variants, vaccinated people infected with Delta can transmit the virus,” Walensky said Friday, according to the *Journal*. “This finding is concerning and was a pivotal discovery leading to CDC's updated mask recommendation,” which urges everyone—vaccinated and unvaccinated—to wear masks in indoor public spaces in regions with high rates of Delta infection and in K-12 schools regardless of local infection rates.

Additionally, [internal documents](#) from the CDC originally published by the [The Washington Post](#) say the Delta variant is more transmissible than the 1918 pandemic flu and as [39%](#) as transmissible as chicken pox. New studies this summer from [Singapore](#), [Scotland](#), and [Canada](#) suggest that in addition to being more transmissible, the Delta variant is associa

with an increased risk of severe COVID-19, including hospitalization and death. As of today (August 2), the studies out of Canada and Singapore were preprints and had not yet been peer-reviewed.

Feedback While the variant appears to be driving an increase in breakthrough infections, *The New York Times* notes that 97 percent of people hospitalized for COVID-19 across the United States are unvaccinated, underscoring the vaccine efficacy against severe illness. In the Massachusetts data, 274 of the vaccinated patients experienced fairly mild symptoms such as fever, sore throat, cough, and headache, says the *Times*; only four of them were hospitalized, and there were no deaths.

Keywords:

CDC, Centers for Disease Control and Prevention, coronavirus, COVID-19, infectious disease, masks, **microbiology**, nutshell, **public health**, SARS-CoV-2, vaccine

ESSER Special Education Staff Additions

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Regular Board Meeting
August, 9 2021



Our Mission ... To advance student learning, achievement, and success.

Action Requested

Rationale:

Due to the special education services that were disrupted during COVID, the special education department is requesting the following staff additions to assist in the acceleration of skill acquisition.

Cost:

\$409,228 Annually through 23-24

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Requested Action:

Use ESSER Funds to add 6 Special Education Paraprofessionals, 1 Early Childhood Teacher, 1 Sped. MS 1.0 FTE



Detailed Rationale

Rationale: Due to the special education services that were disrupted during COVID, the special education department is requesting the following staff additions to assist in the acceleration of skill acquisition.

a. 6 Paraprofessionals to be placed EC-21:

- i. Students identified with disabilities across all levels have a need for additional special education resources and adult support to accelerate their acquisition of the following skills:
- ii. Post High School Vocational/Life Skills
- iii. Early childhood/Elm school readiness skills
- iv. Behavioral/academic support

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b. 1 Early Childhood Teacher/Diagnostician:

- i. This will assist the special education team in the anticipated increase in referrals that did not happen due to families choosing to delay their child's entrance into a school setting. This position would also focus on education and collaboration/outreach with parents of young children identified with disabilities.

c. Additional Sped. Teacher 1.0 FTE to MS (.5 at each)-

- i. A full time teacher split between JMMS & HMMS would allow for more collaboration for the building level special education teams to effectively meet the needs of incoming and outgoing MS students.

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www.wausauschools.org

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Our Mission ... To advance student learning, achievement, and success.

Wausau School District Educational Assistance Program ("Program")

Wausau School District (the "Employer") established the Wausau School District Educational Assistance Program (the "Program"), effective as of August 9, 2021 (the "Effective Date"), for the exclusive benefit of its eligible employees. It is intended that benefits paid under the Program will be nontaxable pursuant to Internal Revenue Code § 127.

1. Eligibility.

- a. Only Eligible Employees may participate in the Program.
- b. "Eligible Employee" means an individual who is not ineligible under Section 1.c and who:
 - i. is classified by the Employer as an employee in the Employer's payroll records;
 - ii. is an employee covered by the Employer's Handbook.
- c. An individual is ineligible to participate in the Program (and is not an "Eligible Employee") if that individual is classified by the Employer as a temporary employee, substitute employee or independent contractor.

2. Benefits.

- a. An Eligible Employee who meets the Program's reimbursement conditions can obtain up to \$5,000 in reimbursement each calendar year for tuition, allowable fees, including registration fees, student fees, and activity fees, and the cost of course-required books that are paid or incurred by the Eligible Employee in connection with an approved educational course that is part of a program leading to a Wisconsin teacher license. Other fees and expenses (including late registration fees, the cost of books that are not required for the course, the cost of any other supplies or equipment, meals, lodging, or transportation expenses) are not eligible for reimbursement under the Program.
- b. Reimbursement will not be provided under the Program to anyone who is not an Eligible Employee at all times when the course begins, when the course is completed, and when benefits are paid. This means that an individual is not eligible and will not receive reimbursement for any course if he or she terminates employment or otherwise ceases to be an Eligible Employee before the course ends, even if the Employer previously approved the course.

3. Courses Qualifying for Benefits.

- a. No reimbursement is available under the Program for any course-related expenses unless the Employer has specifically approved the course in writing (see "Applying for Approval of Course" Section 4 below).
- b. A course must be part of a program leading to a Wisconsin teacher license to qualify for reimbursement under the Program. In its sole discretion, the Employer

can approve reimbursement for any type of course that is part of such a program other than an exercise course or a course involving a sport, game, or hobby (unless the course is required as part of such a program). Courses eligible for approval may include: courses at universities, colleges, trade schools, or other educational institutions that offer coursework as part of a program leading to a Wisconsin teacher license. All courses must be provided by an accredited 2-year or 4-year college or university that is listed as an accredited institution in the Council for Higher Education Accreditation database on the date of course approval.

- c. Approval must be obtained separately for each course. Approval of a course for one Eligible Employee does not guarantee that the same course or a similar course will be approved for any other Eligible Employee. In addition, approval of one or more courses required to obtain a degree or license does not guarantee that any additional courses required for that degree or license will be approved. Approval of educational assistance benefits for any course shall be at the Employer's sole discretion.

4. Applying for Approval of Course.

- a. To receive course approval, an Eligible Employee must submit a Course Approval Request Form. If the Employer approves the course, the Employer will provide a written statement noting the course approval, the expenses that are reimbursable, and the maximum amount of reimbursement the Program will provide for the course. Until the Eligible Employee has received a written course approval, he or she should consider a course unapproved, regardless of any discussions that the Eligible Employee may have had with any representative of the Employer regarding the course.
- b. An Eligible Employee must submit a Course Approval Request Form before registering for a course. If the Eligible Employee's decision to take a course is dependent on a particular amount of reimbursement being available under the Program, it is the Eligible Employee's responsibility to obtain course approval before registering. To ensure that course approval is determined in time, Course Approval Request Forms should be submitted at least 15 business days before the registration deadline for the course. No reimbursement is available for late registration fees or for penalties, including but not limited to penalties for late payment or penalties incurred due to canceling registration for a course.
- c. At the Employer's sole discretion, the Employer may deny approval for any course if the Eligible Employee submits the Course Approval Request Form after the Eligible Employee registers for a course.

5. Satisfactory Completion of Course. To receive reimbursement under the Program, the Eligible Employee must submit documentation of course completion and evidence of minimum required grade received, as provided under this section.

- a. The minimum acceptable grade for a course is any grade that is considered to be passing by the educational institution from which the course is being taken.

- b. Within 30 days after completing a course, the Eligible Employee must submit a transcript or other documentation showing that the course has been completed and the grade that the Eligible Employee received. In no case will reimbursement be available for a course that is dropped before completion or for which an "incomplete" is received.

6. Claiming Reimbursement.

- a. To obtain reimbursement for a course, the Eligible Employee must submit the following to the Employer through the Human Resources Department within 30 days after course completion:
 - i. a signed and fully completed C-17 Voucher;
 - ii. a copy of the Course Approval Request Form already submitted and approved by the Employer;
 - iii. documentation showing completion of the course with a grade that is sufficient under Section 5.a. above, provided that if the instructor does not issue the grade within 30 days after course completion, the Eligible Employee shall have 5 business days after receipt of the grade to submit it to the Employer; and
 - iv. documentation substantiating any course-related expenses for tuition, allowable fees, or books required for the course that were incurred or paid by the Eligible Employee and for which reimbursement is sought.
- b. The Employer generally will approve or deny claims for Program benefits in writing within 30 days. If the Employer determines it needs more than 30 days to approve or deny a claim, it will so notify the applicant as soon as practicable.
- c. In the Employer's sole discretion, the Employer can choose to pay the cost of tuition, allowable fees, and course-required books directly to the educational institution on the Eligible Employee's behalf at the time of the Eligible Employee's registration for a course, rather than reimbursing the Eligible Employee after the completion of the course. In this situation, the Eligible Employee must still satisfy all the requirements of this Section 6, or the Eligible Employee shall owe the Employer an amount equal to the amount that the Employer paid directly to the educational institution on the Eligible Employee's behalf. See "Eligible Employee's Obligation to Repay Employer" Subsections 7.f. through 7.j. below for provisions that apply to the Employee's obligation to repay the employer in this situation.

