

**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 Education/Operations Committee 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, February 28, 2022.**

---

|   |    |
|---|----|
| I. Call to Order  |    |
| II. Approve the Minutes   | 2  |
| III. Public and Student Comment   |    |
| IV. Whole Child - Whole Wausau Short Cycle Report on Goals P1, P2, P3, and W2, Staff Wellness | 5  |
| V. Social Media Policy ( <b>Action Requested</b> )  | 22 |
| VI. Covid Mitigation ( <b>Action Requested</b> )  |    |
| VII. ESSER III Community Stakeholder Feedback   | 26 |
| VIII. Adjourn   |    |

---

NOTICE POSTED: Friday, February 25, 2022, at 1:00 pm

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

# Minutes of REGULAR MEETING

## The Board of Education Wausau School District

**DRAFT**

---

A Education/Operations Committee Meeting of the Board of Education of the Wausau School District was held Monday, January 24, 2022, beginning at 5:00 PM in the Wausau East High School Auditorium, 2607 N. 18th Street, Wausau, WI 54403.

Present: James Bouche; Jon Creisher; Ka Lo; Cody Nikolai; Jane Rusch; Lance Trollop; Karen Vandenberg (arrived at 5:20 pm); and Lee Webster.

Absent: Pat McKee

I. Call to Order

The meeting was called to order at 5:00 pm.

II. Approve the Minutes

Lance Trollop moved to approve the minutes of December 20, 2021, seconded by Cody Nikolai. The motion carried 7-0.

III. Public and Student Comment

Public comments were made by Bruce Grau.

IV. Whole Child - Whole Wausau Short Cycle Report on Goal A4. Academic Achievement Goal and AGR

This item went fifth on the agenda.

Chris Nyman, Jennifer Rauscher, Julie Schell and the Achievement Gap Reduction (AGR) Campus Principals presented mid-year student achievement and growth data. Campus principals were available to discuss specific questions regarding achievement/growth data and which AGR strategies were implemented in kindergarten, first, second and third grade classrooms. The team also shared district level achievement/growth data and 'next steps' toward performance objectives identified in our A4 (Achievement Goal) in the district strategic plan.

V. Recommendation for 2022-23 Capital Projects (**Action Requested**)

This item went fourth on the agenda.

**Jane Rusch moved to recommend to the full Board of Education the approval of the 2022-2023 Capital Projects and corresponding budget, seconded by Lee Webster. The motion carried 7-0.**

VI. Five Year Fiscal Forecast

The Board was presented with a five-year fiscal forecast model for the District. The model was created using a forecasting tool called the Forecast5, 5Cast budget projection tool. The projection model will continue to be applied during the next four months to aid in constructing the 2022-23 budget reconciliation plan and ultimately the 2022-23

budget. It is critical to understand that the projections are the result of many variables that independently change periodically. As significant changes to the projections occur, administration will bring them to the attention of the Board.

VII. Co-op Agreement for Boys Hockey (**Action Requested**)

**Cody Nikolai moved to recommend to the full Board the approval of the co-op for boys hockey as presented, seconded by Jane Rusch. The motion carried 8-0.**

VIII. Girls Golf Co-Op (Action Requested)

**Lee Webster moved to recommend to the full Board the approval of the girls golf co-op agreement as presented, seconded by Jane Rusch. The motion carried 8-0.**

IX. NEOLA 30-1 Policy Updates (**Action Requested**)

**Karen Vandenberg moved to recommend to the full Board the changes to the Neola policies as presented, seconded by Jon Creisher. The motion carried 8-0.**

5630.01 Use of Seclusion and Physical Restraint with Students

5772 Weapons

6147 Debt Management

7217 Weapons

8420 School Safety

8452 Automated external Defibrillators (AED)

8500 Food Services

8531 Free and Reduced Priced Meals

8660 Transportation by Private Vehicle

8800 Religious and Patriotic Ceremonies and Observances

0132.2 Administrative Guidelines

0144.3 Conflict of Interest

1400 Job Descriptions

2260.02 English Language Proficiency

2261 Title I Services

2460.03 Independent Educational Evaluation (IEE)

3217 Weapons

4120 Employment of Support Staff

4217 Weapons

5330 Administration of Medication/Emergency Care

5830 Student Fund-Raising

5895 Student Employment

6605 Crowdfunding

6610 Student Activity Fund

7230 Gifts, Grants, and Bequests

7550 Cooperation with Local Governments

8405 Environmental Health and Safety Program

8451 Pediculosis (Head Lice)

9130 Public Requests, Suggestions, or Complaints

9700.01 Advertising and Commercial Activities

9700 Relations with Non-School Affiliated Groups

0131.1 Bylaws and Policies  
0143.2 Board Member Information Requests  
0144.4 Indemnification  
0144.5 Board Member Behavior and Code of Conduct  
0145 Sexual and Other Forms of Harassment  
1211 Whistleblower Protection  
1213 Student Supervision and Welfare  
2411 School Counseling and Academic and Career Planning  
2416 Student Privacy and Parental Access to Information  
2416.01 Parental/Police Access to Library Media Center Information  
2430 District Sponsored Clubs and Activities  
2522 Instructional Media Centers  
3112 Board-Staff Communications  
3213 Student Supervision and Welfare  
3220 Staff Evaluation and Educator Effectiveness  
3340 Grievance Procedure  
3531 Unauthorized Work Stoppage  
4213 Student Supervision and Welfare  
4340 Grievance Procedure  
4531 Unauthorized Work Stoppage  
5113 Open Enrollment Program  
5511 Dress and Grooming  
5517.01 Bullying  
5540 The Schools and Governmental Agencies  
5540.01 Investigations Involving Suspected Child Abuse  
7440.01 Video Surveillance and Electronic Monitoring

X. Legal Expense Summary for 2nd Quarter

Chief Finance and Business Services Officer, Bob Tess presented a summary report presenting all legal counsel expenses incurred during the second quarter of 2021-2022. The report is broken down by law firm and by type of legal advice sought. This is a written report that requires no action.

XI. Adjourn

**Lance Trollop moved to adjourn, seconded by Cody Nikolai. The motion carried at 6:45 pm.**

Respectfully Submitted,

Karen Vandenberg,  
Board Clerk

KV:cp

# *Whole Child-Whole Wausau*

## Strategic Plan - Short Cycle Report

5

*Presented by:*

*Tabatha A Gundrum, PHR, pHCLE  
Director of Human Resources*



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

# What are the Current Goals?

## Position the Wausau School District to be an Employer of Choice

- P1. ATTRACT** a diverse workforce of talented leaders; increasing the number of applicants by 5% each year.
- P2. RETAIN** staff by fostering a work environment that increases employee engagement. <sup>6</sup>  
Decrease turnover in all groups by 3% after baseline is established.
- P3. BALANCE** - Provide a health balance between work and personal life.
- W2. STAFF WELLNESS** - By the end of the 2022-23 school year, improve staff wellness and relationships within the Wausau School District Community as evidenced by an increase of 6% yearly in a climate and culture staff survey.



