

**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

James Bouché, President
Karen Vandenberg, Clerk

A meeting of the **AUDIT OF THE BILLS COMMITTEE** will be held in the **Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403 at 5:00 PM** on **Monday, June 27, 2022.**

I. Call to Order	
II. Approve the Minutes	3
III. Public and Student Comment	
IV. Security Assessment Proposal	6
V. Share Preliminary Design Plans for Stettin Elementary and Riverview Elementary	8
VI. Share Preliminary Site Plan for Hawthorn Hills Elementary	23
VII. AIA Contracts for Referendum Design and Construction Management Services (<u>Action Requested</u>)	
VIII. Contract Policy (<u>Action Requested</u>)	
IX. Class Evacuation Policy (<u>Action Requested</u>)	
X. Meal Price Recommendations for 2022-23	29
XI. Activities Code of Conduct (<u>Action Requested</u>)	30
XII. Annual Academic Standards (<u>Action Requested</u>)	
XIII. Weighted Grades and/or Laude System Exploration (<u>Action Requested</u>)	42
XIV. Adjourn	

AMENDED: FRIDAY, JUNE 24, 2022, AT 7:00 AM

NOTICE IS HEREBY GIVEN THAT SCHOOL BOARD MEMBERS WHO ARE NOT MEMBERS OF THE AUDIT OF THE BILLS COMMITTEE MAY ATTEND THIS COMMITTEE MEETING AS TO CONSTITUTE A QUORUM OF THE BOARD OF EDUCATION. ANY SUCH BOARD MEMBER ATTENDANCE WILL BE FOR INFORMATION GATHERING, DISCUSSION, AND/OR RELATED PURPOSES AND WILL NOT RESULT IN DIRECT DECISION MAKING BY THE BOARD OF EDUCATION AT THE COMMITTEE MEETING.

Action Item*

NOTICE POSTED: Thursday, June 23, 2022, at 10:45 am

By: _____

NOTICE SENT TO:

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Minutes of the Education/Operations Committee 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, May 23, 2022, beginning at 5:00 PM in the Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403.

Present: James Bouché; Jon Creisher; Ka Lo; Pat McKee; Cody Nikolai; Joanna Reyes; Lance Trollop; Karen Vandenberg; and Lee Webster.

I. Call to Order

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

II. Approve the Minutes

Cody Nikolai moved to approve the minutes of April 25, 2022, seconded by Pat McKee. The motion carried 9-0.

III. Public and Student Comment

The following individuals made public comments: Mary Hoffman, Megan Marohl, Mika Jenkins, Christine Salm, Andrew Lynch, Avia Lynch, Bruce Grau, Sarah Werth, Jeff Johnson, Carrie Marohl, and Julian Brown.

IV. New Charter School Proposal (Action Requested)

Lee Webster moved to recommend to the full Board the approval of the exploration of creating a new charter school in the District, seconded by Cody Nikolai. The motion carried 9-0.

V. Montessori Charter Expansion (Action Requested)

Pat McKee moved to recommend to the full Board the approval to expand the educational delivery of services in the Wausau Area Montessori Charter School to grade 7 in the 2022-23 school year, and to grades 4K-8th grade as the referendum expansion of space allows, seconded by Lance Trollop. The motion carried 9-0.

VI. Issuance and Sale of General Obligation Bonds for Referendum Projects, \$99,990,000 (Action Requested)

Karen Vandenberg moved to recommend to the full Board a resolution awarding the sale of \$99,990,000 general obligation school building and improvement bonds, series 2022A, seconded by Lance Trollop. The motion carried 9-0.

VII. Referendum Project Timeline (Action Requested)

Lance Trollop moved to recommend to the full Board the approval of the referendum design, bidding, and construction timeline as presented, seconded by Cody Nikolai. The motion carried 9-0.

VIII. Referendum Bid Process (**Action Requested**)

Karen Vandenberg moved to recommend to the full Board the approval of the referendum bid approval process as presented, seconded by Lee Webster. The motion carried 9-0.

IX. Recommendation for Preliminary 2022-23 Budget (**Action Requested**)

Cody Nikolai moved to recommend to the full Board the approval of the preliminary budgets as presented in order to proceed with 2022-23 expenditures committed to before final budgets are approved, seconded by Karen Vandenberg. The motion carried 9-0.

X. WIAA Membership Renewal for 2022-23 (**Action Requested**)

Lee Webster moved to recommend to the full Board the approval of the WIAA membership renewal for 2022-23, seconded by Karen Vandenberg. The motion carried 9-0.

The Committee took a short break at 7:04 pm and reconvened the meeting at 7:11 pm.

XI. Approve 10-Year Capital Improvement Plan (**Action Required**)

Jon Creisher moved to recommend to the full Board the approval of the 10-year capital improvement plan as presented, seconded by Cody Nikolai. The motion carried 9-0.

XII. Transfer from Fund 10 to Fund 46 (**Action Requested**)

Joanna Reyes moved to recommend to the full Board the approval of the transfer of \$300,000 from the General Fund to the Long-term Capital Improvement Trust Fund during the 2021-22 fiscal year, seconded by Karen Vandenberg. The motion carried 9-0.

XIII. Employee Handbook Updates for 2022-23 (**Action Requested**)

Cody Nikolai moved to recommend to the full Board the approval of the presented changes to the handbook language for the 2022-23 school year, seconded by Jon Creisher. The motion carried 9-0.

XIV. Neola Policy Update (**Action Requested**)

The Committee reviewed a list of over 100 policies for potential changes. Please see BoardBook for the complete list. The policies will be brought back before the full Board for formal approval at the Regular Board Meeting on Monday, June 13.

The following policies were discussed for additional changes and suggestions:

- *8450 - Control of Casual Contact Communicable Diseases* (Add the words “evidence-based” to the last sentence on page 1)
- *0144.5 Board Member Behavior and Code of Conduct* (Add the following District-specific items from the original policy to the new Neola template: 1) regular volunteering; 2) political pressure/partisanship; 3) statements/promises regarding future votes.)

- *1421, 3121, 4121 Criminal History Record Check and Employee Self Reporting Requirement* (Research ways to narrow the focus on municipal violation reporting)
- *2414 Human Growth and Development* (Add required subsection H; reorganize policy to align with the Neola template and State Statutes; bring back both versions for a side-by-side comparison to show there are no deletions in the policy, only a reorganization of layout and addition of subsection H.)
- *5350 Student Suicide* (eliminate the extra “suicide” from the title)
- *8510 Wellness* (This policy will not be forwarded to the full Board, it will be further reviewed by the Wellness Committee over the summer)

XV. "Contract" Policy (**Possible Action**)

This item was tabled until the next Education/Operations Committee meeting.

XVI. "Class Evacuation" Policy (**Possible Action**)

This item was tabled until the next Education/Operations Committee meeting.

XVII. Substitute Pay Rates for the 2022-23 School Year (**Action Requested**)

Joanna Reyes moved to recommend to the full Board the approval of the recommended substitute pay rates for the 2022-23 school year, seconded by Cody Nikolai. The motion carried 9-0.