7. Eligible Employee's Obligation to Repay Employer.

- a. In this section, "Year of Post-Benefit Employment" means a school year (July 1 through June 30) of employment in which the Eligible Employee performs services for the Employer following the Eligible Employee obtaining a teacher license for which the Eligible Employee received benefits under the Program.
- b. In this section, "Year of Benefits" means a Program year (January 1 through December 31) in which the Eligible Employee received benefits under the Program.

- c. In this section, the date Eligible Employee obtains a teacher license through the financial assistance of the Program shall be the date on which the Eligible Employee obtains a teacher license from the Wisconsin Department of Public Instruction (DPI) as indicated in documentation provided by DPI that is deemed sufficient by the Employer.
- d. If the Eligible Employee's employment with the Employer ends for any reason before the Eligible Employee obtains the Eligible Employee's teacher license for which the Eligible Employee has received benefits under the Program, the Eligible Employee agrees to repay the Employer the entire amount that the Employer reimbursed or paid directly to an educational institution under the Program.
- e. If the Eligible Employee's employment with the Employer ends for any reason before the Eligible Employee has completed a number of Years of Post-Benefit Employment equal to the number of Years of Benefits, the Eligible Employee agrees to repay the Employer for amounts reimbursed or paid directly to an educational institution by the Employer under the Program. However, the Employer will not require the Eligible Employee to repay such amounts as provided below:
 - i. Following the first Year of Post-Benefit Employment, the Eligible Employee will not have to repay the Employer an amount equal to the amount received by the Eligible Employee in the Eligible Employee's first Year of Benefits.
 - ii. Following the second Year of Post-Benefit Employment, the Eligible Employee will not have to repay the Employer an amount equal to the amount received by the Eligible Employee in the Eligible Employee's second Year of Benefits.
 - iii. Following the third Year of Post-Benefit Employment, the Eligible Employee will not have to repay the Employer an amount equal to the amount received by the Eligible Employee in the Eligible Employee's third Year of Benefits.
 - iv. Following the fourth Year of Post-Benefit Employment, the Eligible Employee will not have to repay the Employer an amount equal to the amount received by the Eligible Employee in the Eligible Employee's fourth Year of Benefits.
 - v. Following the fifth Year of Post-Benefit Employment and any successive Year of Post-Benefit Employment, the Eligible Employee will not have to repay the Employer an amount equal to the amount received by the Eligible Employee in the Eligible Employee's corresponding Year of Benefits.
- f. Repayment to the Employer for amounts reimbursed or paid directly to an educational institution by the Employer under the Program shall be made, at the option of the Employer, as follows:

- i. By deduction from monies owed to the Eligible Employee;
 - ii. In a lump sum payment within thirty days of the Eligible Employee's receipt of the Employer's written demand for reimbursement; or,
 - iii. By means of a written installment agreement between the Eligible Employee and the Employer.
- g. The Eligible Employee shall not be obligated to repay the Employer for amounts reimbursed or paid directly to an educational institution by the Employer under the Program if the Eligible Employee's failure to obtain a teacher's license or complete sufficient Years of Post-Benefit Employment was for reasons which the Employer, in its sole discretion, determines should excuse the Eligible Employee from such repayment, or any portion thereof.
 - h. The Employer, at its sole discretion, may decline to release the Eligible Employee from any contract until the Eligible Employee repays the Employer.
 - i. The Eligible Employee's obligation to repay the Employer will be in addition to any money owed to the Employer for any other damages, including liquidated damages, caused by the Eligible Employee's separation from employment.
 - j. If the Employer takes action to collect any amount owed to the Employer under this Program, the Eligible Employee shall be liable for any amount that the Employer did not collect from the Eligible Employee, as well as interest at the rate of 12% per annum and all of the costs incurred by the Employer for such action, including the Employer's attorneys' fees.

8. General Provisions.

- a. The Program operates on a calendar-year basis (January 1 through December 31).
- b. Eligible Employees are not required or permitted to contribute to the Program. All Program benefits are to be paid by the Employer from its general assets.
- c. It is expected that courses for which benefits are provided under the Program are to be completed outside the Eligible Employee's regular work hours (and not during time for which the Eligible Employee is being paid by the Employer) and that attending such courses will not interfere with the Eligible Employee's work for the Employer.
- d. The Employer administers the Program, and has sole discretionary authority to interpret the Program, to make eligibility and benefit determinations, and to make factual determinations in connection with the Program. Benefits under the Program will be paid only if the Employer decides in its sole discretion that the applicant is entitled to them. Any determinations of the Employer are final and binding.
- e. The Employer intends to continue the Program indefinitely, but has the right to terminate or amend the Program at any time. If the Employer amends or terminates the Program, any Eligible Employee enrolled in a course that has been

previously approved will remain eligible to be reimbursed according to the Program with respect to the course.

- f. This Program is to be construed, administered, and governed by the laws of the state of Wisconsin, to the extent not superseded by the Internal Revenue Code or other federal law.

This Program is duly adopted by the Wausau School District, on August 9, 2021, effective as of the Effective Date.

Wausau School District

By: _____ Print Name: Pat McKee

Print Title: School Board President

By: _____ Print Name: Karen Vandenberg

Print Title: School Board Clerk

**Wausau School District Educational Assistance Program
Reimbursement Request and Expense Verification Form**

To receive reimbursement of education expenses incurred or paid by you for a course previously approved for possible reimbursement under the Wausau School District Educational Assistance Program (the "Program"), or to verify the successful completion of a course for which the Program has already provided educational assistance benefits, complete this form and return it to the Director of Human Resources at Wausau School District (the "Employer") by hand delivery, email, or mail at Wausau School District, 415 Seymour St, Wausau WI 54402 or tgundrum@wausauschools.org.

Please submit a separate request form for each course with respect to which you are requesting educational assistance benefits under the Program. Along with this form (properly completed and signed), also submit:

- i. a copy of the written course approval, signed on behalf of the Employer (or, if approval has not yet been obtained, a completed and signed Course Approval Request Form);
- ii. documentation showing completion of the course, indicating the grade you received in the course;
- iii. documentation (bills, invoices, statements from independent third parties, receipts, etc.) showing your reimbursable expenses for the course; and
- iv. any additional documentation that the Employer may request.

If the form is incomplete or required items are not submitted, you will not have completed the steps necessary to file a claim for benefits under the Program. **You must complete all required steps within 30 days after the course ends.**

Your Information

Name _____ Current Position _____

Address _____

Telephone _____ E-mail Address _____

Course Information

Type of Wisconsin Teacher License to Which the Course Will Lead _____

Course Name and Description _____

Educational Institution _____

Course Start Date _____ Course End Date _____

Is the course graded pass/fail? What grade did you receive? _____

Have you obtained written course approval for this course? Yes No *(If no, you must attach a completed Course Approval Request Form and submit both forms within 30 days after the course ends.)*

Has the Employer already provided educational assistance benefits to you under the Program at the time of course registration? Yes No

Expenses for Which Education Benefit Reimbursement is Requested

Tuition: \$ _____ Allowable Fees: \$ _____ Books: \$ _____ TOTAL: _____

Expenses for Which Educational Assistance Benefits Have Already Been Provided by the Program

Tuition: \$ _____ Allowable Fees: \$ _____ Books: \$ _____ TOTAL: _____

A tuition and fees statement from the educational institution providing the course named above (or other documentation substantiating the expenses described above) must be attached in order for this form to be complete.

Signature

I certify that the information provided on this form is correct and complete. I agree to all the terms set out in the Program document, including those terms set forth in Section 7, "Eligible Employee's Obligation to Repay Employer."

Signature _____ 51 _____ Date _____

**Wausau School District
Educational Assistance Program
Course Approval Request Form**

To receive approval of a course for possible educational assistance benefits under Wausau School District Educational Assistance Program (the "Program"), complete this form and return it to the Director of Human Resources at Wausau School District (the "Employer") by hand delivery, email, or mail at Wausau School District, 415 Seymour St, Wausau WI 54402 or tgundrum@wausauschools.org.

Course approval is not a guarantee that educational assistance benefits will be paid for the approved course under the Program. Refer to the Program for more information on the conditions that must be met for educational assistance to be provided. A copy of the Program is available upon request by contacting the Employer's Director of Human Resources at the address or email address noted above. A copy is also included in the Employer's Handbook.

Your Information

Name _____ Current Position _____
Address _____
Telephone _____ E-mail Address _____

Course Information

Type of Wisconsin Teacher License to Which the Course Will Lead _____
Course Name and Description _____
Educational Institution _____
Course Start Date _____ Course End Date _____

Is the Course a required part of a teacher license program in which you are enrolled? Yes No

Is the Course graded pass/fail?

Anticipated amount and type of expense: Tuition: \$ _____ Allowable Fees: \$ _____ Books: \$ _____

Are you requesting that the Program provide educational assistance benefits at the time of course registration rather than after course completion? Yes No

Signature

I certify that the information provided on this form is correct and complete. I agree to all the terms set out in the Program document, including those terms set forth in Section 7, "Eligible Employee's Obligation to Repay Employer."