# How are we doing?

- Diversity of workforce is holding steady – Not increasing as we would like to see.
- Recruitment activities are starting to come back and we are engaging in those
- Overall labor market is very tight – here and everywhere
- Significant increase in number of licenses with stipulations (emergency license)
- A review of our compensation data is underway
- Handbook revisions were made to update details to align to current practices for clear communication with staff
- Online Task Manager process was implemented in Skyward to streamline our PCN (Personnel Change Notices) in the District
- Updated language in all certified contracts to align to current standards



# **We're Hiring!**

**Educating for the Future,  
One Child at a Time**

8

**P1: ATTRACT**



# WECAN Applicant Data

| YEAR    | CERTIFIED POSTINGS | SUPPORT STAFF POSTINGS | TOTAL DISTINCT APPLICANTS |
|---------|--------------------|------------------------|---------------------------|
| 2021-22 | 117                | 195                    | 1295                      |
| 2020-21 | 118                | 243                    | 1281                      |

**Average applicants per position:**

2021-22 - 4.2

2020-21 - 3.5

\*Down by half of 2019-20 and prior years of ~8

**1% increase in # applicants.**

**16% increase in applicants per position**



HIRE  
TRAIN  
MOTIVATE  
RETAIN

10

**P2: RETAIN**



# SCHOOL PERCEPTION SURVEY DATA

| SURVEY QUESTION  | 2019-20 RATING | 2020-21 RATING |
|--|----------------|----------------|
| I am proud of our District                                   | 89% A/SA       | 74.3% A/SA     |
| I would recommend this District to others seeking employment | 81.8% A/SA     | 71.4% A/SA     |
| It would take a lot to get me to leave this District         | 70.8% A/SA     | 59.1% A/SA     |
| I feel supported by leadership when I make a decision        | 89.1% A/SA     | 83.4% A/SA     |
| I feel valued by our community                               | 79.6% A/SA     | 54.4% A/SA     |



# Top 4 - Most Important Job Satisfaction Factors

| 2019-20 Survey                         | 747 Responses | 2020-21 Survey      | 761 Responses |
|--|---------------|---------------------|---------------|
| Compensation/Salary                    | 452 (60.5%)   | Compensation/Salary | 466 (61.2%)   |
| Good Leadership                        | 370 (49.5%)   | Meaningful Work     | 370 (48.6%)   |
| Meaningful Work                        | 354 (47.4%)   | Good Leadership     | 366 (48.1%)   |
| Healthy Culture/<br>Working Conditions | 325 (43.5%)   | Benefits            | 339 (44.5%)   |

12



- Healthy Culture/Working Conditions fell to #5 in 20-21 with 321 responses (42.2%)

# Retention Rate History

*Employee turnover refers to the percentage of employees who voluntarily leave an organization compared to the total number of employees in the group.*

| <b>YEAR</b> | <b>CERTIFIED</b> | <b>ADMINISTRATIVE<br/>&amp; EDUCATIONAL<br/>SUPPORT (AES)</b> | <b>MAINTENANCE<br/>&amp; CUSTODIAL<br/>(MC)</b> | <b>NUTRITION<br/>SERVICES</b> | <b>MUNICIPAL</b>    |
|-------------|------------------|---|---|-------------------------------|---------------------|
| 2020-21     | 91.0%            | 73.2%   | 93.0%   | 85.5%                         | 87.8% <sup>13</sup> |
| 2019-20     | 92.0%            | 81.8%   | 92.4%   | 85.8%                         | 97.5%               |
| 2018-19     | 90.8%            | 82.6%   | 91.0%   | 65.5%                         | 97.6%               |
| 2017-18     | 92.2%            | 82.3%   | 93.5%   | 79.9%                         | 95.3%               |



# **P3: BALANCE & W2: EMPLOYEE WELLNESS**



# SCHOOL PERCEPTION SURVEY DATA



| <b>SURVEY QUESTION</b>                              | <b>2019-20 RATING</b> | <b>2020-21 RATING</b>    |
|---|-----------------------|--------------------------|
| The amount of work I am asked to do is reasonable   | 74.8% A/SA            | 71.6% A/SA               |
| I am able to sustain a healthy work-life balance    | 78% A/SA              | 75.3% A/SA <sup>15</sup> |
| Our District's wellness program is effective        | 64.4% A/SA            | 58.8% A/SA               |
| I manage my stress well                             | 84.4% A/SA            | 81.4% A/SA               |
| I get enough sleep                                  | 74.4% A/SA            | 69.7% A/SA               |
| I engage in 30 min of physical activity 3x per week | 79.5% A/SA            | 77.2% A/SA               |
| I engage in healthy nutritional practices           | 89.1% A/SA            | 87.7% A/SA               |

# Measurable Results Assessment (MRA) Staff Satisfaction Scores

|         | <b>Overall Average</b> | <b>High Score</b> | <b>Low Score</b> |
|---------|------------------------|-------------------|------------------|
| 2019-20 | 78                     | 87                | 67               |
| 2020-21 | 76                     | 81                | 65               |

Score Key:

- 0-49 Not at all effective
- 50-69 Needs improvement
- 70-79 Moderately effective
- 80-89 Effective
- 90-100 Highly effective

16



MRA Staff Satisfaction Score includes ratings in Staff Empowerment and Staff Fulfillment categories.

# Wellness Program Data

| <b>YEAR</b> | <b>WELLNESS SCREENINGS</b> | <b>FLU VACCINES</b> | <b>COVID VACCINES</b> |
|-------------|----------------------------|---------------------|-----------------------|
| 2021-22     | 613*                       | 569*                | 176*                  |
| 2020-21     | 761                        | 1598                | 1732                  |
| 2019-20     | 879                        | 337                 | N/A                   |
| 2018-19     | 961                        | 230                 | N/A                   |

\*As of 2-24-2022.



# Health Insurance Claims Data

| <b>Behavior Health Claims</b> | <b>2019-20</b> | <b>2020-21</b> | <b>7/21 -<br/>12/21</b> |
|-------------------------------|----------------|----------------|-------------------------|
| Avg Members w/ Claims/mo      | 108            | 114            | 255                     |
| Avg Members w/ Rx Claims/mo   | 237            | 245            | 455                     |



# What are the Next Steps?

## ATTRACT

- Update our recruitment materials and marketing
- “Grow Your Own” plan launching for 2022-23

## RETAIN

- Utilize feedback loops within
- Wage study utilizing the Forecast 5 partnership data is underway
- Continue to increase employee education and resource material access



# What are the Next Steps?

## **BALANCE**

- Work-life balance focus to support overall mental health and stress reduction for all staff, including emphasis of Employee Assistance Program
- Ongoing staff engagement survey data gathering

20

## **WELLNESS**

- Review Year 1 experiences with Aspirus and their ManageWell app
- Utilize the Wellness Committee to process enhancement requests
- Continue to look for additional resources to support our staff with mental health resources



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

**[www.wausauschools.org](http://www.wausauschools.org)**

■ [facebook.com/WausauSchDist](https://facebook.com/WausauSchDist) ■ [twitter.com/WausauSchDist](https://twitter.com/WausauSchDist) ■ [instagram.com/WausauSchDist](https://instagram.com/WausauSchDist)

21



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

Book Policy Manual

Section Special Update, Social Media Policies for the LAT

Title NEW POLICY - SPECIAL UPDATE - SOCIAL MEDIA - NOVEMBER 2019 - USE OF SOCIAL MEDIA

Code po7544 NEW. (DIANA ACCEPT)

Status

### **NEW POLICY - SPECIAL UPDATE - SOCIAL MEDIA - NOVEMBER 2019**

#### **7544 - USE OF SOCIAL MEDIA**

Technology is a powerful tool to enhance education, communication, and learning.