XVIII. Adjourn

Pat McKee moved to adjourn, seconded by Karen Vandenberg. The motion carried at 8:08 pm.

Respectfully Submitted,

Karen Vandenberg,
Board Clerk

KV:cp

To: Wausau School Board
From: Superintendent, Dr. Keith Hilts
Re: Supporting documentation regarding a proposed security audit
Date: June 27, 2022

The Wausau School District (WSD) administrative team is exploring opportunities to engage a highly qualified security firm or individual to inform the District in steps to potentially expand and/or improve our current safety and security practices. The WSD already has invested significant resources to create a safe teaching and learning environment and is seeking to expand our efforts in the most impactful manner. The following is a summary of our current safety and security efforts.

The majority of District efforts are aimed at preventing threats through facility security, training, safety protocols and creating an environment that encourages open dialogue. These efforts include:

- The WSD has secure entrances at each school.
- Each school utilizes Raptor Technologies to screen and track visitors to our schools.
- The district recently passed a referendum to support enhancing the security of our school entrances.
- The WSD has strong relationships with our local emergency service providers and employs four School Resource Officers (SRO) at our secondary schools. We are currently exploring the addition of SRO staff at our elementary schools.
- Each school has a safety plan that is reviewed by our student safety specialist as well as local law enforcement.
- Safety drills are practiced in each of our schools.
- All schools have security cameras in place.
- The WSD utilizes threat assessment processes developed by the Department of Justice and Wisconsin Office of School Safety. Many threat assessments have been conducted in response to a wide variety of student behaviors leading to the development of several intervention plans for students.
- A District employs a student safety specialist to support staff and students in improving the safety and security in our schools.
- Staff have been trained in Trauma Informed Care practices.
- Staff have been trained in nonviolent Crisis Prevention Intervention (CPI) practices to support the de-escalation of student behaviors. (These practices have been replaced by ProACT)
- Several district staff were recently trained as trainers for the Professional Assault Crisis Training (ProACT) framework with several more staff scheduled to be trained before the start of the 2022-23 school year.
- The District recently passed a recurring referendum that supported the hiring of 35 additional pupil services staff to support our efforts to proactively develop social, emotional and self-regulation skills in our students.
- The district is also currently engaged in a multi-year implementation of the Leader in Me program, based on Steven Covey's Seven Habits of Highly Effective People. This work is meant to develop prosocial and pro-academic behaviors and establish a common language for skills and behaviors among students, staff and families.
- The WSD employs ALICE practices to effectively respond to threats in our schools.

Administration proposes to invite several recommended firms or individuals to respond to a "Request for Information" which will include a description of the firm's qualifications and an action plan and costs to complete the following "Scope of Work".

SCOPE OF WORK

The Wausau School District (WSD or District) will receive proposals for a school safety and security audit. The successful bidder may be retained as a result of this procurement process. Services to be delivered will include, but are not necessarily limited to the following:

- Perform SWOT analysis of Safety & Security of the District
 - Strengths
 - Weakness
 - Opportunities
 - Threats
- Review physical buildings to include, but not limited to the following:
 - Security Cameras
 - Locking Systems & Building Access
 - Grounds & Building Exterior
 - Buses & Parking
 - Keys & Identification
 - Building Interior
 - Cafeteria
 - Gymnasium Area
 - Communications & Information
 - Emergency Operations Plan
 - Other Areas
- Supply WSD with Fit Gap analysis
- Evaluate the emergency planning process
- Assess current security technology already in place
- Review the Standard Operating Procedures of the Safety and Security of the District
 - Visitor Procedures
 - Deliveries
 - Monitoring & Surveillance
 - School Climate & Culture
 - Outside of regular school hours
- Evaluate the current incident reporting system of the school safety and security procedures and adherence to drills.
- Police/security staffing and response capabilities to schools without assigned SROs
- Assessment of emergency communications capabilities



WAUSAU SCHOOL DISTRICT
Referendum Project Update
50% Design Progress

June 27, 2022





Agenda

50% Design Review

1 Stettin Elementary

2 Riverview Elementary

3 Questions





1

Stettin
Elementary



Stettin Elementary School: Referendum Concept

Stettin Elementary School Wausau, Wisconsin

- 1 Secure Entry
- 2 Classroom Addition

- DEFERRED MAINTENANCE
- REMODELING
- NEW ADDITION



FIRST FLOOR PLAN
0' 10' 20' 40' 60'



➤ Stettin Elementary: District Staff Involvement

District Involvement

(4) Design Meetings

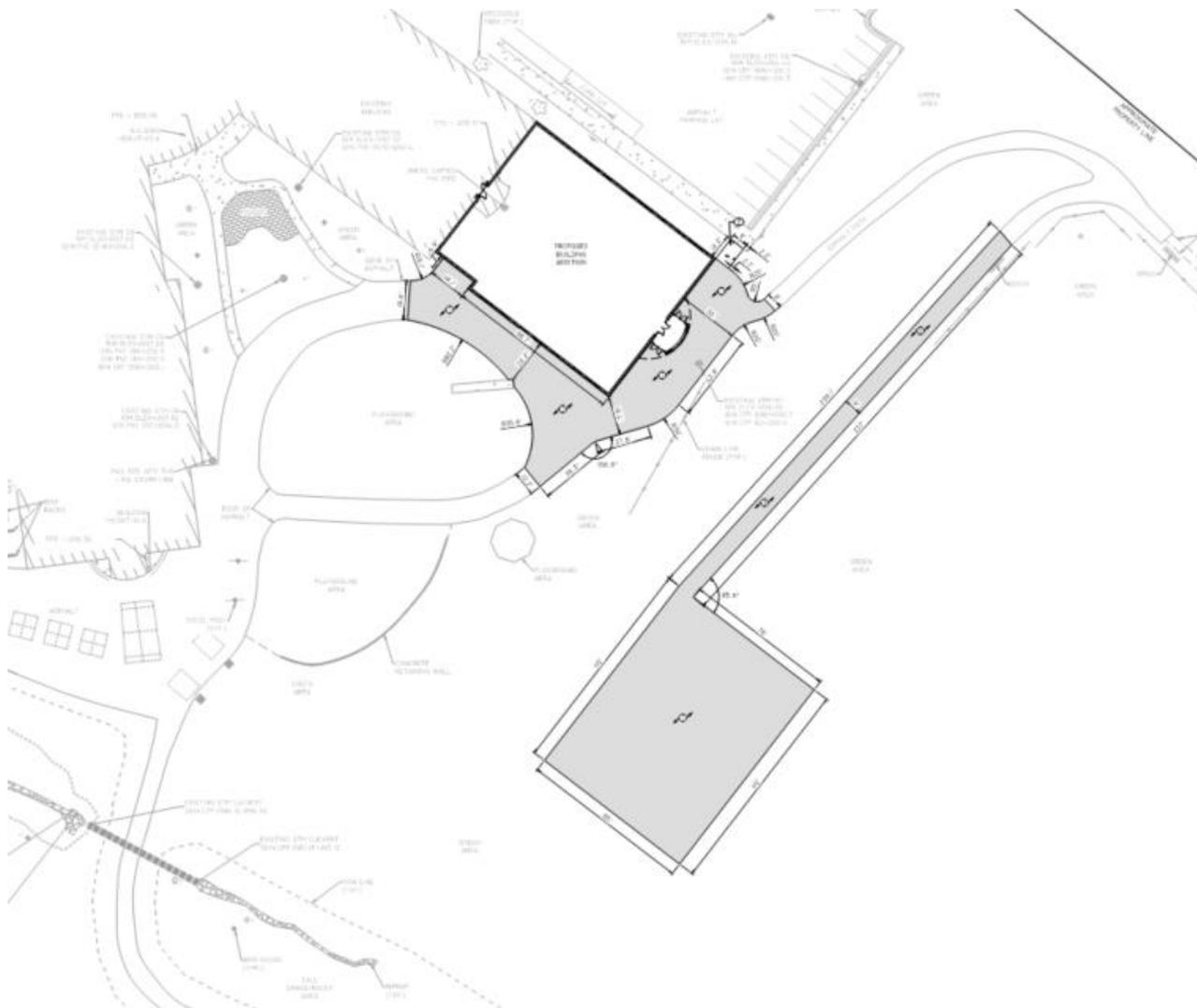
- District Leadership Team
- Building Design Committee