Signature _____ Date _____

<p>Employer Use Only: <input type="checkbox"/> Approved <input type="checkbox"/> Denied</p> <p>If approved, reimbursable expenses are the following items to the extent required for the course:</p> <p>Tuition: \$ _____ Allowable Fees: \$ _____ Books: \$ _____</p> <p>Will the Program provide educational assistance benefits at the time of the Employee's course registration? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Signature _____ Title _____ Date _____</p>

NOTE: Approval provides no assurance that benefits will be available under the Program for this course. All other Program requirements must be met in order for reimbursement to be available when the course is completed.

Book	Policy Manual
Section	8000 Operations
Title	Copy of ANIMALS ON DISTRICT PROPERTY
Code	po8390
Status	
Adopted	December 9, 2019
Last Revised	December 14, 2020

8390 - **ANIMALS ON DISTRICT PROPERTY**

The Board recognizes that there are many occasions when animals are present on District property and many reasons for those animals' presence. Animals are commonly utilized by teachers during classroom presentations and are often housed in classrooms and other locations on campus. Additionally, employees, students, parents, vendors, and other members of the public may be accompanied at school by a service animal in accordance with Federal and State law and this policy.

This policy shall apply to all animals on District property.

Definitions

- A. **"Animal"**: Includes any living creature that is not a human being.
- B. **"Service animal"**: any guide dog, signal dog, or other animal that is individually trained or being trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. The work or tasks performed by a service animal must be directly related to the individual's disability. Examples of work or tasks include, but are not limited to, assisting individuals who are blind or have low vision with navigation and other tasks, alerting individuals who are deaf or hard of hearing to the presence of people or sounds, providing non-violent protection or rescue work, pulling a wheelchair, assisting an individual during a seizure, alerting individuals to the presence of allergens, retrieving items such as medicine or the telephone or fallen objects, providing physical support and assistance with balance and stability to individuals with mobility disabilities, and helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors. The crime deterrent effects of an animal's presence and the provision of emotional support, well-being, comfort, or companionship do not constitute work or tasks for the purposes of this definition.

The Americans with Disabilities Act (ADA) has also specifically defined a miniature horse as an animal that can serve as a service animal, so long as the miniature horse has been individually trained to do work or perform tasks for the benefit of the individual with a disability. To better determine whether the Board must allow for the use of a miniature horse or make modifications to buildings, the Board should refer to Section 35.136 (c) through (h) of the ADA.

- C. ~~**"Therapy Dog"**: Therapy dogs are dogs who go with their owners to volunteer in settings such as schools, hospitals, and nursing homes for the purpose of providing affection and comfort to aid in a particular purpose, such as healing, or learning. A therapy dog in a school setting services the function of assisting students in the learning process while providing comfort and affection to specific students or to a group of students. Therapy dogs are not service dogs and do not have the same special access as service dogs. (source: American Kennel Club/AKC)~~

Non-Service Animals in Schools and Elsewhere on District Property

Animals permitted in schools and elsewhere on District property shall be limited to those necessary to support specific curriculum-related projects and activities, those that provide assistance to a student or staff member due to a disability (e.g., seizure disorder), or those that serve as service animals as required by Federal and State law.

Except where required by law, the presence of a non-service animal shall be disallowed if documented health concerns of a student or staff member cannot be accommodated.

~~Therapy dogs are the personal property of the handler and are specially trained to help all students in the assigned classroom, program, or school. Authorization for a therapy dog to be on District grounds may be granted by the District Administrator provided the following conditions are met each year:~~

- ~~A. Therapy dogs can only be brought in by a third party. Wausau School District employees can not bring therapy dogs or other animals onto Wausau School District property.~~
- ~~B. Documentation of certification as a therapy dog from the AKC, Intermountain Therapy Animals (R.E.A.D.), Alliance of Therapy Dogs, Bright and Beautiful Therapy Dogs, Love on a Leash, Pet Partners, Therapy Dogs International, or another certification program recognized by the AKC.~~
- ~~C. Documentation of an educational purpose for the therapy dog and a regular appraisal period for continuation.~~
- ~~D. Documentation that the therapy dog is not younger than one (1) year old and is properly licensed according to local requirements.~~
- ~~E. Documentation from a licensed veterinarian that the therapy dog is current on its vaccinations and immunizations, is free of fleas and ticks, is in good health, is housebroken, and does not pose a danger to the well-being of students or staff.~~
- ~~F. Documentation of an insurance policy that provides liability insurance for the therapy dog while on District grounds.~~
- ~~G. Documentation that the handler has completed a background check consistent with Board policy and is prepared to be solely responsible for the therapy dog, its care, cleaning, feeding, and cleanup while on District grounds.~~
- ~~H. Agreement that the therapy dog and handler will abide by school rules and any specific rules for the therapy dog's presence on District grounds.~~

~~Authorization for a therapy dog to be on District grounds will be suspended if the therapy dog is the source of an allergic reaction, causes discomfort or distress of a student or staff member, shows aggression or disruptive behavior, relieves itself inappropriately, or otherwise interferes with the learning environment. Reinstatement of authorization for the therapy dog to be on District grounds requires approval by the District Administrator. Authorization for a therapy dog to be on District grounds may be withdrawn at any time by the District Administrator.~~

Walking Pets on School Property

Following are locations, times, and days that it may be appropriate to allow non-service animals on District property:

- A. Pets can only be walked on school property during non-school hours.
- B. Pets must be on a leash.
- C. Pets are only allowed to be walked in parks and remote areas not used by staff and students (such as playgrounds and athletic fields).
- D. Owners must clean up after their pet.

Service Animals for Students

A service animal is permitted to accompany a student with a disability to whom the animal is assigned anywhere on the school campus where students are permitted to be.

A service animal is the personal property of the student and/or parents. The Board does not assume responsibility for training, daily care, or healthcare of service animals. The Board does not assume responsibility for personal injury or property damage arising out of or relating to the presence or use of service animals on District property or at District-sponsored events.

A service animal that meets the definitions set forth in the ADA and this policy shall be under the control of the student with a disability, or a separate handler if the student is unable to control the animal. A service animal shall have a harness, leash, or other tether, unless either the student with a disability is unable because of a disability to use a harness, leash, or other tether, or the use of a harness, leash, or other tether would interfere with the service animal's safe, effective performance of work or tasks, in which case the service animal must be otherwise under the student's control (e.g., voice control, signals, or other effective means), or under the control of a handler other than the student.

If the student with a disability is unable to control the service animal and another person serves as the animal's handler, that individual shall be treated as a volunteer and, as such, will be subject to Policy 8120.

Removing and/or Excluding a Student's Service Animal

If a service animal demonstrates that it is not under the control of the student or its handler, the Principal is responsible for documenting such behavior and for determining if and when the service animal is to be removed and/or excluded from school property.

Similarly, in instances when the service animal demonstrated that it is not housebroken, the Principal shall document such behavior and determine whether the service animal is to be removed and/or excluded from school property.

The Principal should notify the District Administrator **prior to or as soon thereafter as is practicable** when a service animal has been removed and/or excluded, and, immediately subsequent to such notification, document the reasons for the removal and/or exclusion.

The Principal's decision to remove and/or exclude a service animal from school property may be appealed in accordance with the complaint procedure set forth in Policy 2260 – Nondiscrimination and Access to Equal Educational Opportunity.

The procedures set forth in Policy 2260 – Nondiscrimination and Access to Equal Educational Opportunity do not interfere with the rights of a student and his/her parents or an eligible student to pursue a complaint of legally prohibited discrimination with the United States Department of Education's Office for Civil Rights or the Department of Justice.

Eligibility of a Student's Service Animal for Transportation

A student with a disability shall be permitted to access School District transportation with his/her service animal. There may also be a need for the service animal's handler, if the handler is someone other than the student, to also access School District transportation.

When a service animal is going to ride on a school bus owned, leased, or contracted for by the District, the student and his/her parents, or eligible student, and the handler, if s/he is someone other than the student, shall meet with the busing location manager to discuss critical commands needed for daily interaction and emergency/evacuation, and to determine whether the service animal should be secured on bus/vehicle with a tether or harness.

While the bus is in motion, the service animal shall remain positioned on the floor, at the student's feet.

Situations that would cause cessation of transportation privileges for the service animal include:

- A. the student, or handler, is unable to control the service animal's behavior, which poses a threat to the health or safety of others; or
- B. the service animal urinates or defecates on the bus.

The student and his/her parents shall be informed of behaviors that could result in cessation of transportation privileges for the service animal, in writing, prior to the first day of transportation.

If it is necessary to suspend transportation privileges for the service animal for any of the above reasons, the decision may be appealed to the District Administrator or designee.

Although transportation may be suspended for the service animal, it remains the District's responsibility to transport the student. Furthermore, unless the behavior that resulted in the service animal's removal from the bus is also documented during the school day, the service animal may still accompany the student in school.