The Board authorizes the use of social media to promote community involvement and facilitate effective communication with students, parents/guardians, staff  (including District-approved volunteers) **[END OF OPTION]**, and the general public. Social media is defined in Bylaw 0100.

The District Administrator is charged with designating the District-approved social media platforms/sites , which shall be listed on the District's website **[END OF OPTION]**.

In designating District-approved social media platforms/sites, the District Administrator shall specify which platforms/sites are appropriate for use at the District-level, the building or department level, for extra-curricular activities, and at the individual level by employees for professional purposes consistent with the Board's authorization for the official use of social media by individual buildings, departments, activities, or staff members. **[END OF OPTION]**

It is critical that students be taught how to use social media platforms safely and responsibly. Social media (as defined in Bylaw 0100) are a powerful and pervasive technology that affords students and employees the opportunity to communicate for school and work purposes, and to collaborate in the delivery of a comprehensive education. Federal law mandates that the District provide for the education of students regarding appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms, and regarding cyberbullying awareness and response. See Board Policy 7540.03 – Student Technology Acceptable Use and Safety.

The District recognizes that employees may use social media for personal, as well as professional reasons. The District neither encourages nor discourages employees' use of social media for personal purposes. The District regulates employees' use of social media for purposes related to their District assignment to the same extent as it regulates any other form of employee communication in that regard.

~~**[DRAFTING NOTE: Districts should consult with their legal counsel concerning the First Amendment implications associated with using social media that permits public comment. Select Option 1 or 2.]**~~

~~**[ ] [Option 1]**~~

~~**The District uses approved social media platforms/sites as interactive forms of communication; however, although the District-approved social media platforms/sites are considered limited public forums, the District will not respond to or engage in dialogue about any comments received.**~~

**[x ] [Option 2]**

The District uses approved social media platforms/sites as interactive forms of communication and ~~( ) accepts ( ) invites~~  welcomes ~~[END OF OPTIONS]~~ public comments. The District-approved social media platforms/sites are considered limited public forums. As such, the District will monitor posted comments to verify they are on-topic, consistent with the posted rules for use of the forum, and in compliance with the platform/site's applicable terms of service. The Board's review of posted comments will be conducted in a viewpoint neutral manner, and consistent with State and Federal law. Employees' personal posts on the public platforms/sites are limited/restricted to matters of general public interest that are not related to the employee's specific employment and wholly unrelated to the employee's job responsibilities (i.e., matters where it is clear the individual is posting not in an official capacity, but simply as a member of the public). Employees in administrative positions are ordinarily not permitted to post personal comments on matters of general public interest because to do so could be misconstrued as Board-sponsored speech.

**[END OF OPTIONS 1 & 2]**

Each District-approved social media account/site must contain a statement that specifies its purpose(s) and limits those who access the social media account/site to use of the account/site only for that/those purpose(s), and in accordance with any specified procedures, and applicable terms of service. Users are personally responsible for the content of their posts.

The District Administrator shall maintain the District's social media presence with respect to general announcements, notices, or other such communications that are disseminated to the public at large or specific audiences within the community. To the extent individual staff members ~~( ) or volunteers~~ **[END OF OPTION]** wish to post information or announcements to a District social media platform, the staff member ~~( ) or volunteer~~ **[END OF OPTION]** may request that the District Administrator approve and post such information. (This provision does not apply to social media communications that are related to instructional and school-sponsored activities.)

### ~~Social Media for Instructional and School-Sponsored Activities~~

~~Staff (including District-approved volunteers) may, with prior approval/authorization from the ( ) Principal, ( ) District Administrator, ( ) \_\_\_\_\_, [END OF OPTIONS] use social media platforms/sites for communications about classroom instruction or school-sponsored activities, as well as to support classroom instruction. When a staff member uses a District-approved social media platform/site for an educational purpose, it will be considered an educational activity and will not be considered a limited public forum. Students' use of District-approved social media platforms/sites must be consistent with the Student Code of Conduct, Policy 5722/AG 5722—School-Sponsored Student Publications and Productions, Policy 7540.03/AG 7540.03—Student Technology Acceptable Use and Safety, the instructor's directions/procedures, and the platform/site's applicable terms of service. Students are prohibited from posting or releasing personally identifiable information about students, employees, and volunteers through District-approved social media without appropriate consent.~~

**[END OF OPTION]**

~~[DRAFTING NOTE: Select either Option 3 or 4, or, at the District's discretion, choose neither option.]~~

~~[ ] [Option 3]~~

~~Staff members ( ) (including District-approved volunteers) [END OF OPTION] must provide parents of students involved in a school-sponsored activity the ability to opt-out of having their child use social media platforms/sites for communication purposes associated with that activity, and arrange for an alternative method of communicating with the participating student concerning the school-sponsored activity.~~

~~[ ] [Option 4]~~

~~Staff members ( ) (including District-approved volunteers) [END OF OPTION] must obtain parental consent for students to participate in the use of social media platforms/sites related to a school-sponsored activity. If a parent refuses to provide such consent, the staff member must arrange for an alternative method of communicating with the participating student concerning the school-sponsored activity.~~

~~[END OF OPTIONS 3 & 4]~~

### Expected Standards of Conduct on District-Approved Social Media

Employees  and District-approved volunteers **[END OF OPTION]** who access District-approved social media platforms are expected to conduct themselves in a respectful, courteous, and professional manner. Students, parents, and members of the general public who access District-approved social media platforms are similarly expected to conduct themselves in a respectful, courteous, and civil manner.

District-approved social media sites shall not contain content that is obscene; is vulgar and lewd such that it undermines the school's basic educational mission; is libelous or defamatory; constitutes hate speech; promotes illegal drug use; is aimed at inciting an individual to engage in unlawful acts or to cause a substantial disruption or material interference with District operations; or interferes with the rights of others. The District may exercise editorial control over the style and content of student speech on District-approved social media if reasonably related to legitimate pedagogical concerns. Staff or students who post prohibited content shall be subject to appropriate disciplinary action.

The District is committed to protecting the privacy rights of students, parents/guardians, staff, volunteers, Board members, and other individuals on District-approved social media sites. District employees  and volunteers **[END OF OPTION]** are prohibited from posting or releasing confidential information about students, employees, volunteers, or District operations through social media, without appropriate consent (i.e., express written consent from the parent of a student, the affected employee or volunteer, or the District Administrator concerning District operations).