(3) User Group Meetings

- Principal
- Maintenance
- Teachers 4,5th grade



Stettin Elementary: 50% Design

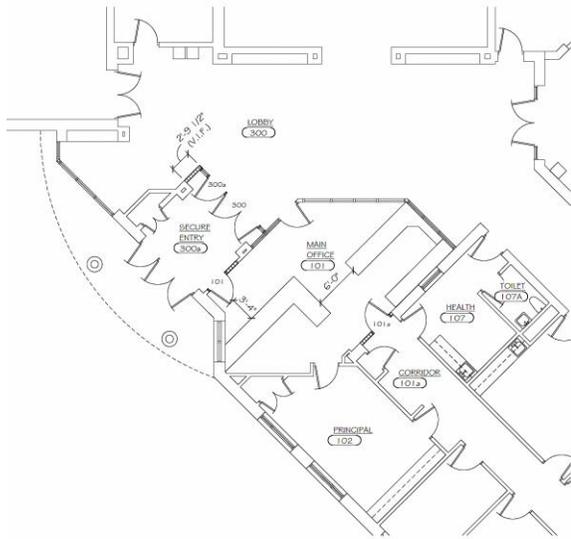


Noted Updates

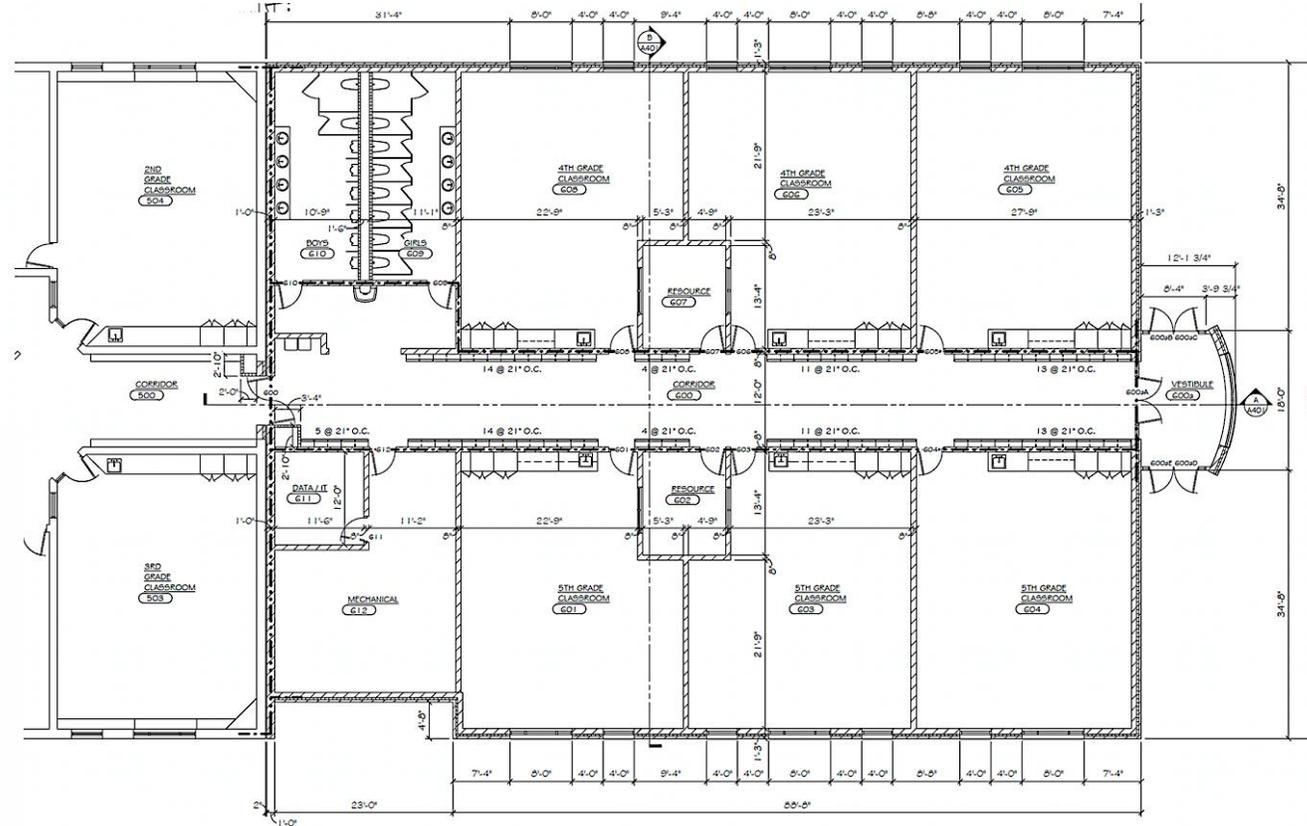
- Playground relocated
- Floor plan consistent



Stettin Elementary: 50% Design



PARTIAL FIRST FLOOR PLAN - AREA A
SCALE: 1/8" = 1'-0"