Service Animals for Employees

In accordance with Policy 1623, Policy 3123, and Policy 4123 - -Section 504/ADA Prohibition Against Disability Discrimination in Employment, the Board provides qualified individuals with disabilities with reasonable accommodation(s). An employee with a disability may request authorization to use a service animal while on duty as such an accommodation. The request will be handled in accordance with the ADA mandated interactive process.

Service Animals for Parents, Vendors, Visitors, and Others

Individuals with disabilities who are accompanied by their service animals are permitted access to all areas of the District's facilities where members of the public, as participants in services, programs, or activities, as vendors, or as invitees, are permitted to go.

Individuals who will access any area of the District's facilities with their service animals should follow the building's standard visitor registration procedures and are encouraged to notify the Principal that their service animal will accompany them during their visit.

An individual with a disability who attends a school event will be permitted to be accompanied by his/her service animal in accordance with Policy 9160 - Public Attendance at School Events.

Revised 7/13/20

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Legal
28 C.F.R. 35.104, 28 C.F.R. 35.136
Wis. Stat. 106.52, Section 504 of the Rehabilitation Act of 1973 (Section 504)
The Americans with Disabilities Act (ADA)
The Individuals with Disabilities Education Act (IDEA)



**WAUSAU WEST
WARRIORS
ATHLETIC AND ACTIVITIES
CODE OF CONDUCT
2021-2022**

1. PHILOSOPHY OF CO-CURRICULAR ACTIVITIES

The Wausau School District believes that co-curricular activities are a vital component of the District's educational program. Activities should be a positive learning experience, allowing students to achieve their greatest potential in their chosen activity. In addition, selection to a team or co-curricular activity is both an honor and privilege and, as such, carries responsibilities and the expectation that students will demonstrate leadership in that activity. As leaders, students are visible representatives of the Wausau School District and its programs. This position means they must demonstrate the highest personal standards of excellence, determination, integrity, and self-discipline.

Wausau School District students will be recognized for their achievements in co-curricular activities. Behaviors that are detrimental to themselves or those they represent will not be acceptable. Dishonesty, unsportsmanlike behavior, and use of controlled substances or conduct unbecoming of a student-athlete/activity member cannot and will not be tolerated by the Wausau School District. The Student Activities Code will be administered fairly and without exception for students participating in co-curricular activities.

2. PURPOSE OF ACTIVITIES CODE

The Activities Code of the Wausau School District is established to provide clear and consistent expectations for students participating in District sponsored activities. Taken together with the Coach's/Advisor's Expectations, the Code is intended to define for those it governs the ideals of good citizenship, fair play, and responsibility for one's individual actions.

3. PROCESS TO FOLLOW TO BECOME INVOLVED IN ACTIVITIES PROGRAMS

Before a student may participate in an activity, the student and parent(s)/legal guardian(s) must:

A. Annually attend one general High School Activities Code presentation that is held three times throughout the year at which:

1. The High School Activities Code will be explained and reviewed.
2. District policies relevant to activities participation will be reviewed.
3. Co-curricular activities will be presented.
4. Annually, sign and return the Activities Code and insurance waiver.
5. Sign and return the Coach's/Advisor's Expectations and emergency medical card.
6. Pay user fee before the first contest/event, if applicable.
7. Athletics:
 - WIAA physical examination and permit card (signed by a licensed physician/physician assistant or advanced practice nurse prescriber) must be submitted every other school year.
 - In alternate years, the alternate year card must be signed and submitted.
 - A signed WIAA eligibility form must be submitted.
 - Parents/guardians and students must attend a mandatory coach's meeting prior to the first competition.
8. Activities:
 - Parents/Guardians and students may be required to attend an advisor's meeting.

4. REGULATIONS OF HIGH SCHOOL ACTIVITIES CODE

The student must be a full-time student and is required to follow the conditions set forth in the High School Activities Code on a year-round (12 month) basis, and he/she must make a commitment to the following:

A. Attendance

The student must be in a full day of attendance (not including in-school suspension) to be able to participate in any activity that day. Students leaving school for illness may not participate in any activities that same day. The only exceptions to this requirement are:

1. Excused absences not to exceed one-half of the student's scheduled classes;
2. Family emergencies (such as funerals) approved by the Activities Director;
3. Administrative approval;

4. Habitual Truancy: Students that are cited for habitual truancy shall be suspended from participation in co-curricular activities. Students may earn reinstatement by having (15) days free of unexcused absences. Further unexcused absences will cause additional suspension from co-curricular activities.

HABITUAL TRUANT is defined under Wisconsin Statutes as “a pupil who is absent from school without an acceptable excuse under sub. (4) s.118.15 for part or all of five (5) or more days on which school is held during a school semester”.

B. Academic

In order to be academically eligible, a student must have no failing quarter grades. A student not meeting this criterion will be ineligible for activities for fifteen (15) consecutive scheduled school days and nights. The ineligibility will begin on the fifth (5th) scheduled school day following the end of the first (1st), second (2nd), or third (3rd) quarter. Eligibility for activities that begin on or before the first (1st) quarter of the new academic year shall be based on the previous fourth (4th) quarter grades. Opportunities may exist to regain eligibility through summer school courses. Summer school grades may be substituted for fourth (4th) quarter failures provided they are in the same academic area as the failed class. Summer school is to be considered an extension of the school year it follows.

Grade changes and removal of an incomplete grade must be completed within two weeks of the date grades are posted.

To regain eligibility, a student must complete a grade check with the Activities Director on the fifteenth (15th) school day after the declaration of ineligibility to ensure passing grades in all classes. To maintain eligibility, the student must complete a second grade check on the thirtieth (30th) school day after the declaration of ineligibility to ensure continued passing grades in all classes. A student who is ineligible due to failing grades, will continue to practice, but may not return to competition - until the SCHOOL DAY FOLLOWING the fifteen (15) day ineligibility period. For fall activities, the period of ineligibility is the lesser of twenty-one (21) calendar days beginning with the date of earliest allowed competition in an activity or one-third of the maximum number of games/meets allowed in an activity.

C. Conduct Rule

The following conduct rules are established in the best interest of the student and the school. Students who comply with these rules demonstrate their desire to dedicate themselves to self-improvement. These conduct rules apply year-round (12 months), in and out of school.

1. A student shall not violate Board Policy #5517.01 – Bullying, #2260 Prohibition Against Harassment and Discrimination.
2. Steal or possess stolen articles.
3. Buy, sell, use or possess illegal drugs, controlled substances, street drugs, or performance enhancing substances (PES).
4. Buy, sell, use or possess tobacco products, including vapes, e-cigarettes, etc.
5. Buy, sell, use or possess alcohol products, non-alcoholic beer, wine, or look-a-likes.
6. Conduct him/herself in a manner unbecoming a student representing the Wausau School District. Examples of conduct unbecoming may include, but are not limited to: (a) violation of a law; (b) vandalism; (c) disrespect to school authorities; (d) inappropriate use of social media; (e) violation of school rules; (f) attending and remaining where any code violation is occurring – not making an effort to remove yourself from the situation immediately.

A student participating in a WIAA sponsored sport who is charged and/or convicted of a felony shall, upon the filing of felony charges, become ineligible for all further participation until the student has paid his/her debt to society and the courts consider the sentence served (including probation, community service, etc.).

Note: Except for conduct violations under felony charges, the school must provide an opportunity for the student to be heard prior to any penalty being enforced. If a student appeals a suspension, according to the school's appeal procedure, the student is ineligible during the appeal process.

5. CONSEQUENCES OF ACTIVITIES CODE VIOLATIONS

Students who make a commitment to accept the responsibilities listed in the High School Activities Code will have the privilege of full participation in the co-curricular activities program. Consequences of High School Activities Code violations shall be cumulative beginning with and continuing throughout the student's participation during his/her freshman, sophomore, junior, and senior years.

Activities Council

The Joint Wausau East and Wausau West Activities Council will be composed of the following: The Principals, the Activities Directors, the head coach/advisor involved with the student, and one coach and/or one advisor from each school. If the violation being examined involves a student in athletics, the member of the Council will be an athletic coach. If the violation being examined involves a student in activities, the member of the Council will be an advisor. If the violation being examined involves a student in both athletics and activities, both members will serve.

The Activities Council shall meet as often as necessary and will take action in a fair and impartial

manner. Minutes of the meeting will be recorded and kept by an Activities Director. If the Activities Council cannot meet prior to the activity or awards night the student will be participating in, the Activities Director or Principal may suspend the student from participation or receiving any award. The student and/or parent/guardian will be notified prior to the event. Any activity suspensions that occur prior to the date the Activities Council meets will be included in the total suspension the student is required to serve.

