

**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 **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** on **Monday, October 23, 2023**.

- 
- I. Call to Order
  - II. Approve the Minutes
  - III. Public and Student Comment
  - IV. 2023-24 Student Demographic Report
  - V. Legal Expense Summary for 1st Quarter
  - VI. Restructure Update
  - VII. Possible Referendum Discussion
  - VIII. Red Granite Job Description (**Action Requested**)
  - IX. Course Approval: Exploring Computer Science, Exploration in Data Science (**Action Requested**)
  - X. Student Fee Request for the 2024-25 School Year (**Action Requested**)
  - XI. Health Insurance Update (**Possible Action**)
  - XII. Adjourn

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NOTICE POSTED: Friday, October 20, 2023, at 2:45 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**

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A Education/Operations Committee Meeting of the Board of Education of the Wausau School District was held Monday, September 25, 2023, beginning at 5:00 PM in the Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403.

Present: James Bouche; Jon Creisher; Pat McKee; Cody Nikolai; Jennifer Paoli; Joanna Reyes arrived at 5:08 pm; Cory Sillars; Lance Trollop; and Karen Vandenberg arrived at 5:11 pm.

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 August 28, 2023, seconded by Pat McKee. The motion carried 7-0.**

III. Public and Student Comment

Lea Carroll and Jake Engel made brief comments.

IV. WEA Member Benefits Foundation and Connexus Donation

Cale Bushman, Director of Pupil Services accepted on behalf of the District, a donation from the WEA Member Benefits Foundation and Connexus.

V. Secondary Science Discussion (**Action Requested**)

Wausau School District Admin reviewed secondary science enrollments and possible solutions.

VI. End of the Referendum Investment Plan (**Action Requested**)

Josh Viegut, Assistant Superintendent of Operations, shared a presentation on the potential project list from for end of the referendum.

VII. Adjourn

**Jon Creisher moved to adjourn, seconded by Pat McKee. The motion carried at 6:32 pm.**

Respectfully Submitted,

Karen Vandenberg,  
Board Clerk

KV:cp



# **STUDENT DEMOGRAPHICS**

**2023-2024**

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TO: Board of Education  
Dr. Keith Hilts Superintendent of Schools  
FROM: Jon Euting, Director of Technology and Media Services  
DATE: October 23, 2023  
RE: 2023-2024 Student Demographics

Each school year, the District completes an analysis of our student demographic information based on the state-mandated Third Friday in September Count. This information illustrates short and long-term trends. The data provides key information to inform both instructional and financial decisions. Finally, the data are used to describe our current conditions to organizations or in grant writing processes.

**Important highlights from the full report follow:**

- ❑ Enrollment in grades 4K-12 decreased this year by 97 students for a total District enrollment of 7,776.
- ❑ Analysis of available data reveals 425 students moved into the Wausau School District while 345 students moved out of the District. These numbers are very similar to the 2022-2023 school year. The number of students moving out of the District increased slightly compared to last year's 330.
- ❑ The overall number of students leaving the Wausau School District through Open Enrollment increased by 1, for a total of 508 students. Of the 508 students Open Enrolling out, 129 are new applicants this year. The overall number of students entering the Wausau School District through Open Enrollment decreased by 5 for a total of 259. Of the 259 students Open Enrolling in, 85 students are new applicants.
- ❑ Kindergarten enrollment continues to attract approximately 88% of available 5-year old students in the Wausau School District area.
- ❑ The Wausau School District continues to support a diverse student body with 37% of students representing a race other than white. Additionally, approximately 11% of students are English Learners and receive support.
- ❑ As of the 2023 Third Friday Count, 123 students are listed at Home Based Education which is an increase of 2 students.
- ❑ The District Free/Reduced lunch overall average is 52% compared to 46.4% for 2022-2023 school year.

Please contact my office if you have any questions about the data presented.