### Retention of Public/Student Records

District communications that occur through the use of District-approved social media platforms/sites – including staff members'  /volunteers' **[END OF OPTION]** use of social media with school-sponsored activities, and comments, replies, and messages received from the general public – may constitute public records or student records, and all such communications will be maintained

(i.e., electronically archived) in accordance with the Board's adopted record retention schedule and all applicable State statutes. (See AG 8310A –Public Records)

~~**[DRAFTING NOTE: Districts should only choose the following Option if they intend to approve individual District employees/volunteers using social media platforms, like Facebook or Twitter, that require professional pages to be linked to personal pages as District-approved social media platforms. Districts are advised to discuss this Option with their local legal counsel before selecting it. Selection of this option is not covered by Neola's warranty.]**~~

~~**( ) Staff members ( ) and District-approved volunteers [END OF OPTION] cannot rely on social networking platforms (e.g., Facebook, Twitter, etc.) to sufficiently fulfill potential records retention requirements because these platforms, in general, do not guarantee retention and are unlikely to assist in the production of third-party comments and communications that have been edited, deleted, or are otherwise no longer available. Consequently, District employees ( ) and volunteers [END OF OPTION] who use such social media accounts for professional communications must operate them in accordance with the general archiving practices and technology instituted by the District so records remain within the District's control and are appropriately retained.**~~

~~**[END OF OPTION]**~~

If a staff member uses District-approved social media platforms/sites in the classroom for educational purposes (i.e., classroom instruction), the staff member must consult with the Principal concerning whether such use may result in the creation of public and/or education records that must be maintained (i.e., electronically archived) for a specific period of time.

~~**[DRAFTING NOTE: Select Option 5, 6, 7, 8, or 9]**~~

#### **Employees' Use of District Technology Resources to Access Social Media for Personal Use**

~~**[ ] OPTION 5**~~

~~**Employees ( ) and District-approved volunteers [END OF OPTION] are prohibited from using District technology resources (as defined in Bylaw 0100) to access social media for personal use.**~~

~~**( ) OPTION 6**~~

~~**Employees ( ) and District-approved volunteers [END OF OPTION] are prohibited from using District technology resources (as defined in Bylaw 0100) to access social media for personal use during work hours. They are reminded that the District may monitor their use of District technology resource.**~~

~~**(x) OPTION 7**~~

Employees ( x ) and District-approved volunteers ~~[END OF OPTION]~~ are permitted to use District technology resources (as defined in Bylaw 0100) to access social media for personal use during breaks, mealtimes, and before and after scheduled work hours.

They are reminded that the District may monitor their use of District technology resources.

~~**( ) OPTION 8**~~

~~**Employees ( ) and District-approved volunteers [END OF OPTION] are permitted to use District technology resources (as defined in Bylaw 0100) to access social media for personal use during work hours, provided it does not interfere with the employee's ( )/volunteer's [END OF OPTION] job performance. They are reminded that the District may monitor their use of District technology resource.**~~

~~**( ) OPTION 9**~~

~~**Employees ( ) and District-approved volunteers [END OF OPTION] are permitted to use District technology resources (as defined in Bylaw 0100) to access social media for personal use, provided the employee's ( )/volunteer's [END OF OPTION] use during work hours does not interfere with his/her job performance.**~~

~~**They are reminded that the District may monitor their use of District technology resource.**~~

~~**[END OF OPTIONS 5-9]**~~

~~**[DRAFTING NOTE: Select Option 10, 11, or 12]**~~

#### **Employees' Use of Personal Communication Devices at Work to Access Social Media for Personal Use**

~~**( ) OPTION 10**~~

~~**Employees are prohibited from using personal communication devices to access social media for personal use during work hours.**~~

~~**(x) OPTION 11**~~

Employees are permitted to use personal communication devices to access social media for personal use during breaks and mealtimes.

**~~(-) OPTION 12~~**

**~~Employees are permitted to use personal communication devices to access social media for personal use during work hours, provided it does not interfere with the employee's job performance.~~**

**{END OF OPTIONS 10-12}**

Employees **(x)** and District-approved volunteers **{END OF OPTION}** are prohibited from posting or engaging in communication that violates State or Federal law, Board policies, or administrative guidelines. If an employee/volunteer's communication interferes with his/her ability to effectively perform his/her job, or violates State or Federal law, Board policies, or administrative guidelines, the District may impose disciplinary action and/or refer the matter to appropriate law enforcement authorities.

This policy and its corresponding administrative guideline will be reviewed and updated

**(x)** as necessary

**~~(-) on an annual basis.~~**

© Neola 2019

|       |   |
|-------|---|
| Legal | Protecting Children in the 21st Century Act, Pub. L. No. 110-385, Title II, Stat. 4096 (2008) |
|       | Children's Internet Protection Act (CIPA), Pub. L. No. 106-554 (2001)                         |

# Wausau School District

## ESSER III

26

*Stakeholder Input Session*  
*Presenters: Chris Nyman and Bob Tess*



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

# Why We're Reaching Out

The American Rescue Plan (ARP) Act provides one-time funds for our district through the Elementary and Secondary School Emergency Relief (ESSER) III grant program.

**During this session we will:**

- **Share information about the grant**
- **Provide an opportunity to share suggestions for how these funds are spent**
- **Explain what lies ahead**



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

# ESSER III Grant Basics

- The Wausau School District expects to receive \$ 10,536,274 in ESSER III finding over a four-year budget period.
- Funds may be used to support our response to the COVID-19 pandemic taking place from March 13, 2020 through Sept. 30, 2024.
- Funds may be used to support preparedness for a pandemic.

28



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



# Whole Child-Whole Wausau Achievement Goals

**A1.** By the end of the 2022-23 school year, Wausau School District staff will demonstrate the awareness, flexibility, and commitment to use instructional strategies to increase equity for all students in their classrooms as evidenced by an increase of 5% per year of teachers District wide scoring proficient or distinguished in components [2a](#), [2b](#), [and 3e](#) in the Danielson Framework for Teaching.

**A2.** By the end of the 2022-23 school year, all schools and teachers will consistently incorporate collaboration, creativity, critical thinking, and communication (4Cs) in all content areas PK-12 as evidenced by a score of at least 1100 in Brightbytes in the classroom area survey, and having at least 90% of schools with a proficient level score in teacher use of the 4Cs in Brightbytes.

**A3.** By the end of the 2022-23 school year, all students in sub-groups including students of color, economically disadvantaged, and students with disabilities identified through the ESSA Accountability Report will be in attendance at least 92% of all school days as evidenced by school/District attendance documentation.

**A4.** By the spring of 2023, there will be a 30% increase in the number of students meeting or exceeding proficiency in reading, writing, and mathematics as <sup>29</sup> evidenced by scores on state and local assessments.



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

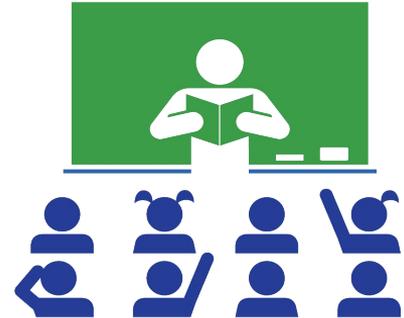
# What is This Money For?