In all cases, the student shall be provided due process to include:

1. The student and parent(s)/guardian(s) will be informed of the alleged violation and will be provided an opportunity to meet with the Activities Director to discuss the alleged violation and potential consequences. Additionally, parents may submit a written statement to be provided to all Activities Council members.
2. The Activities Council will meet to discuss the information gathered on the alleged violation and will determine appropriate action and consequences in accordance with the Activities Code.
3. In the event that conditions exist which are otherwise unpredictable and that have a district-wide impact over an extended period of time, or create a serious disruption of the athletic and/or activities schedules, the Activity Council may choose to amend a code violation consequence. The amended consequence supersedes any previous consequences and must be in alignment with WIAA rules and regulations.
4. The student and parent(s)/guardian(s) will be informed in writing of the decision of the Activities Council.

A. Violation of Conduct Rule:

Violations of the responsibilities described in Section IV C. will be dealt with in the following manner:

1. When Administration is made aware of a possible violation, the Administration and/or Activities Director will investigate the violation. If there is evidence of a violation Administration will contact the student and parent(s)/guardian(s) to review the alleged violation. If Administration determines there is sufficient proof that a violation has occurred, it will be referred to the Activities Council to determine potential consequences.

2. A "season/activity" is defined as beginning with the official starting date

for the season/activity through the last day of the individual's official competition/participation in that particular activity. A violation will result in the loss of any recognition/award for that activity if the offense occurs before the awards are presented. In-season violations will remove that individual from nomination for or receipt of any awards for that activity.

3. A first code violation will result in the loss of, or eligibility to hold, any elected or appointed leadership position (e.g. team captain/club officer) in any activity for no less than the next six (6) months of the school calendar from the date of written confirmation.

4. A second code violation will make the student ineligible to hold any elected or appointed leadership position during the remainder of his/her high school career.

5. A suspension from athletics must be served in athletics. A suspension from a non-athletic activity must be served in a non-athletic activity.

6. Per WIAA regulations, if a student transfers to a different school, the consequences for a violation of an Activities Code and academic ineligibility transfer with him/her.

6. SUSPENSIONS

A. First Offense or Violation:

1. The violator will be suspended from athletic competition for 25% of the regular season scheduled contests in that sport (rounded up). A contest is defined as an interscholastic competition, played under rules, with officials (not a scrimmage). The number of game suspensions will be determined as 25% of scheduled games at the time the schedule is published.

2. If the violation is the result of alcohol, tobacco or other drug related offenses, the student-athlete must undergo an AODA assessment performed by a community-based health organization/AODA treatment agency. The student must follow the recommendations made by the agency. The cost of the assessment will not be covered by the school and is the responsibility of the student/parent. The student will provide the athletic director written notification of progress made through the counseling process prior to any reinstatement to participate.

3. If the violation is not an alcohol or drug related offense, the student will meet with a high school counselor. This plan will require:

- Suspension for not less than 25% of the activities' regular scheduled games/performances, which may be carried into the next activity in which the student participates.
- Completion of two (2) to three (3) risk management sessions with a high school counselor. If the school counselor feels the violation rises to a high-need level, recommendation will be made to a community-based counselor.
- Following the recommendations of the agency, probationary eligibility will be determined by reported progress in the program by counseling agency.
- The student will be responsible for any costs associated with participation in the counseling program.

4. Students will continue to practice with the team during the suspension period but will not suit up or travel. Students are expected to attend home events. They are required to be in street clothes on the bench with their team. If less than 25% of the contests remain on the schedule, the remaining percentage of the suspension will carry over into the post-season and/or the contests of the next sport in which the athlete participates.

If suspension carries over into the post-season, the student is ineligible to participate in all post season play per WIAA Rules. NOTE: Regardless of how many post-season games are played, only one (1) game (the first post-season game) is credited toward satisfying the violation penalty.

5. For an in-season suspension, the student will continue to practice but will be suspended from participating in contests/performances as determined by the Activities Council. The maximum allowable penalty for an in-season first offense will be all contests/performances for the remainder of the current activity. If the violation occurs at a time the student is not participating in an activity, the student will be suspended from participating in contests/performances in his/her next activity of participation, as determined by the Activity Council. The maximum penalty allowable for an out-of-season first offense will be all contests/performances for the next activity of participation. During a suspension, the student must participate for the entire activity/season and finish in good standing in order for the suspension to be satisfied.

6. If the offense occurs in-season, the student will lose any recognition/awards for that activity.

7. If the violation occurs during the last two (2) weeks of the regular scheduled activity, the suspension may carry over to the next activity in which the student chooses to participate; however, during this suspension the student must participate for the entire season in the next activity and finish in good standing in order for the suspension to be satisfied.

B. Second Offense or Violation:

1. The student will lose eligibility for not less than 50% of the games/performances for that activity up to one (1) calendar year for all activities, from the date the suspension begins.

2. If the violation is the result of alcohol, tobacco or other drug related offenses, the student-athlete must undergo an AODA assessment performed by a community-based health organization/AODA treatment agency. The student must follow the recommendations made by the agency. The cost of the assessment will not be covered by the school and is the responsibility of the student/parent. The student will provide the athletic director written notification of progress made through the counseling process prior to any reinstatement to participate.

3. If the offense occurs in-season, the student will lose any recognition/awards for that activity.

4. If the violation is not an alcohol or drug related offense, the student will meet with a high school counselor. This plan will require:

- a. Referral for community-based counseling.
- b. Agency Intake - signed release of records.
- c. Following the recommendations of the agency.
 - Probationary eligibility will be determined by reported progress in the program by the counseling agency.
- d. The family is responsible for financial responsibilities

5. The student and parent(s)/guardian(s) may opt for reduced suspension by completing the school-approved Assessment/Counseling Plan, with District counseling staff, designed for each type of violation under the following rules:

- a. The student who chooses the counseling option will be ineligible to compete in games/performances again until completion of the plan. All counseling programs are a minimum of eight (8) sessions in length.
- b. At the discretion of the head coach/advisor and Activities Director, the student may practice while completing the Plan.
- c. Upon completion of the school-approved Assessment/Counseling Plan and suspension period, eligibility will be reviewed and reinstatement may be made by the Activities Director.
- d. The student who begins but does not complete the entire Plan, has no opportunity to regain eligibility through early reinstatement.
- e. The student will be responsible for any costs associated with participation in the Assessment/Counseling Plan.

C. Third Offense or Violation

The student is ineligible for further participation in any activity for the remainder of his/her high school career with the following exception:

A student may request an Activities Council review after one full calendar year from his/her last code violation if, during the time of suspension, the student has remained free from any additional activities code violations. The Activities Council may grant eligibility if it determines the student and situation warrants it.

D. Fourth Offense or Violation

The student is ineligible for further participation in any activity for the remainder of his/her high school career.

7. COACH'S/ADVISOR'S EXPECTATIONS

The High School Activities Code states that each coach/advisor will establish in writing his/her expectations. The expectations are to include student behavior. This supplement is

developed to identify unacceptable student conduct that is contrary to the ideals and standards of the District's and our community. If a student's behavior is considered unacceptable, he/she will be disciplined as stated in the final paragraph of this supplement.

Areas of expectations are, but are not limited to:

1. Practice/Meeting Conduct and Rules
2. Locker Room/Dressing Room Conduct and Rules
3. Game/Performance Conduct
4. Use of Social Media
5. Transportation Conduct
6. Equipment Care
7. Unacceptable Language
8. Dress Code
9. Training Hours
10. Tardiness/Absences/Classroom Behavior
11. Attitude
12. Other expectations as identified by the coach/advisor

Because the expectations referred to above cover a multitude of possible violations with a varying degree of severity, the consequences may also be broad. It is the intent to apply appropriate consequences to violations. These consequences may vary from a verbal reprimand to the loss of eligibility for the remainder of the current season. The coach/advisor will contact the student and parent(s)/guardian(s) if a suspension or dismissal is in order. Any coach's/advisor's decision to dismiss will be made in concert with the Activities Director. Violations of coach's/advisor's expectations are cumulative only during each season of participation.

8. OTHER PROVISIONS

In alignment with Wisconsin Act 279 and WIAA policy, victims of sexual assault and bystanders who do one or more of the following cannot be issued a code of conduct violation:

- report a sexual assault
 - request emergency assistance
 - cooperate with and assist law enforcement
 - stay on the scene of the incident
 - encounter law enforcement at a medical facility at which the victim is being treated
- The victim or bystander must meet the State Amnesty Law Requirements. The victim may not falsely claim amnesty knowing the situation that he or she reports does not exist.

9. CHANGING SPORTS/MULTIPLE SPORTS PARTICIPATION

A. An athlete may not quit one sport and begin another during the same sport season except by agreement of the coaches involved and/or the Activities Director.

B. An athlete may participate in multiple sports (maximum two) per season with the approval of both coaches involved. However, the athlete must declare his/her primary sport prior to participation in either sport. Once the athlete has declared their primary sport, they must participate in all scheduled competitions for that declared sport unless it is mutually agreed by both coaches involved.

10. AWARDS

A. Credit for earning a letter will be established by the coach or advisor in each activity. Written copies of these criteria will be on file in the office of the Activities Director and the building principal.