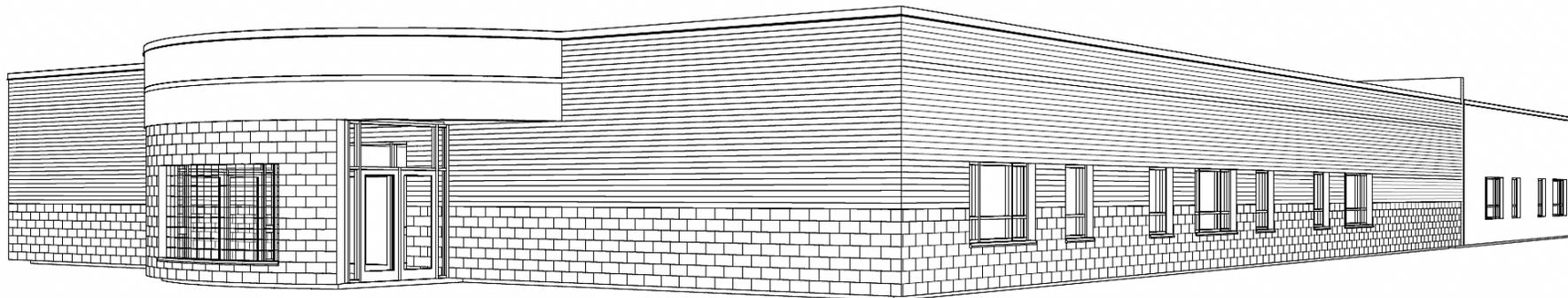
PARTIAL FIRST FLOOR PLAN - AREA B
SCALE: 1/8" = 1'-0"

Areas of work:

- 6 classrooms
- 2 resource rooms
- Boys and Girls Toilets
- Work Room
- Secure Front Entrance

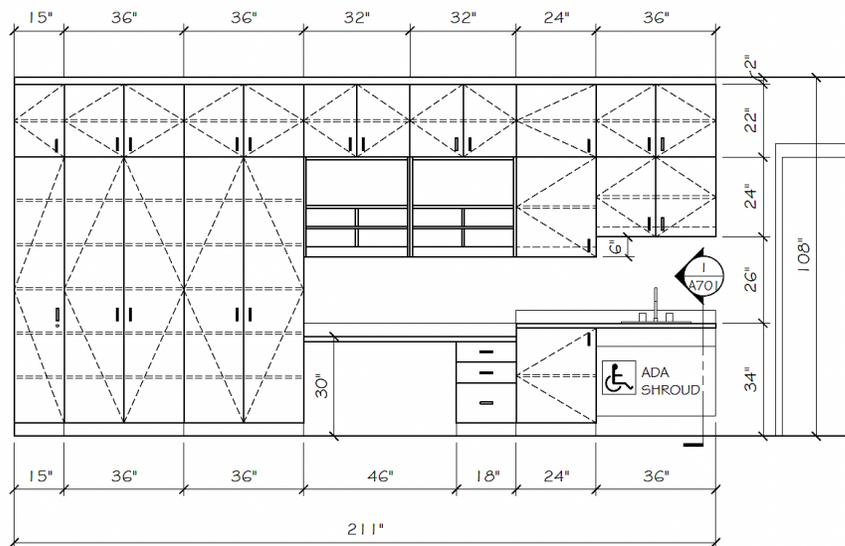


Stettin Elementary: 50% Design



Areas of work:

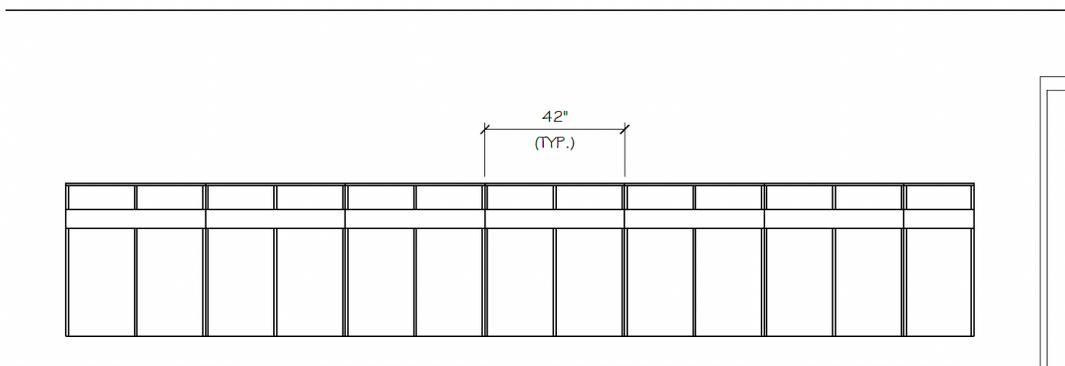
- Electrical
- Mechanical
- Plumbing
- Casework
- Cubbies



TYPICAL CLASSROOM

SCALE: 3/8" = 1'-0"

ROOM: 601 AS SHOWN
ROOM: 608 OPP. HAND



NORTHEAST ELEVATION

CORRIDOR

SCALE: 3/8" = 1'-0"

ROOM: 600



2

Riverview
Elementary



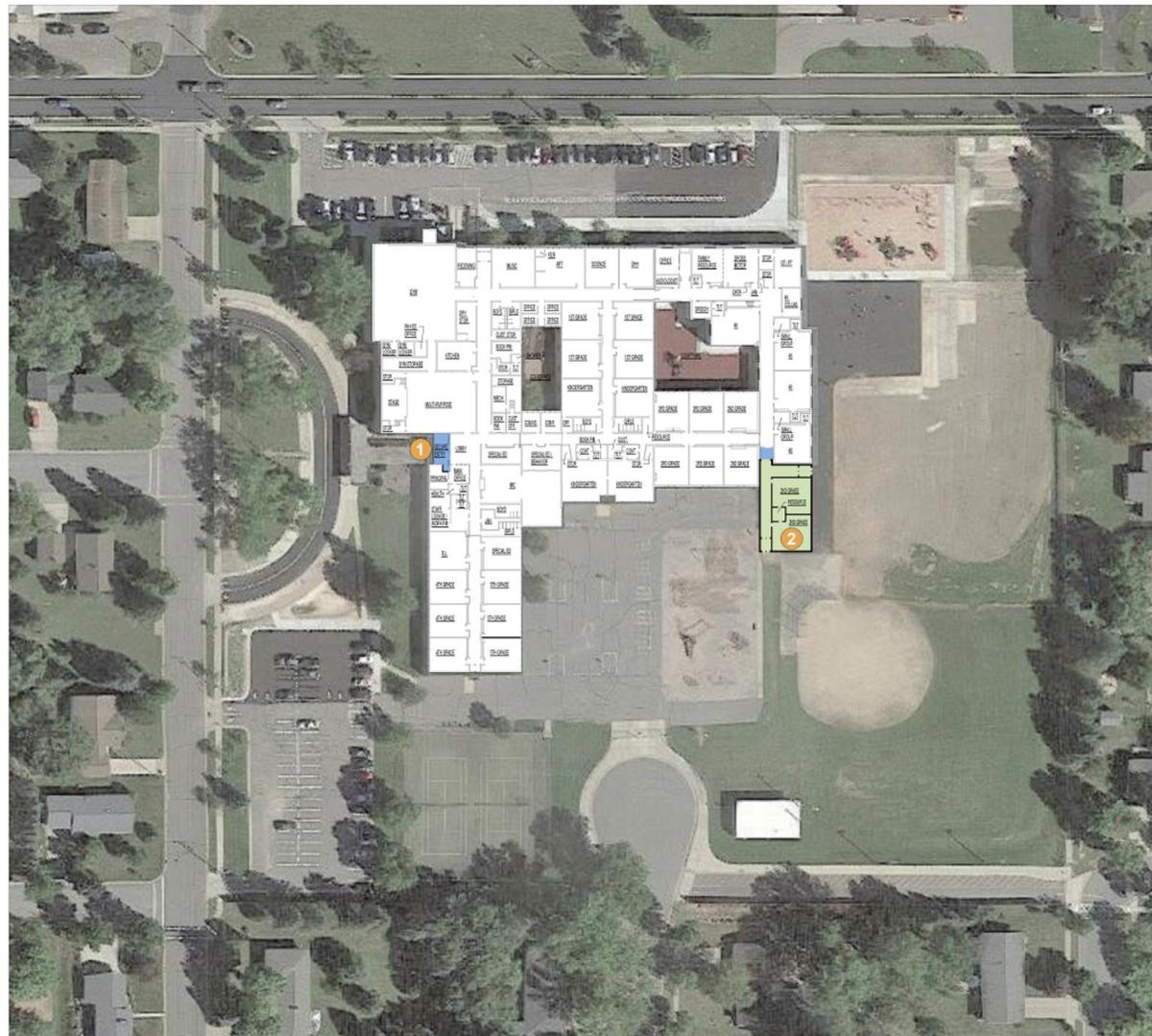
Riverview Elementary: Referendum Concept