The School district must use a *minimum* of 20% to implement evidence-based interventions to address learning loss, for example:

In four budget years, the school district is using 63 % of the allocation to address learning loss by supporting

1. Instructional material needs
2. Instruction or instructional support in the areas of
  - a. Reading
  - b. Support and Intervention
  - c. Program Support
  - d. At Risk
  - e. Special Needs

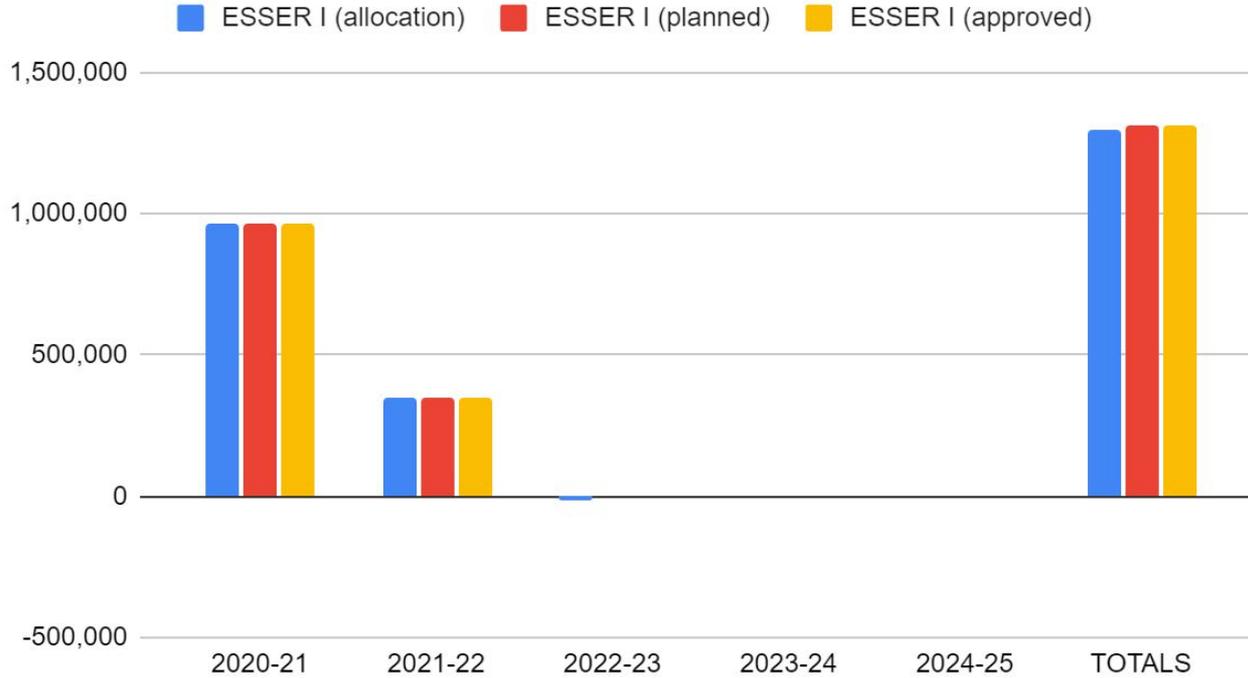
30



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

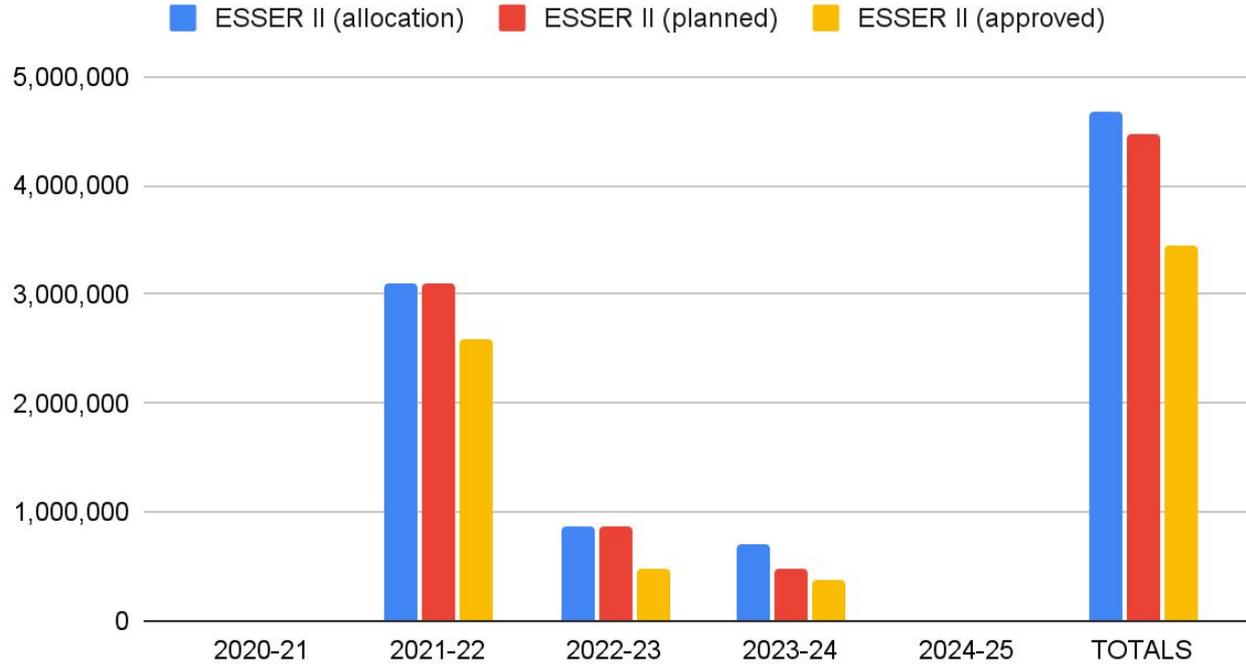


# ESSER I, Spending Plan (2-28-22)



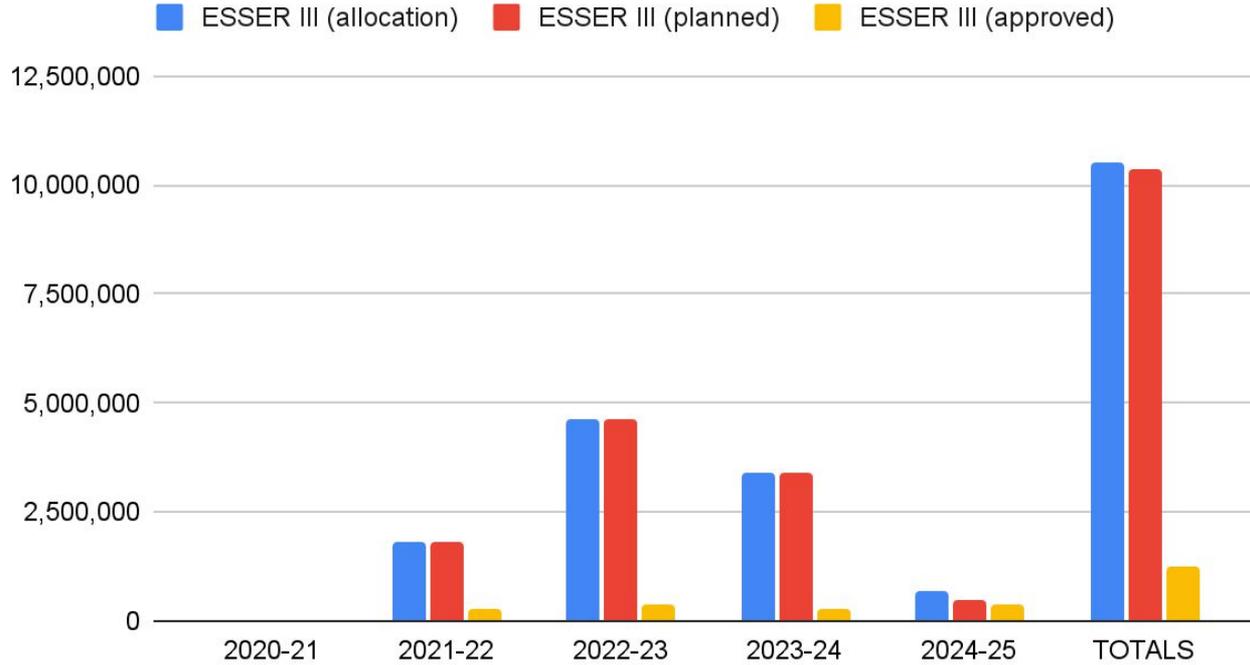
**Our Mission ... To advance student learning, achievement, and success.**