**Wausau School District Sites**

**Elementary Campuses**

Franklin Elementary

Grant Elementary

Hawthorn Hills Elementary

Hewitt-Texas Elementary

Thomas Jefferson Elementary

G.D. Jones Elementary

Lincoln Elementary

Maine Elementary

John Marshall Elementary

Rib Mountain Elementary

Riverview Elementary

South Mountain Elementary

Stettin Elementary

**Middle School Campuses**

Horace Mann Middle School

John Muir Middle School

**High School Campuses**

Wausau East High School

Wausau West High School

**Charter Campuses**

Enrich, Excel, Achieve Learning  
Academy (EEA)

Wausau Area Montessori Charter School  
(Montessori)

Wausau Area Virtual Education  
(WAVE)

**Alternative Campuses**

Prepare Empower Education  
Rebuild  
(PEER)

Project LIFE  
18-21 Transition Program

Alternative High School

Wausau School District  
Third Friday Count  
September 15, 2023

	Franklin	Grant	Hawthorn Hills	Hewitt Texas	Thomas Jefferson	G.D. Jones	Lincoln	Maine	4K Outreach Sites	John Marshall	Rib Mountain	Riverview	South Mountain	Stettin	Montessori	Horace Mann	John Muir	EEA	East	West	Wave	2023 Total	3rd Friday 2022	Difference
E3	0	0	10	0	0	30	0	0	0	0	0	5	0	0	0							45	41	4
E4	0	0	0	0	0	12	0	0	0	0	0	2	0	0	0							14	8	6
E5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							0	0	0
4 Year Old Kindergarten	0	0	27	0	97	95	0	0	107	0	0	61	0	0	0							387	403	-16
Kindergarten	31	27	34	12	40	51	32	34		32	34	60	37	39	12						7	482	527	-45
First	29	31	27	6	48	53	33	38		29	32	68	40	52	15						7	508	557	-49
Second	32	33	33	16	53	47	46	42		43	37	77	35	53	18						3	568	553	15
Third	36	28	26	18	44	52	35	46		35	25	76	39	63	18						5	546	540	6
Fourth	29	31	22	18	46	52	36	41		44	35	77	45	54	17						4	551	517	34
Fifth	34	22	19	17	47	48	39	39		40	46	69	27	52	10						6	515	517	-2
Sixth															7	206	303	0			3	519	584	-65
Seventh															3	235	332	1			6	577	576	1
Eighth															1	221	338	4			18	582	577	5
Ninth																		6	221	354	14	595	593	2
Tenth																		9	229	326	29	593	665	-72
Eleventh																		3	221	400	34	658	621	37
Twelfth																		10	225	362	39	636	594	42
<b>2023 Total</b>	<b>191</b>	<b>172</b>	<b>198</b>	<b>87</b>	<b>375</b>	<b>440</b>	<b>221</b>	<b>240</b>	<b>107</b>	<b>223</b>	<b>209</b>	<b>495</b>	<b>223</b>	<b>313</b>	<b>101</b>	<b>662</b>	<b>973</b>	<b>33</b>	<b>896</b>	<b>1442</b>	<b>175</b>	<b>7776</b>	<b>7873</b>	<b>-97</b>
<b>2022 Total</b>	<b>200</b>	<b>181</b>	<b>230</b>	<b>98</b>	<b>384</b>	<b>421</b>	<b>209</b>	<b>240</b>	<b>118</b>	<b>224</b>	<b>206</b>	<b>479</b>	<b>231</b>	<b>329</b>	<b>94</b>	<b>683</b>	<b>1004</b>	<b>57</b>	<b>902</b>	<b>1437</b>	<b>145</b>	<b>7873</b>		
<b>Difference</b>	<b>-9</b>	<b>-9</b>	<b>-32</b>	<b>-11</b>	<b>-9</b>	<b>19</b>	<b>12</b>	<b>0</b>	<b>-11</b>	<b>-1</b>	<b>3</b>	<b>16</b>	<b>-8</b>	<b>-16</b>	<b>7</b>	<b>-21</b>	<b>-31</b>	<b>-24</b>	<b>-6</b>	<b>5</b>	<b>30</b>	<b>-97</b>		