Riverview Elementary School

Wausau, Wisconsin

- 1 Secure Entry
- 2 Classroom Addition

- DEFERRED MAINTENANCE
- REMODELING
- NEW ADDITION



FIRST FLOOR PLAN
0' 10' 20' 40' 80'



➤ Riverview Elementary: District Staff Involvement

District Involvement

(4) Design Meetings

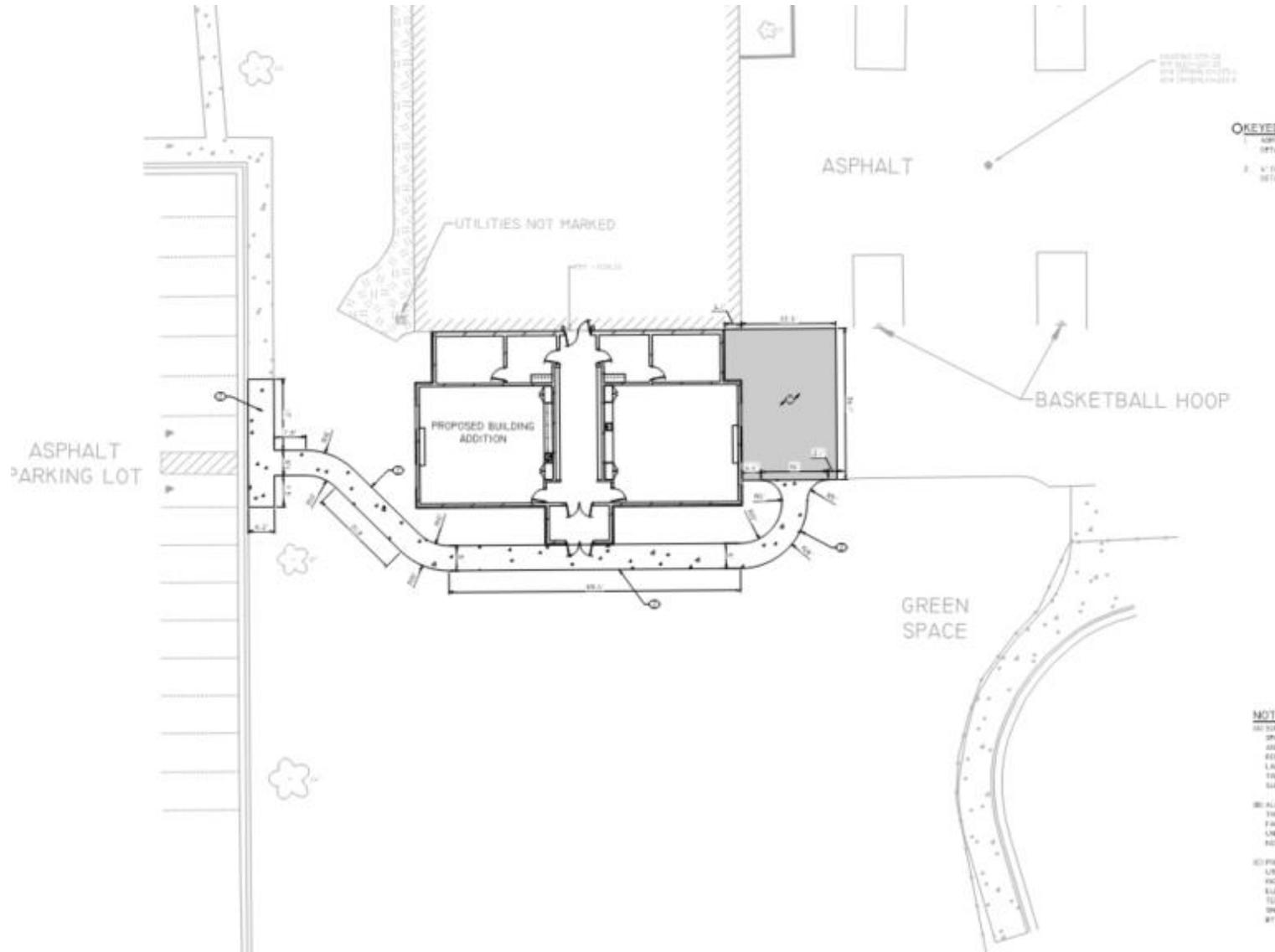
- District Leadership Team
- Building Design Committee