# ESSER II, Spending Plan (2-8-22)



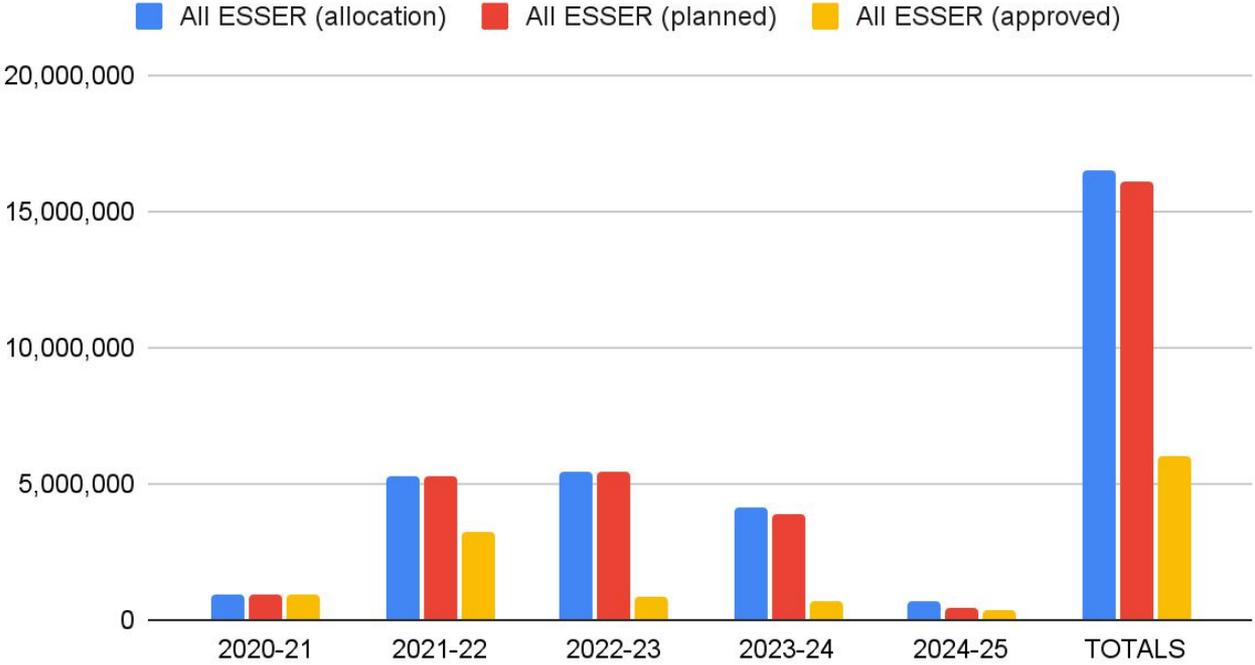
**Our Mission ... To advance student learning, achievement, and success.**

# ESSER III, Spending Plan (2-28-22)



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

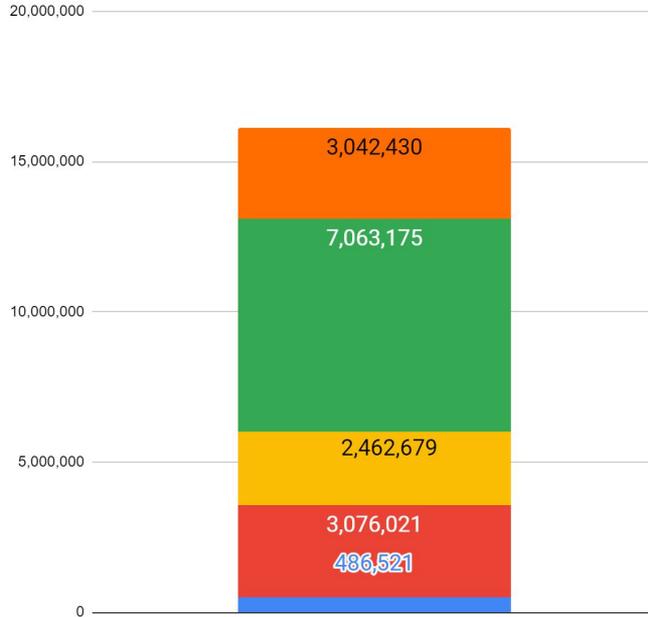
# All ESSER, Spending Plan (2-28-22)



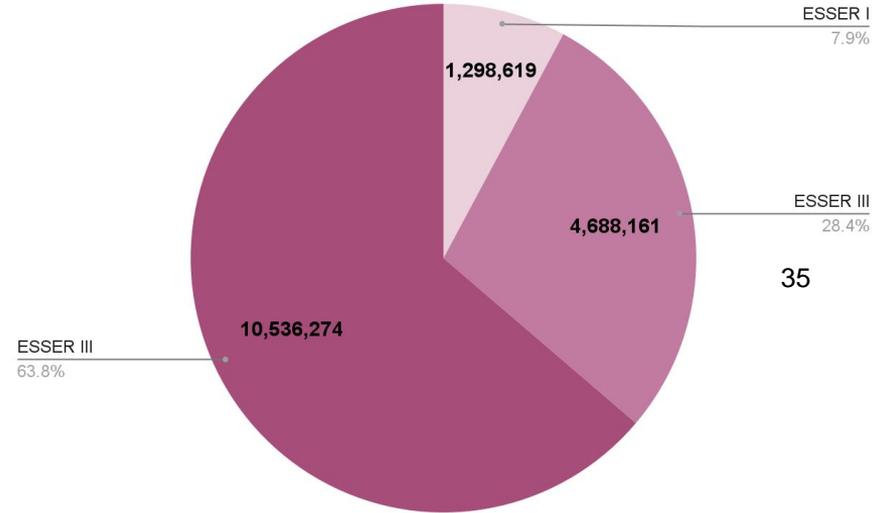
**Our Mission ... To advance student learning, achievement, and success.**