2023 Preschool Enrollment	446
2022 Preschool Enrollment	452
Enrollment Difference	-6

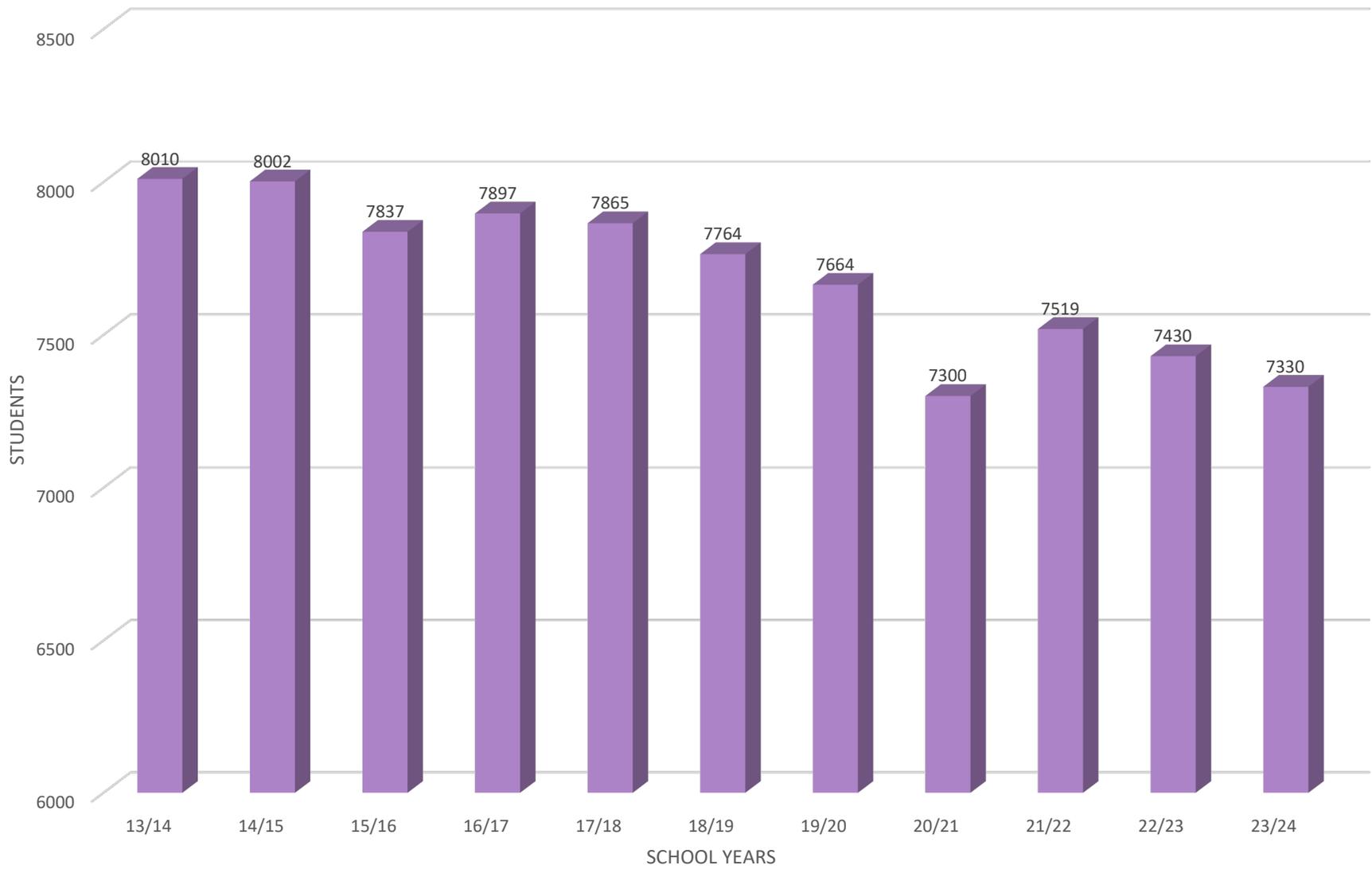
2023 Elementary Enrollment	3170
2022 Elementary Enrollment	3211
Enrollment Difference	-41