(3) User Group Meetings

- Principal
- Maintenance
- Teachers 3,5th grade



Riverview Elementary: 50% Design



Noted Updates

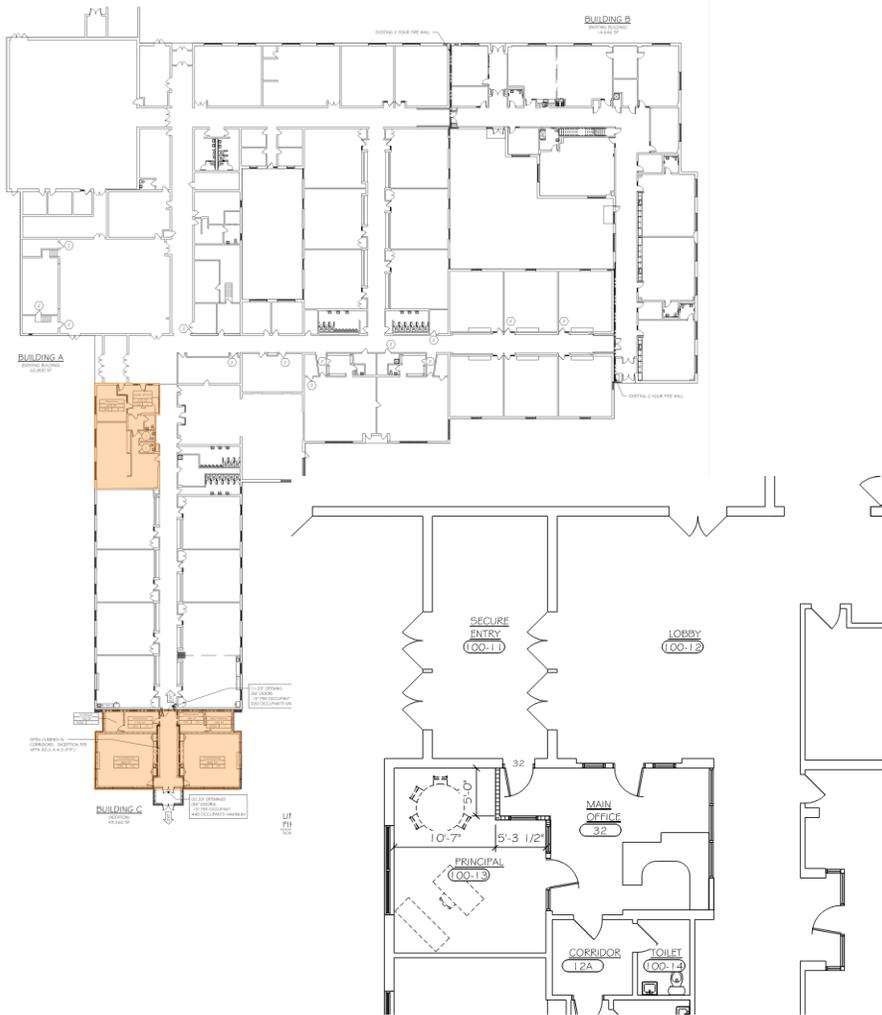
- New Addition
- Tennis Courts
- Adjacency
- More security to playground
- More cost effective



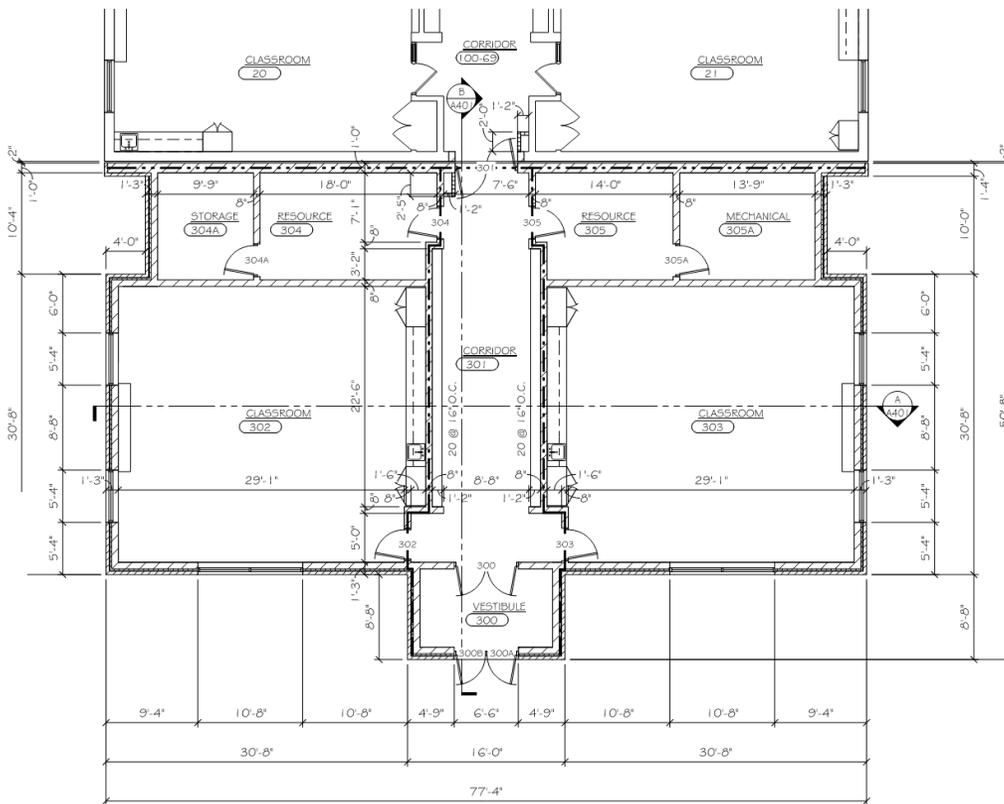
Riverview Elementary: 50% Design

Areas of work:

- 2 classrooms
- 2 resource rooms
- Secure front entry



PARTIAL FIRST FLOOR PLAN - AREA A
SCALE: 1/8" = 1'-0"



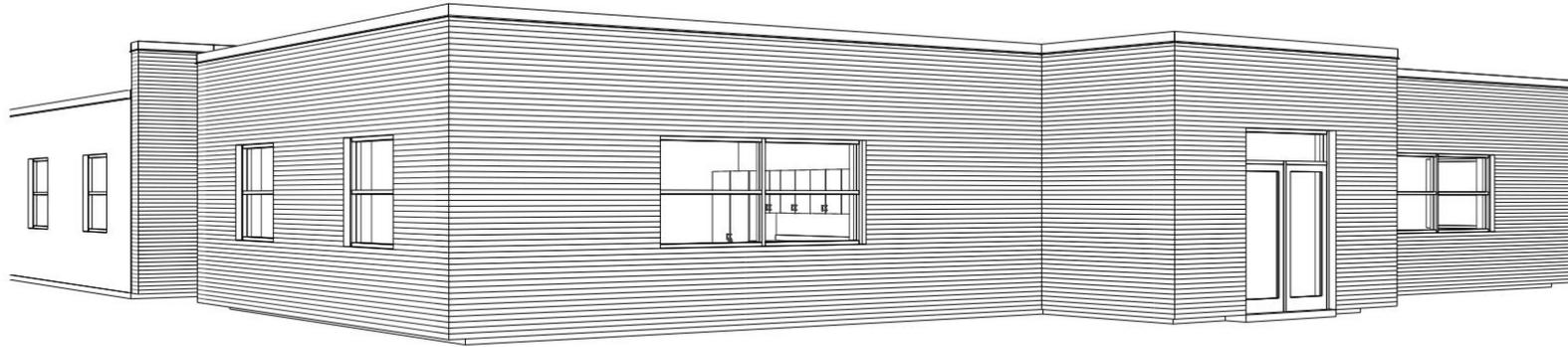
PARTIAL FIRST FLOOR PLAN - AREA B
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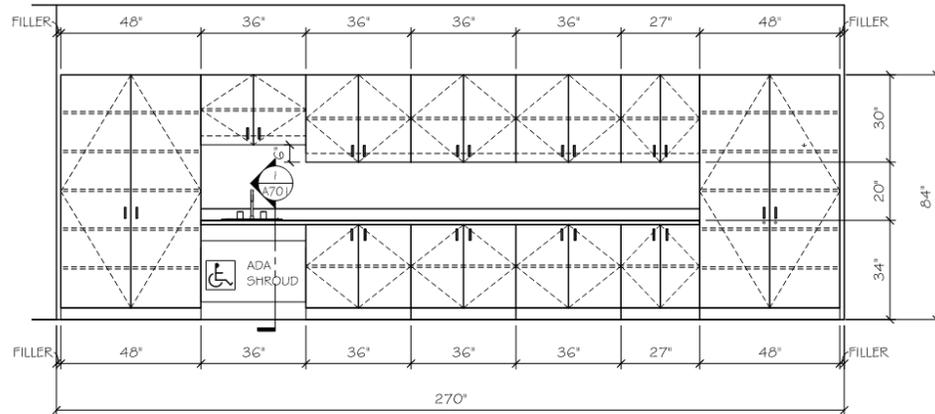
Riverview Elementary: 50% Design