## Planned ESSER I, II, III Spending by Category Totalling \$16,130,825

- Curriculum and Classroom Equipment
- Personnel
- Professional Development
- Operations/Technology
- Buildings and Grounds



## ESSER I, II, III Allocations Totalling \$16,523,054



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

|                                 | I,II,III | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25  |
|---------------------------------|----------|---------|---------|---------|---------|----------|
| <b>Buildings and Grounds</b>    |          |         |         |         |         |          |
| Handrails                       | I ▼      | 80,000  |         |         |         |          |
| Handrails                       | I ▼      |         | 188,700 |         |         |          |
| Dust collector at Muir          | II ▼     |         | 22,125  |         |         |          |
| Custodial equipment replacement | II ▼     |         | 100,000 | 25,000  |         |          |
| HVAC modification (R'view)      | II ▼     |         | 20,000  |         |         |          |
| Switch to MERV 13 filters       | I ▼      | 7,638   |         |         |         |          |
| Switch to MERV 13 filters       | II ▼     |         | 13,558  |         |         |          |
| Switch to MERV 13 filters       | III ▼    |         |         | 8,000   | 8,000   | 36 8,000 |
| Heater in Maine ductwork        | II ▼     |         | 5,500   |         |         |          |



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

**APPROVED**

|  | I,II,III | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 |
|--|----------|---------|---------|---------|---------|---------|
| <b>Operations/Technology</b>                     |          |         |         |         |         |         |
| Previous PPE and cleaning supplies               | I ▼      | 108,662 |         |         |         |         |
| Additional PPE and cleaning supplies             | I ▼      |         | 2,460   |         |         |         |
| Additional PPE and cleaning supplies             | I ▼      | 17,415  |         |         |         |         |
| Additional PPE and cleaning supplies             | II ▼     |         | 3,891   |         |         |         |
| WiFi access and hotspots                         | I ▼      | 127,762 |         |         |         |         |
| WiFi access and hotspots                         | II ▼     |         | 149,999 |         |         |         |
| WiFi access and hotspots                         | III ▼    |         |         | 149,999 | 149,999 | 15,000  |
| Previous technology                              | I ▼      | 199,300 |         |         |         |         |
| iPad Cases, Keyboards                            | II ▼     |         | 333,084 |         |         |         |
| eduClimber (3 year contract due by July 1, 2021) | II ▼     |         | 35,434  | 35,434  | 35,434  |         |
| FastBridge                                       | II ▼     |         | 48,000  | 48,000  | 48,000  |         |
| Smart Panel Mobile Display Stands                | II ▼     |         | 250,000 | 250,000 | 250,000 |         |
| Logitech Crayons                                 | II ▼     |         | 192,864 |         |         |         |
| Live Streaming Portable Kit                      | I ▼      | 12,000  |         |         |         |         |
| WIPPS research projects                          | II ▼     |         | 23,261  |         |         | 37      |
| Google Plus Licensing                            | II ▼     |         | 17,510  |         |         |         |
| FileWave Device Management                       | II ▼     |         | 91,692  |         |         |         |
| Google Live Stream Kits                          | II ▼     |         | 9,945   |         |         |         |
| KnowBe4 Cybersecurity                            | II ▼     |         | 75,816  |         |         |         |
| Gaggle- Student Safety Management                | II ▼     |         | 56,280  | 56,280  |         |         |
| Learning Management System                       | III ▼    |         |         | 80,000  | 80,000  | 80,000  |
| Health Office Supplies                           | II ▼     |         | 42,500  |         |         |         |



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

**APPROVED**

|   | I,II,III | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 |
|---|----------|---------|---------|---------|---------|---------|
| <b>Professional Development</b>   |          |         |         |         |         |         |
| Professional learning time and collaboration for teachers and support staff   | I ▼      | 221,742 |         |         |         |         |
| Summer Curriculum Development   | II ▼     |         | 100,000 |         |         |         |
| Summer Curriculum Development   | III ▼    |         |         | 100,000 | 100,000 |         |
| Professional learning time and collaboration for teachers   | II ▼     |         | 333,324 |         |         |         |
| Professional learning time and collaboration for teachers   | III ▼    |         |         | 350,000 |         |         |
| Math AVMR Professional Development Training   | III ▼    |         |         | 80,000  | 80,000  |         |
| Eric Jensen workshop  | I ▼      | 4,500   |         |         |         |         |
| Professional Learning for Pupil Services Teams  | II ▼     |         | 33,120  |         |         |         |
| Funding for additional Leader in Me training/materials  | III ▼    |         |         | 149,999 | 149,999 |         |
| Special Education Paraprofessional Academy  | II ▼     |         | 19,999  | 19,999  | 19,999  |         |
| Grow Your Own Program Funding   | II ▼     |         | 25,000  |         |         | 38      |
| Grow Your Own Program Funding   | III ▼    |         |         | 25,000  | 25,000  | 25,000  |
| Curriculum and Instruction Initiatives (Ex - Standards Based Grading, Math Instruction, CW3P Writing Instruction, (second cohort), Curriculum Development, UDL, Redefining Ready, etc.) | III ▼    |         |         | 299,999 | 299,999 |         |



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

**APPROVED**

|   | I,II,III | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 |
|---|----------|---------|---------|---------|---------|---------|
| <b>Personnel</b>  |          |         |         |         |         |         |
| Health Aides  | I ▼      | 127,347 | 118,300 |         |         |         |
| Special Education Paraprofessionals - Summer Learning                     | II ▼     |         | 33,600  | 33,600  | 25,200  |         |
| Summer School   | III ▼    |         | 99,999  | 99,999  | 74,999  |         |
| WAVE expansion and integration (2.8 FTE)                                  | III ▼    |         | 242,371 | 242,371 | 181,778 |         |
| HS Accelerated Learning Recovery Program (4.2 FTE)                        | III ▼    |         |         | 432,805 | 324,604 |         |
| MS Accelerated Learning Recovery Program (8.0 FTE)                        | III ▼    |         | 692,488 | 692,488 | 519,366 |         |
| GEDO2 Graduation Pathway (GEDO2) (1.0 FTE)                                | III ▼    |         | 86,561  | 86,561  | 64,921  |         |
| Additional HS Level Staffing Need to meet registration requests (4.8 FTE) | III ▼    |         | 415,493 | 415,493 | 311,620 |         |
| Special Education Staffing (2.5 FTE)                                      | II ▼     |         | 216,403 | 216,403 |         |         |
| Special Education Staffing (2.5 FTE)                                      | III ▼    |         |         |         | 162,302 | 39      |
| 6 Special Education Paraprofessionals                                     | III ▼    |         | 270,000 | 270,000 | 202,500 |         |
| 2 Special Education Teachers  | II ▼     |         | 140,000 | 140,000 | 105,000 |         |
| MS Small Team Leaders (ALR Teams)   | II ▼     |         | 6,638   | 6,837   | 5,128   |         |