2023 Middle School Enrollment	1678
2022 Middle School Enrollment	1737
Enrollment Difference	-59

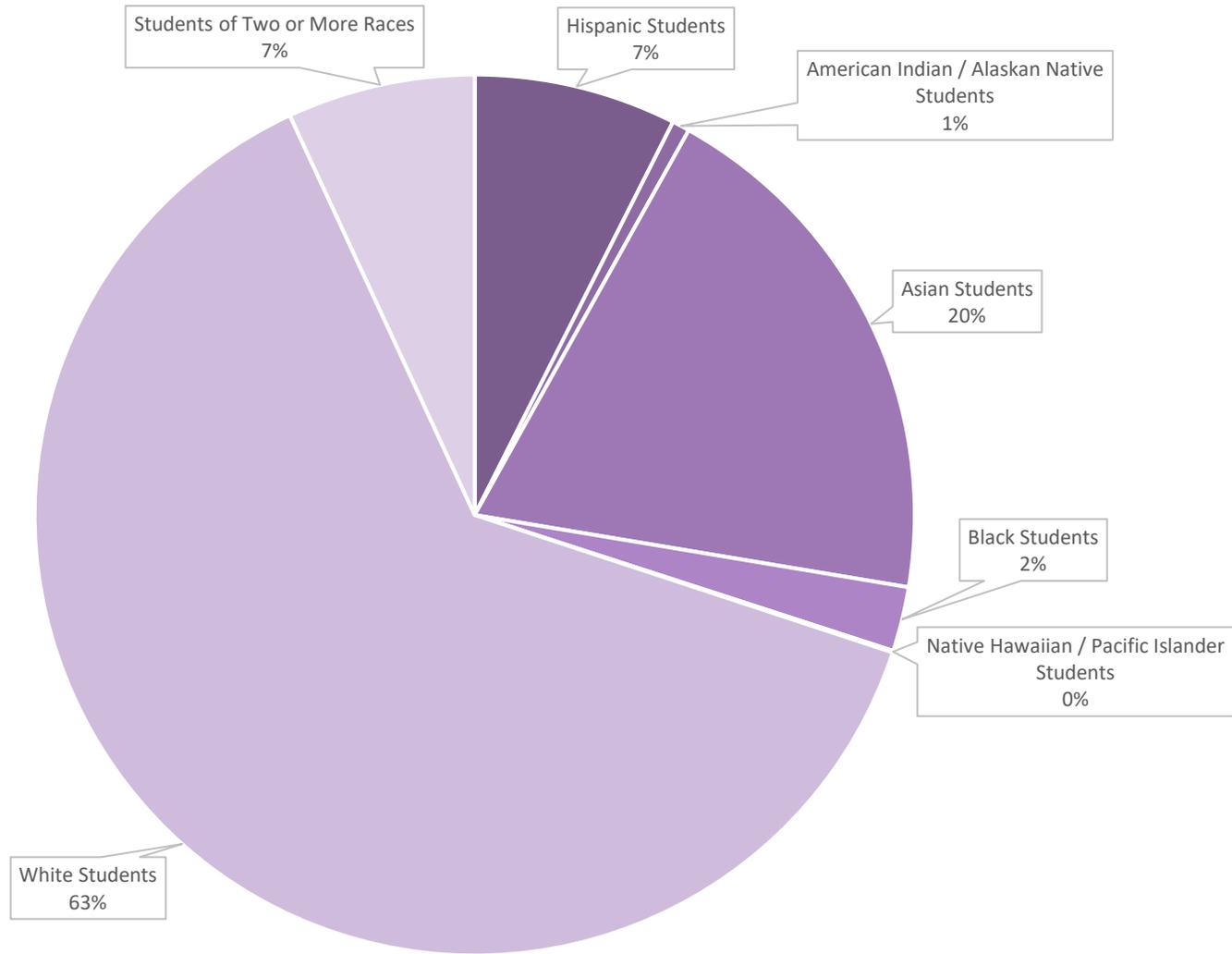
2023 High School Enrollment	2482
2022 High School Enrollment	2473
Enrollment Difference	9