Areas of work:

- Electrical
- Mechanical
- Plumbing
- Casework/
Cubbies

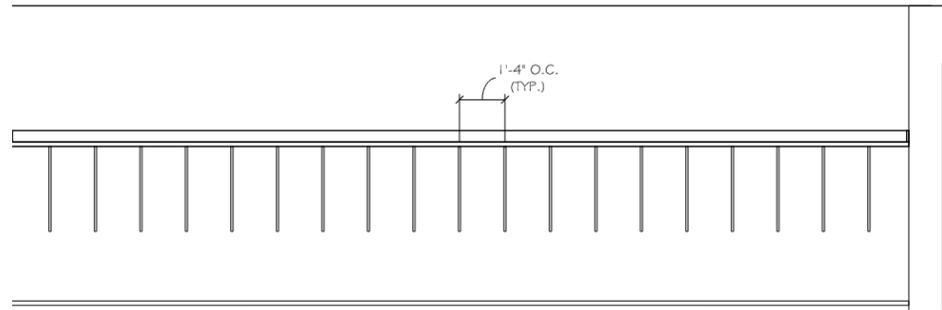


PERSPECTIVE VIEW



WEST ELEVATION

ROOM: 403



WEST ELEVATION

ROOM: 401



3

Questions



WAUSAU SCHOOL DISTRICT

Referendum Project Update

Hawthorn Hills

June 27, 2022





Agenda

50% Design Review

1

Hawthorn Hills Elementary School

2

Questions





1

Hawthorn Hills
Elementary



Hawthorn Hills Elementary: Referendum Concept

Hawthorn Hills Elementary School Wausau, Wisconsin

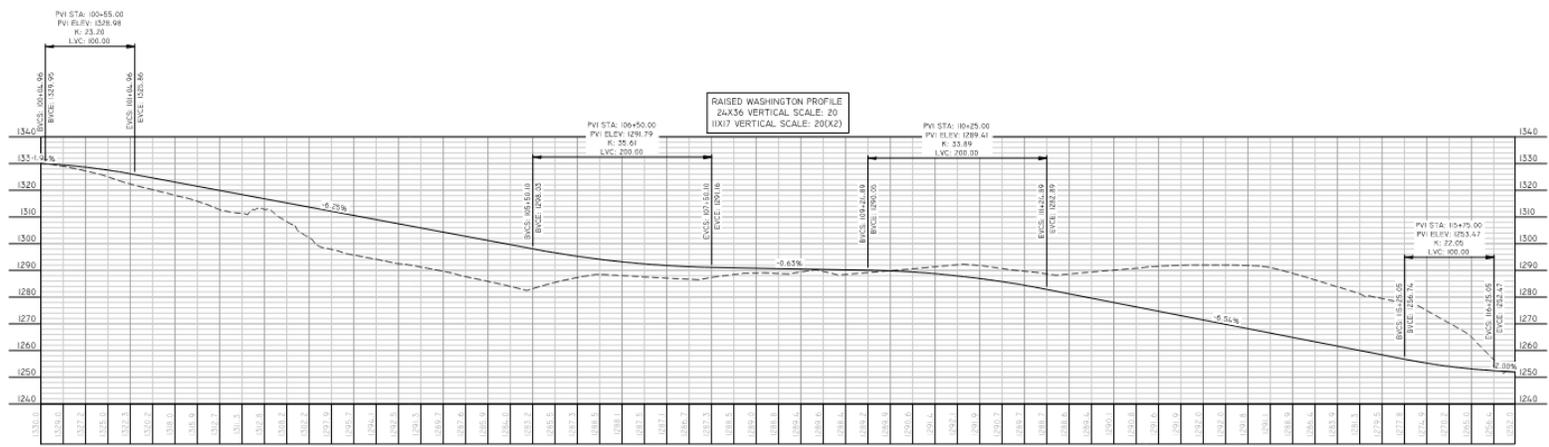
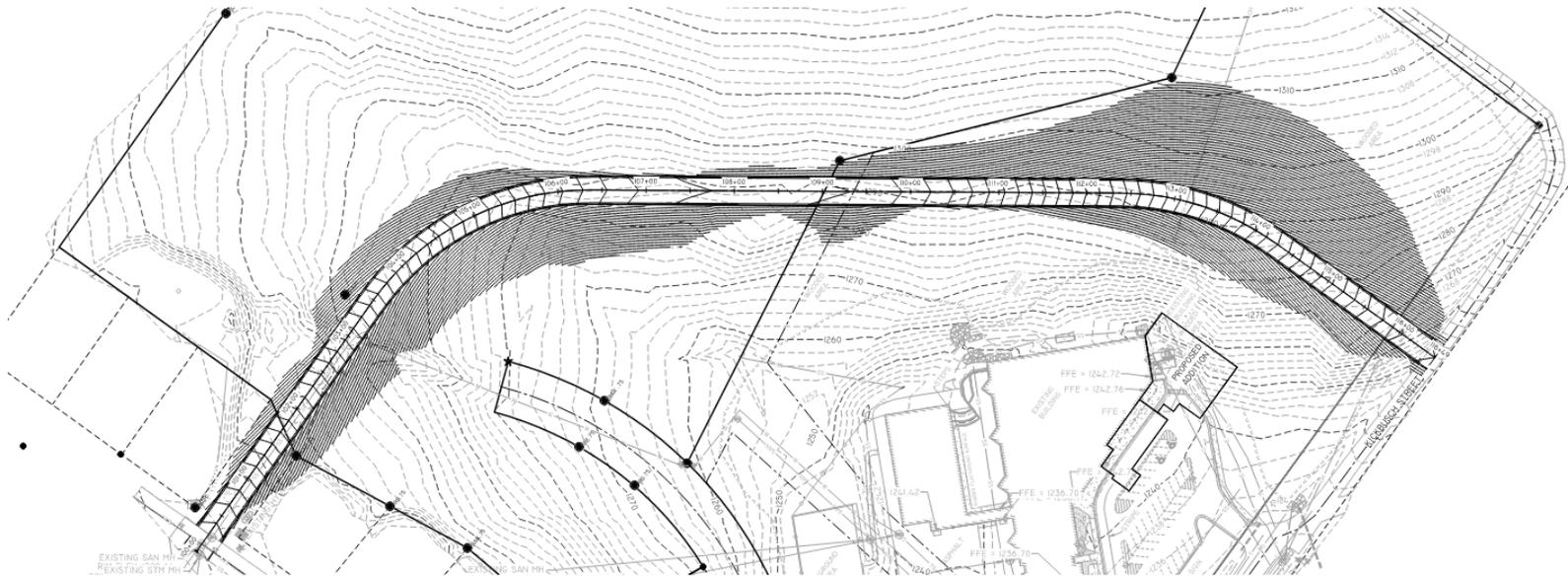
- 1 Secure Entry
- 2 Revised Parent / Bus patterns
- 3 Parking Lot