B. All awards for each activity are given only on the recommendation of the coach or advisor of that activity.

C. A student must be in good standing at the end of the activity's season to receive his or her awards.

11. STUDENT ACCIDENT INSURANCE

The Wausau School District DOES NOT provide student accident insurance to cover medical costs to any of our student/athletes. However, it is recommended that all students participating in Wausau School District activities be insured by their parent/guardian.

The Wausau School District does not discriminate on the basis of race, age, 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").



WAUSAU EAST LUMBERJACKS

ATHLETIC AND ACTIVITIES

CODE OF CONDUCT

2021-2022

1. PHILOSOPHY OF CO-CURRICULAR ACTIVITIES

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self-improvement. These conduct rules apply year-round (12 months), in and out of school.

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5. Buy, sell, use or possess alcohol products, non-alcoholic beer, wine, or look-a-likes.
6. Conduct him/herself in a manner unbecoming a student representing the Wausau School District. Examples of conduct unbecoming may include, but are not limited to: (a) violation of a law; (b) vandalism; (c) disrespect to school authorities; (d) inappropriate use of social media; (e) violation of school rules; (f) attending and remaining where any code violation is occurring – not making an effort to remove yourself from the situation immediately.

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Note: Except for conduct violations under felony charges, the school must provide an opportunity for the student to be heard prior to any penalty being enforced. If a student appeals a suspension, according to the school's appeal procedure, the student is ineligible during the appeal process.

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Students who make a commitment to accept the responsibilities listed in the High School Activities Code will have the privilege of full participation in the co-curricular activities program. Consequences of High School Activities Code violations shall be cumulative beginning with and continuing throughout the student's participation during his/her freshman, sophomore, junior, and senior years.

Activities Council

The Joint Wausau East and Wausau West Activities Council will be composed of the following:

The Wausau School District does not discriminate on the basis of race, age, 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").

The Principals, the Activities Directors, the head coach/advisor involved with the student, and one coach and/or one advisor from each school. If the violation being examined involves a student in athletics, the member of the Council will be an athletic coach. If the violation being examined involves a student in activities, the member of the Council will be an advisor. If the violation being examined involves a student in both athletics and activities, both members will serve.

The Activities Council shall meet as often as necessary and will take action in a fair and impartial manner. Minutes of the meeting will be recorded and kept by an Activities Director. If the Activities Council cannot meet prior to the activity or awards night the student will be participating in, the Activities Director or Principal may suspend the student from participation or receiving any award. The student and/or parent/guardian will be notified prior to the event. Any activity suspensions that occur prior to the date the Activities Council meets will be included in the total suspension the student is required to serve.

In all cases, the student shall be provided due process to include:

1. The student and parent(s)/guardian(s) will be informed of the alleged violation and will be provided an opportunity to meet with the Activities Director to discuss the alleged violation and potential consequences. Additionally, parents may submit a written statement to be provided to all Activities Council members.
2. The Activities Council will meet to discuss the information gathered on the alleged violation and will determine appropriate action and consequences in accordance with the Activities Code.
3. In the event that conditions exist which are otherwise unpredictable and that have a district-wide impact over an extended period of time, or create a serious disruption of the athletic and/or activities schedules, the Activity Council may choose to amend a code violation consequence. The amended consequence supersedes any previous consequences and must be in alignment with WIAA rules and regulations.
4. The student and parent(s)/guardian(s) will be informed in writing of the decision of the Activities Council.

A. Violation of Conduct Rule:

Violations of the responsibilities described in Section IV C. will be dealt with in the

following manner:

1. When Administration is made aware of a possible violation, the Administration and/or Activities Director will investigate the violation. If there is evidence of a violation, the Administration will contact the student and parent(s)/guardian(s) to review the alleged violation. If the Administration determines there is sufficient proof that a violation has occurred, it will be referred to the Activities Council to determine potential consequences.

2. A “season/activity” is defined as beginning with the official starting date for the season/activity through the last day of the individual’s official competition/participation in that particular activity. A violation will result in the loss of any recognition/award for that activity if the offense occurs before the awards are presented. In-season violations will remove that individual from nomination for or receipt of any awards for that activity.

3. A first code violation will result in the loss of, or eligibility to hold, any elected or appointed leadership position (e.g. team captain/club officer) in any activity for no less than the next six (6) months of the school calendar from the date of written confirmation.

4. A second code violation will make the student ineligible to hold any elected or appointed leadership position during the remainder of his/her high school career.

5. A suspension from athletics must be served in athletics. A suspension from a non-athletic activity must be served in a non-athletic activity.

6. Per WIAA regulations, if a student transfers to a different school, the consequences for a violation of an Activities Code and academic ineligibility transfer with him/her.

6. SUSPENSIONS

A. First Offense or Violation:

1. The violator will be suspended from athletic competition for 25% of the regular season scheduled contests in that sport (rounded up). A contest is defined as an interscholastic competition, played under rules, with officials (not a scrimmage). The number of game suspensions will be determined as 25% of scheduled games at the time the schedule is published.

2. If the violation is the result of alcohol, tobacco or other drug related offenses, the student-athlete must undergo an AODA assessment performed by a community-based health organization/AODA treatment agency. The student must follow the recommendations made by the agency. The cost of the assessment will not be covered by the school and is the responsibility of the student/parent. The student will provide the athletic director written notification of progress made through the counseling process prior to any reinstatement to participate.

3. If the violation is not an alcohol or drug related offense, the student will meet with a high school counselor. This plan will require:

- Suspension for not less than 25% of the activities' regular scheduled games/performances, which may be carried into the next activity in which the student participates.
- Completion of two (2) to three (3) risk management sessions with a high school counselor. If the school counselor feels the violation rises to a high-need level, recommendation will be made to a community-based counselor.
- Following the recommendations of the agency, probationary eligibility will be determined by reported progress in the program by counseling agency.
- The student will be responsible for any costs associated with participation in the counseling program.

4. Students will continue to practice with the team during the suspension period but will not suit up or travel. Students are expected to attend home events. They are required to be in street clothes on the bench with their team. If less than 25% of the contests remain on the schedule, the remaining percentage of the suspension will carry over into the post-season and/or the

contests of the next sport in which the athlete participates.

If suspension carries over into the postseason, the student is ineligible to participate in all post season play per WIAA Rules. NOTE: Regardless of how many postseason games are played, only one (1) game (the first postseason game) is credited toward satisfying the violation penalty.

5. For an in-season suspension, the student will continue to practice but will be suspended from participating in contests/performances as determined by the Activities Council. The maximum allowable penalty for an in-season first offense will be all contests/performances for the remainder of the current activity. If the violation occurs at a time the student is not participating in an activity, the student will be suspended from participating in contests/performances in his/her next activity of participation, as determined by the Activity Council. The maximum penalty allowable for an out-of-season first offense will be all contests/performances for the next activity of participation. During a suspension, the student must participate for the entire activity/season and finish in good standing in order for the suspension to be satisfied.

6. If the offense occurs in-season, the student will lose any recognition/awards for that activity.

7. If the violation occurs during the last two (2) weeks of the regular scheduled activity, the suspension may carry over to the next activity in which the student chooses to participate; however, during this suspension the student must participate for the entire season in the next activity and finish in good standing in order for the suspension to be satisfied.

B. Second Offense or Violation:

1. The student will lose eligibility for not less than 50% of the games/performances for that activity up to one (1) calendar year for all activities, from the date the suspension begins.

2. If the violation is the result of alcohol, tobacco or other drug related offenses, the student-athlete must undergo an AODA assessment performed by a community-based health organization/AODA treatment agency. The student must follow the recommendations made by the agency. The cost of the assessment will not be covered by the school and is the responsibility of the student/parent. The student will provide the athletic director written

notification of progress made through the counseling process prior to any reinstatement to participate.

3. If the offense occurs in-season, the student will lose any recognition/awards for that activity.

4. If the violation is not an alcohol or drug related offense, the student will meet with a high school counselor. This plan will require:

- a. Referral for community-based counseling.
- b. Agency Intake - signed release of records.
- c. Following the recommendations of the agency.
 - Probationary eligibility will be determined by reported progress in the program by the counseling agency.
- d. The family is responsible for financial responsibilities

5. The student and parent(s)/guardian(s) may opt for reduced suspension by completing the school-approved Assessment/Counseling Plan, with District counseling staff, designed for each type of violation under the following rules:

- a. The student who chooses the counseling option will be ineligible to compete in games/performances again until completion of the plan. All counseling programs are a minimum of eight (8) sessions in length.
- b. At the discretion of the head coach/advisor and Activities Director, the student may practice while completing the Plan.
- c. Upon completion of the school-approved Assessment/Counseling Plan and suspension period, eligibility will be reviewed and reinstatement may be made by the Activities Director.
- d. The student who begins but does not complete the entire Plan, has no opportunity to regain eligibility through early reinstatement.

e. The student will be responsible for any costs associated with participation in the Assessment/Counseling Plan.