2023 K-12 Enrollment	7330
2022 K-12 Enrollment	7421
Enrollment Difference	-91

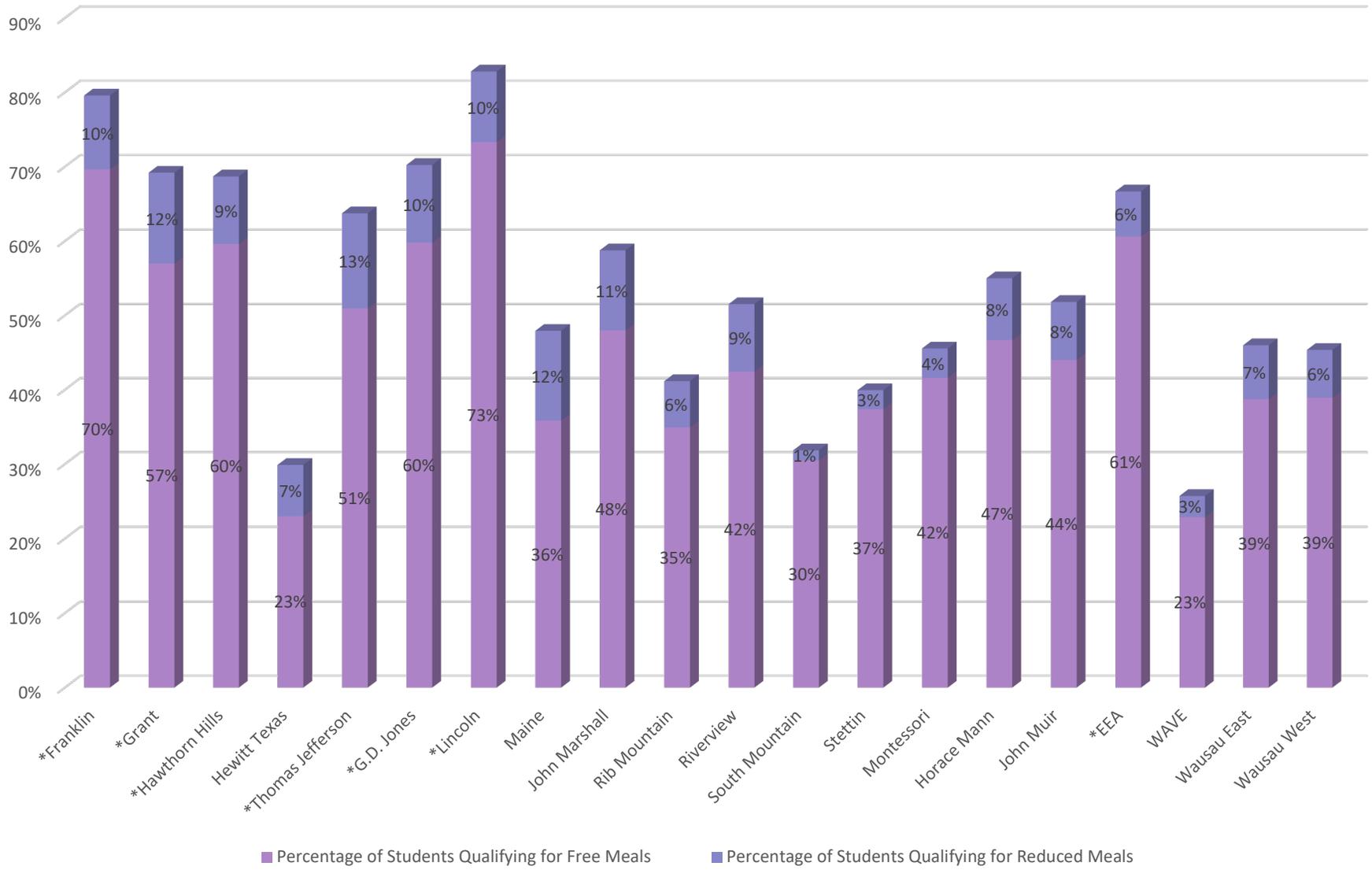
Wausau School District  
K-12 Enrollments  
September 15, 2023