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

**APPROVED**

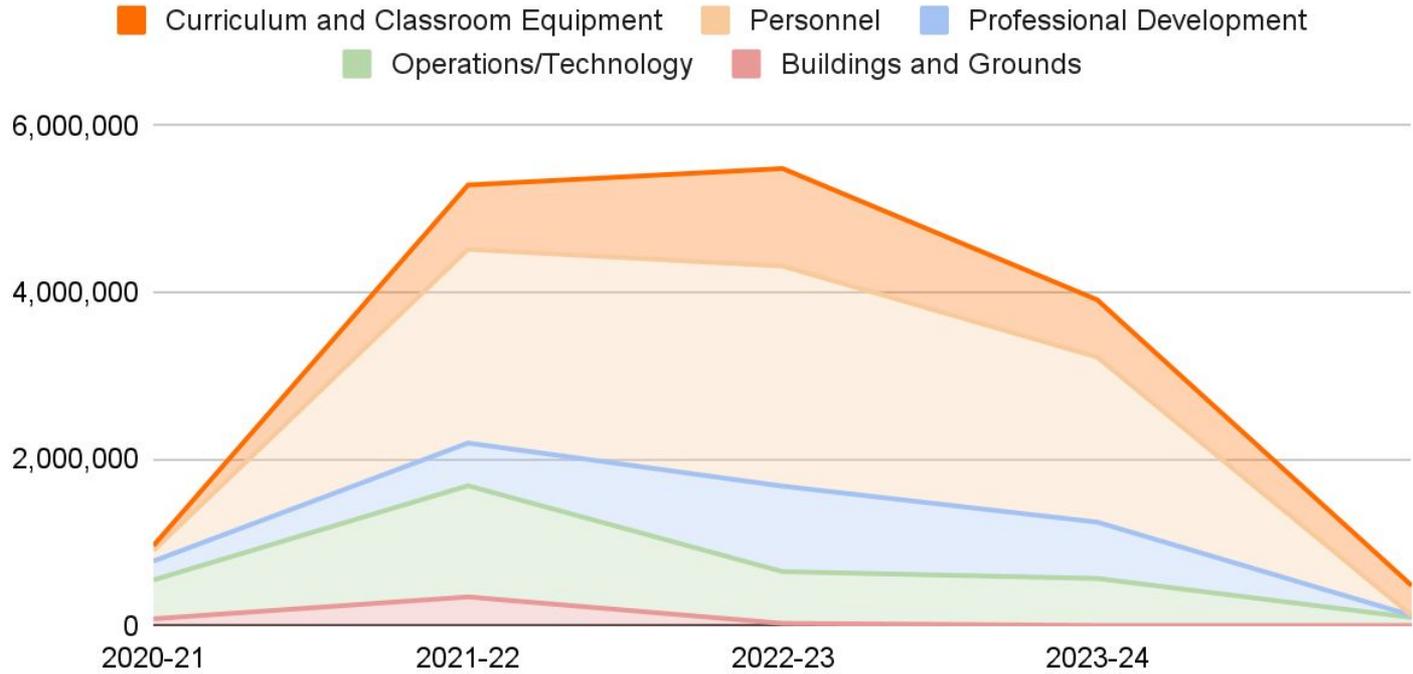
|  | I,II,III | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 |
|--|----------|---------|---------|---------|---------|---------|
| <b>Curriculum and Classroom Equipment</b>                  |          |         |         |         |         |         |
| Superkids 2017 Edition/Ugrades (elementary)                | II       |         | 218,406 |         |         |         |
| Superkids 2017 Edition/Ugrades (elementary)                | III      |         |         |         |         | 218,406 |
| PresenceLearning Special Education                         | I        | 58,402  |         |         |         |         |
| PresenceLearning Special Education                         | I        |         | 19,450  |         |         |         |
| PresenceLearning Special Education                         | II       |         | 15,550  | 35,000  |         |         |
| Ready Math & iReady for Middle Schools                     | II       |         | 335,724 |         |         |         |
| R180 Universal Updgrade for Horace Mann                    | II       |         | 25,814  |         |         |         |
| R180 Universal Updgrade for Horace Mann                    | III      |         |         |         |         | 25,814  |
| R180 Universal Updgrade for John Muir                      | II       |         | 25,814  |         |         |         |
| R180 Universal Updgrade for John Muir                      | III      |         |         |         |         | 25,814  |
| Apex (increasing credit recovery options 9-12)             | II       |         | 87,030  |         |         |         |
| Apex (increasing credit recovery options 9-12)             | III      |         |         | 87,030  | 87,030  | 87,030  |
| Future ELA and Social Studies Resources - Elementary       | III      |         |         | 399,999 |         | 40      |
| Future ELA and Social Studies Resources - Secondary        | III      |         |         |         | 599,999 |         |
| Flexible Student Furniture (non-library)                   | III      |         | 23,098  | 203,365 |         |         |
| Flexible Student Furniture (\$400K Library only)           | III      |         |         | 400,000 |         |         |
| Student Devices (WAVE)                                     | III      |         |         | 44,000  |         |         |
| Water drinking stations at West to eliminate water bottles | I        |         | 1,350   |         |         |         |
| Wonderworks Student and Teacher Licenses                   | I        |         | 18,305  |         |         |         |



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

**APPROVED**

## Total By Category, ESSER I, II, and III



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

# Your Thoughts on the ESSER III Plan?

The priorities we have identified will have the most impact on students with the greatest needs.

- **What other ideas/suggestions do you have about using this funding?**

[Access to Survey Link](#)

42



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



# WSD Plan For Safe Return

Alongside our ESSER III plan, we must submit a plan for safe return to in-person instruction and continuity of services. It must describe:

- How we will maintain the health and safety of students, educators, and other staff, and the extent to which the LEA has adopted policies (including a description of any such policies) regarding safety recommendations established by the CDC
- How we will ensure continuity of services, including but not limited to services to address:
  - student academic needs
  - student and staff social, emotional, mental health, and other needs, which may include student health and food services

43



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



# Where We Go From Here

## Future Budgets

The Wisconsin Legislature created a 2021-23 biennial budget that provided no revenue limit per pupil increase as well as no per pupil categorical aid.

In the previous biennial budget, revenue limit per pupil increases provided about \$1.5 million in new authority each year, or about \$3.1 million over the biennial period. This school year's total revenue limit increase was \$3.9 million in spite of referendum approval to increase this authority by \$4 million for specific expenses. Ignoring the increased authority by way of referendum, the revenue limit actually decreased by \$100,000.

44

Because of enrollment decline, intensified by COVID issues, next year's revenue limit is expected to remain flat.

ESSER III funds may help mitigate the shortfall in revenue during this biennial period.



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

# Where We Go From Here

- **Next steps:**
  - We will submit our final ESSER III plan to the DPI prior to the March 11th 2022 deadline
  - If you choose to provide input on the use of ESSER III Funds please use the link provided on slide 16 in this slideshow or on our website [Access to ESER III Survey Link](#)
  - Our Safe Return plan is currently posted on our district website @ <https://www.wausauschools.org/about-wsd/covid-19-information> and is available in English, Hmong and Spanish

45



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



# For More Information

Visit the Wisconsin Department of Public Instruction's website for ESSER III funds:

[dpi.wi.gov/arp/esser-iii](https://dpi.wi.gov/arp/esser-iii)



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