C. Third Offense or Violation

The student is ineligible for further participation in any activity for the remainder of his/her high school career with the following exception:

A student may request an Activities Council review after one full calendar year from his/her last code violation if, during the time of suspension, the student has remained free from any additional activities code violations. The Activities Council may grant eligibility if it determines the student and situation warrants it.

D. Fourth Offense or Violation

The student is ineligible for further participation in any activity for the remainder of his/her high school career.

7. COACH'S/ADVISOR'S EXPECTATIONS

The High School Activities Code states that each coach/advisor will establish in writing his/her expectations. The expectations are to include student behavior. This supplement is developed to identify unacceptable student conduct that is contrary to the ideals and standards of the District's and our community. If a student's behavior is considered unacceptable, he/she will be disciplined as stated in the final paragraph of this supplement.

Areas of expectations are, but are not limited to:

1. Practice/Meeting Conduct and Rules
2. Locker Room/Dressing Room Conduct and Rules
3. Game/Performance Conduct
4. Use of Social Media
5. Transportation Conduct
6. Equipment Care
7. Unacceptable Language
8. Dress Code
9. Training Hours

The Wausau School District does not discriminate on the basis of race, age, 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").

10. Tardiness/Absences/Classroom Behavior
11. Attitude
12. Other expectations as identified by the coach/advisor

Because the expectations referred to above cover a multitude of possible violations with a varying degree of severity, the consequences may also be broad. It is the intent to apply appropriate consequences to violations. These consequences may vary from a verbal reprimand to the loss of eligibility for the remainder of the current season. The coach/advisor will contact the student and parent(s)/guardian(s) if a suspension or dismissal is in order. Any coach's/advisor's decision to dismiss will be made in concert with the Activities Director. Violations of coach's/advisor's expectations are cumulative only during each season of participation.

8. OTHER PROVISIONS

In alignment with Wisconsin Act 279 and WIAA policy, victims of sexual assault and bystanders who do one or more of the following cannot be issued a code of conduct violation:

- report a sexual assault
 - request emergency assistance
 - cooperate with and assist law enforcement
 - stay on the scene of the incident
 - encounter law enforcement at a medical facility at which the victim is being treated
- The victim or bystander must meet the State Amnesty Law Requirements. The victim may not falsely claim amnesty knowing the situation that he or she reports does not exist.

9. CHANGING SPORTS/MULTIPLE SPORTS PARTICIPATION

A. An athlete may not quit one sport and begin another during the same sport season except by agreement of the coaches involved and/or the Activities Director.

B. An athlete may participate in multiple sports (maximum two) per season with the approval of both coaches involved. However, the athlete must declare his/her primary sport prior to participation in either sport. Once the athlete has declared their primary sport, they must participate in all scheduled competitions for that declared sport unless it is mutually agreed by both coaches involved.

10. AWARDS

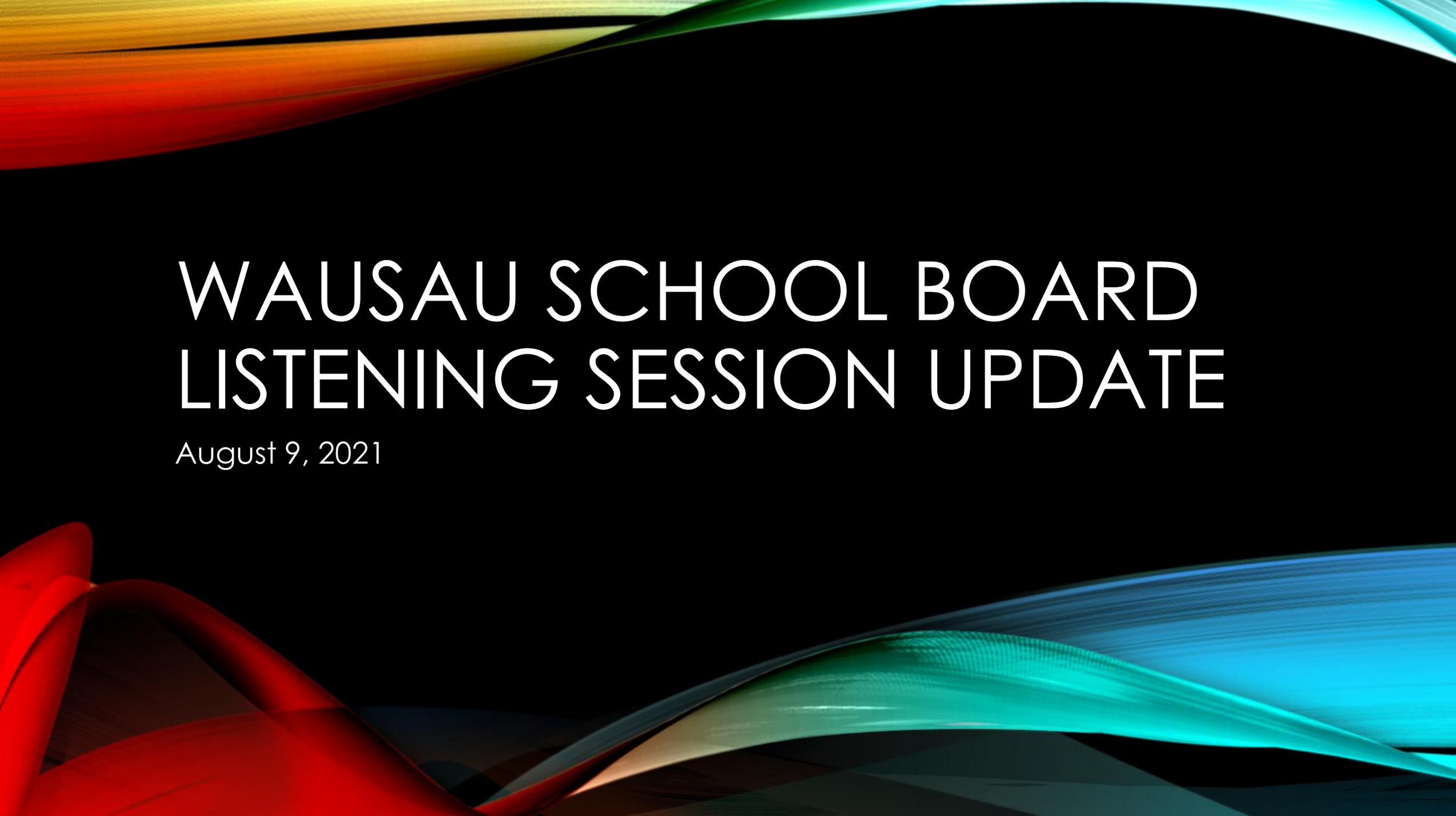
- A. Credit for earning a letter will be established by the coach or advisor in each activity. Written copies of these criteria will be on file in the office of the Activities Director and the building principal.

- B. All awards for each activity are given only on the recommendation of the coach or advisor of that activity.

- C. A student must be in good standing at the end of the activity's season to receive his or her awards.

11. STUDENT ACCIDENT INSURANCE

The Wausau School District DOES NOT provide student accident insurance to cover medical costs to any of our student/athletes. However, it is recommended that all students participating in Wausau School District activities be insured by their parent/guardian.



WAUSAU SCHOOL BOARD LISTENING SESSION UPDATE

August 9, 2021

COMMUNITY LEADER MEETING

Positive meeting with representatives from several sectors of our community:

- Local Government
- Social Services
- Child and Parent Support Organizations
- Informal Community Leaders
- Law Enforcement and Fire Protective Services
- Business Community
- Higher Education

Planning future standing collaboration meetings.

WHOLE CHILD-WHOLE WAUSAU- STRATEGIC PLAN UPDATE

What have we accomplished since 2019?



FOCUS OF THE 2018 LISTENING SESSION FEEDBACK

Recruit and Retain Staff:

- Teacher Compensation Model
- Improve communication with staff
- Improve the level of trust between administration and staff

Support Students:

- Prepare students for life after high school
- Programming for struggling students
- Mental Health
- Pupil Services
- Improve student behavior
- Offer a variety of academic and behavior supports.
- Offer a comprehensive curriculum.
- Offer a comprehensive co-curricular program.

Wausau School District Strategic Plan ■ 2019-2023

Whole Child - Whole Wausau

Our Mission ... To advance student learning, achievement, and success.



WHAT HAVE WE ACCOMPLISHED SO FAR?

- The 4-tier **teacher compensation model** is in transition to a single lane model.
- The recent passage of referendum question #1 will allow for **full pupil service teams** at each school.
- Each school will have a **BRIDGE room** with a behavior interventionist (If we can find spaces)
- The **LeaderinMe**® program, based on Stephen Covey's 7 Habits of Highly Effective People, will be a key to improving student skills and improving the culture in the WSD.
- Budget efficiencies allowed for the creation of a **Student Safety Specialist** position.

WHILE WE HAVE MADE PROGRESS, THE WSD
HAS SIGNIFICANT NEEDS.