Wausau School District  
Ethnicity Percentages  
September 15, 2023



## Wausau School District Free and Reduced Meal Percentages September 15, 2023



Wausau School District  
 Analysis of Transfer Students  
 September 15, 2023

**Moving INTO the District FROM:**

**Moving OUT OF the District TO:**

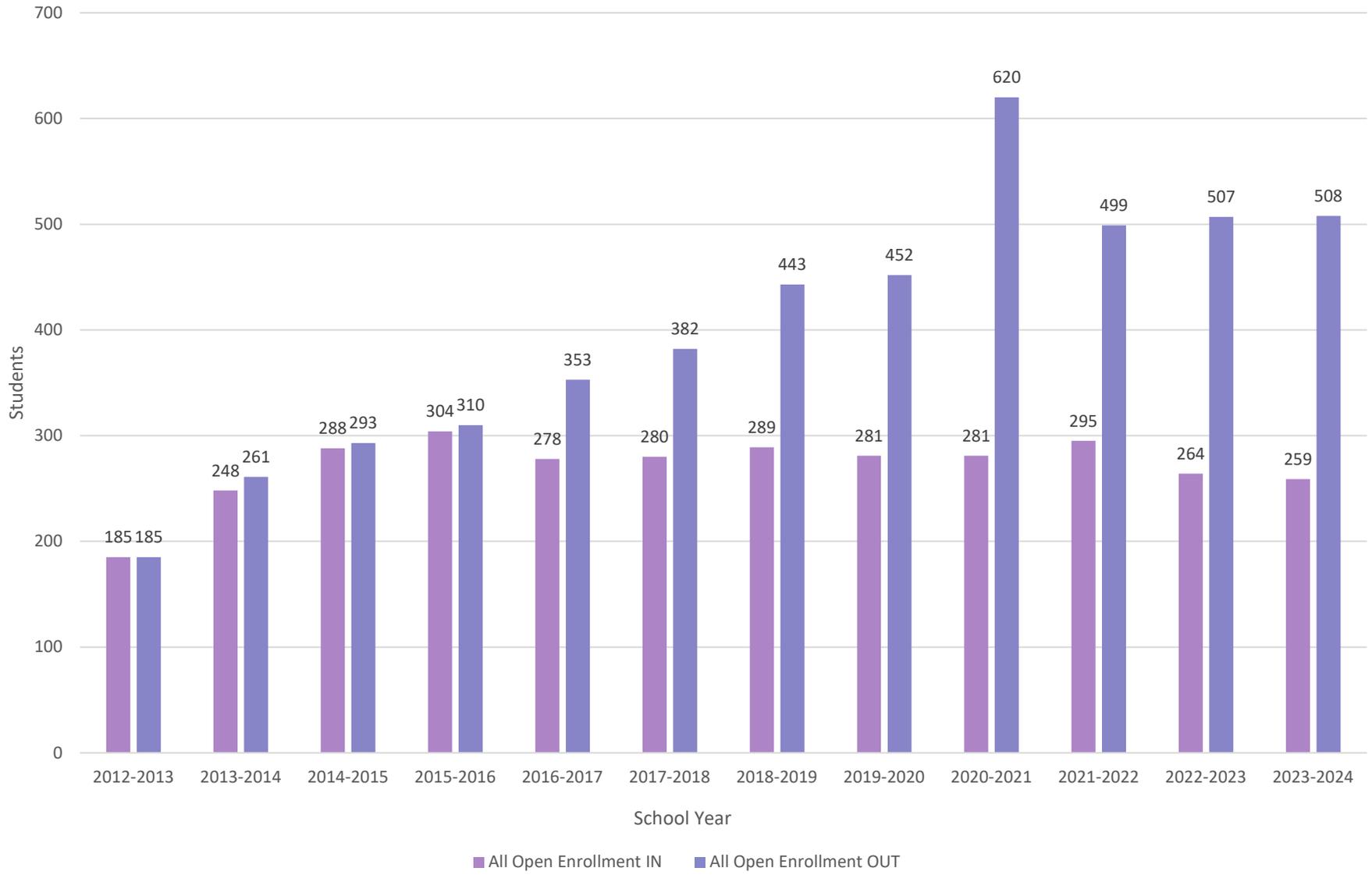
Elementary School	Middle School	High School	FROM or TO	Elementary School	Middle School	High School
75	9	26	Private School	15	6	2
37	17	7	DC Everest	55	15	12
9	1	2	Mosinee	8	4	1
3	7	4	Merrill	7	1	4
3	0	2	Marathon	7	6	3
4	4	8	Home Based Ed.	9	1	4
56	20	47	Other WI School Districts	49	20	23
26	21	15	Out of State	40	20	23
9	4	9	Out of Country	1	2	7
<b>222</b>	<b>83</b>	<b>120</b>		<b>191</b>	<b>75</b>	<b>79</b>