- DEFERRED MAINTENANCE
- REMODELING
- NEW ADDITION





Hawthorn Hills : Preliminary Site Plan



Current Steps:

1. Outreach to community
2. City CISM Committee (Capital Improvements and Street Maintenance)
 - July 14, 2022
3. City CISM Committee Follow-up
 - August 11, 2022
4. City Council Meeting
 - September 13, 2022
5. Developers Agreement Authorization



2

Questions

June 27, 2022

TO: Board of Education

FROM: Karen Fochs, Director of School Nutrition Services

RE: **2022-2023 Paid Meal Price Update**

The USDA Paid Lunch Equity (PLE) tool was used to determine the new weighted pricing average for the 2022-2023 SY. This weighted average is used as the guide for the WSD Nutrition Services Department to update meal pricing for the upcoming 2022-2023 SY. In addition, the Wisconsin Adult Meal Price Calculation Guidelines provided by the DPI was used to update adult meal pricing utilizing the "pricing School Food Authority" option of the Wisconsin DPI pricing tool. Below you will find a list of all prices for WSD meals.

2022-2023 School Year Meal Prices

Breakfast

Lunch

Elementary Students:	\$1.50	Elementary Students:	\$2.85
Middle School Students	\$1.75	Middle School Students:	\$2.95
High School Students	\$1.90	High School Students:	\$3.10
Staff/Visitors:	\$2.50	Staff/ Visitors:	\$4.75
Milk carton	\$0.45		



WAUSAU SCHOOL DISTRICT
ATHLETIC AND ACTIVITIES
CODE OF CONDUCT
2022-2023



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 and as required by the Wisconsin Interscholastic Athletic Association (WIAA). Taken together with the Coach's/Advisor's Expectations, the Code is intended to define for those it governs the ideals

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").

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:

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").

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, may attend home games but not travel with the team to away events, and 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. Students who withdraw-fail at first or third quarter will be academically eligible for the fifteen (15) day

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ineligibility period and cannot return to competition until after this 15 day period. The student will not become ineligible for the same class when 2nd or 4th quarter grades are posted.

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-alikes.
6. Violation of the law; including remaining at a gathering where illegal substances or alcohol is present and not making an effort to remove yourself from the situation immediately.
7. Conduct themselves in a manner unbecoming a student representing Wausau School District. This may include, but is not limited to, a.) disrespect for school authorities; b.) inappropriate use of social media; c.) violation of school rules.
8. 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 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

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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.

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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. Conduct unbecoming:

- i. For violations of conduct Rule 7, a student shall be subject to disciplinary action from the athletic office or from team expectations.

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 the 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.

NOTE: A freshman who receives a Code Violation may have that violation erased if there are not further violations before the start of their junior year. The student will provide a written explanation to the Activities Council before such violation is removed.

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:

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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.

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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 WIAA does provide insurance coverage for concussion treatment to all athletes participating in a WIAA sponsored sport at a member school. It does not cover open gyms, cheer, dance, or club sports. Details may be found on the WIAA website, wiaawi.org.

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Weighted Grades and/or Laude System Background Information

School Board Meeting, June 27, 2022

Goal

- Encourage students to pursue rigorous courses, including career pathway courses.

Rationale

- Research* suggests that students who engage and succeed in rigorous courses, including career pathway courses, are better prepared for life after high school.

Questions

- How many students pursue rigorous courses, including career pathway courses?
- What motivates students to pursue these courses?
- What barriers might prevent students from pursuing these courses?
- How might implementing weighted grades and/or a laude system positively or negatively influence student experiences?

Stakeholders

- Students, Families, Teachers, School Counselors, School Administrators, Post-Secondary Schools, Employers

Areas of Potential Impact

- Academic & Career Planning (ACP)
- Honor Roll/Academic Honors
- Academic Letter
- National Honor Society
- Class Rank
- Valedictorian Status
- Grading Practices
- Official Transcripts
- College Admissions
- Scholarships
- Course Offerings
- Course Selection
- Scheduling
- Staffing

Additional Consideration

- Type of system: weighted, laude, or combination (districts seem to have uniquely designed systems)
- Identifying courses
- Different course offerings at Wausau East and Wausau West
- Identifying and calculating “points”
- Revising/creating systems within Infinite Campus
- Confirming accuracy
- Student and family communication and advising
- Implementation timeline
 - Research, decision making, and planning
 - Phased implementation (ex. beginning with a freshman class)
 - Alignment with student course selection timeline
 - COVID grading practices (Spring 2020)

Recommended Motion: Convene a committee of stakeholders to review data, explore perceptions, and recommend what future action—if any—may be pursued.

Weighted Grades and/or Laude System Background Information

School Board Meeting, June 27, 2022

*Research related to the Rationale

National Redefining Ready Research Highlights ([source](#))

- Students who have a 2.8 GPA graduating high school have a 71% likelihood of reaching the American middle class.
- Students who took an AP or International Baccalaureate (IB) course were found to be 17 percent more likely to persist in four-year colleges and 30 percent more likely to persist in two-year colleges.
- Dual enrollment students were statistically significantly more likely to–
 - Persist in college to a second semester.
 - Earn higher post secondary GPA one year and two years after high school graduation.
 - Remain enrolled two years after graduation from high school.
- Students participation in skills-training programs (industry credentials) increases the likelihood of higher earnings and raises the probability and consistency of employment.
- Students who successfully complete Algebra II are twice as likely to complete a 4-year degree.
- Course attendance is 8 times more predictive of success in freshman year than eighth grade test scores.

Wisconsin Redefining Ready Indicators ([source](#))

- Students are College Ready if they earn at least a **2.8 GPA** (4.0) scale **and one or more** of the following:
 - Advanced Placement Course (A, B, or C)
 - Advanced Placement Exam (3+)
 - Dual Credit College English and/or Math (A, B, or C)
 - Algebra II (A, B, or C)
- Students are Career Ready if they have identified a **career interest and meet two or more** of the following:
 - Dual Credit in a career pathway course
 - Industry credentials
 - Workplace learning experience
 - 90% attendance
 - 2 or more co-curricular activities
 - 25 hours of community service