ENROLLMENT DIFFERENCES BETWEEN EAST
AND WEST SCHOOLS CREATE INEQUITABLE
ACCESS FOR STUDENTS



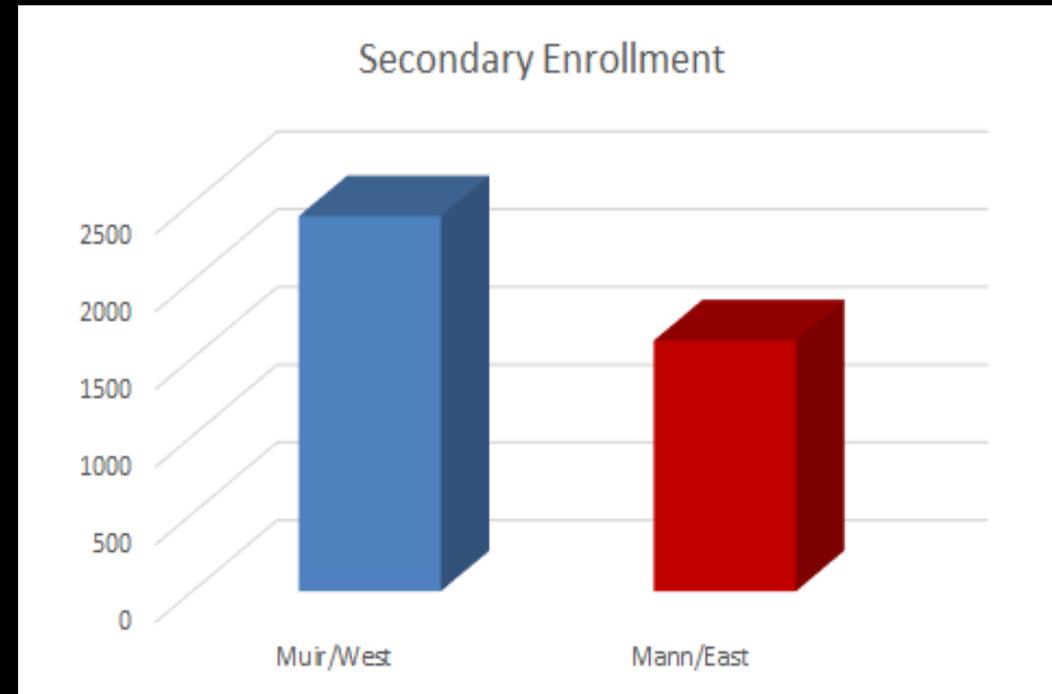
STUDENT ACCESS TO PROGRAMMING

IB and AP

Engineering and Autos are examples of programs that students struggle to access.

Access to higher education opportunities.

Access to co-curricular opportunities



2020-21	Muir/West	Mann/East	Difference
Total	2414	1614	800

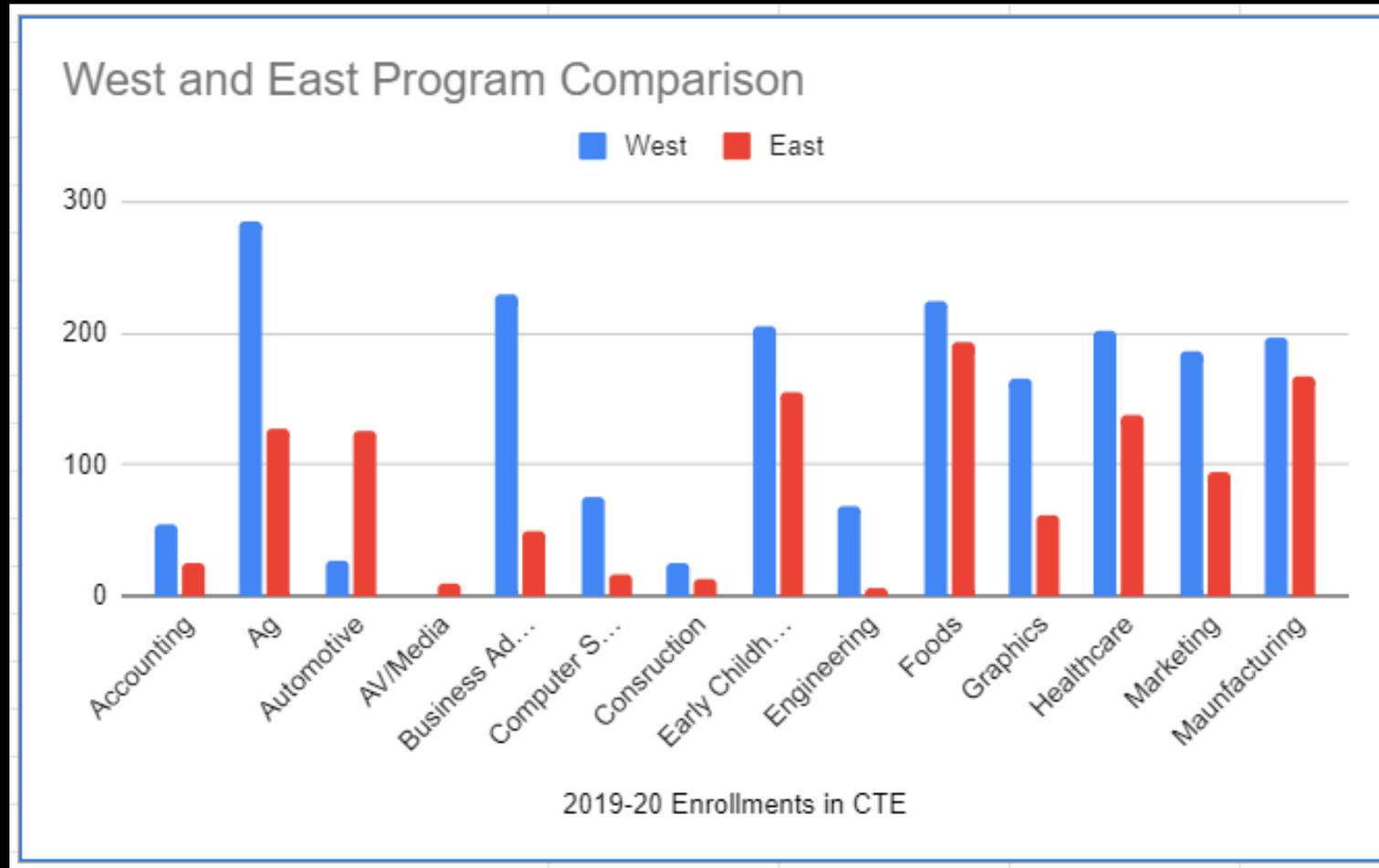
How does Enrollment affect Student Academic Experiences and Access to Higher Education?

NTC Partnerships

2019-20	West	East
Dual Credit Students	434 (72%)	166
Dual Credit Credits	1556 - \$159,981 (73%)	583 - \$53,295
Start College Now Students	10	49 (83%)
Start College Now Courses	2	29 (94%)
Youth Apprenticeship	22	26 (54%)

How does Enrollment affect Student Academic Experiences?

Career & Technical Education



ONGOING FACILITY NEEDS



THE COST TO MAINTAIN FACILITIES EXCEEDS OUR CAPITAL BUDGET

The Building and Grounds Capital Budget is approximately \$1 Million dollars annually.

Example: Repairs to the Riverview Elementary School roof were approximately \$1 Million.



20 + BUILDINGS ALL NEED
PREVENTATIVE
MAINTENANCE TO
PROTECT THE COMMUNITY
INVESTMENT IN SCHOOLS.

- Lighting
- Interior Finishes
- Student storage



20 + BUILDINGS ALL NEED
PREVENTATIVE
MAINTENANCE TO
PROTECT THE COMMUNITY
INVESTMENT IN SCHOOLS.

- HVAC maintenance and improvements
- Including Air Conditioning in All Schools
- Technology updates



WE DISCUSSED SHARED OPPORTUNITIES
WITH COMMUNITY PARTNERS.



WHAT SPACES CAN WE SHARE TO BE MORE EFFICIENT?

- Playgrounds?
- Community Spaces?
- Technical Education Spaces?
- Office Spaces?

Students must be transported to community spaces



NEW SPACE NEEDS- WE WANT TO DO MORE FOR KIDS!

- Pupil Service Areas
- Maker Spaces
- BRIDGE Rooms
- Community Rooms
- School Forest-Environmental Learning Center
- Secure Entrances
- Separate Gymnasiums and Cafeterias



MAKER SPACES

Creative, hands-on learning spaces which staff have been asking for through our staff engagement surveys.

IS THIS A "REAL" MAKERSPACE?



“BRIDGE” ROOM

B = Breathe

R = Reflect

I = Internalize

D = Deescalate

G = Grow

E = Exit





Environmental Learning Center

Gathering at the School Forest



HOW WOULD THE SCHOOL BOARD
LIKE TO PROCEED?