<b>Total</b>	<b>425</b>
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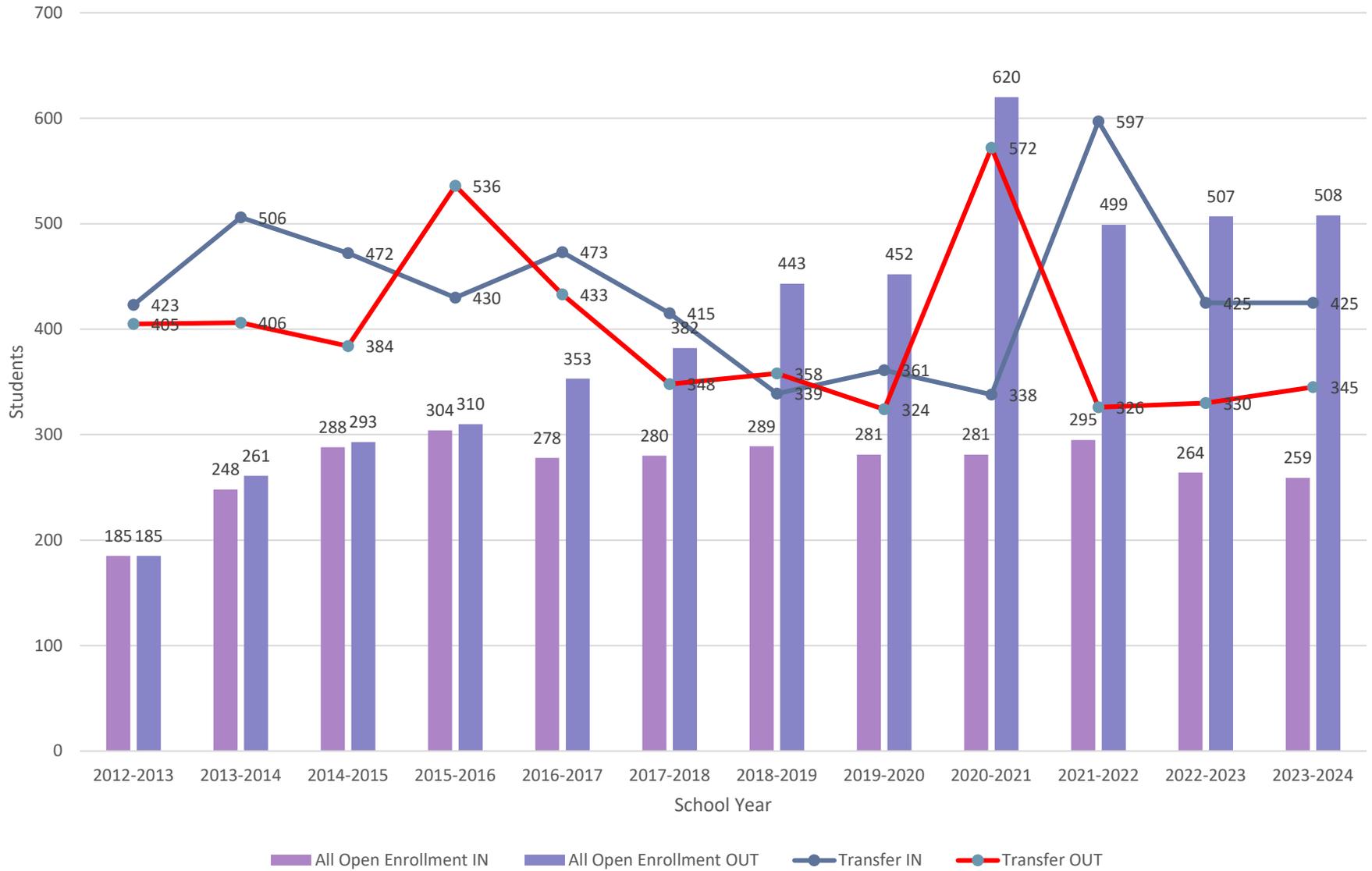
<b>Total</b>	<b>345</b>
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\*Includes students who attended the Wausau School District for at least one school day.

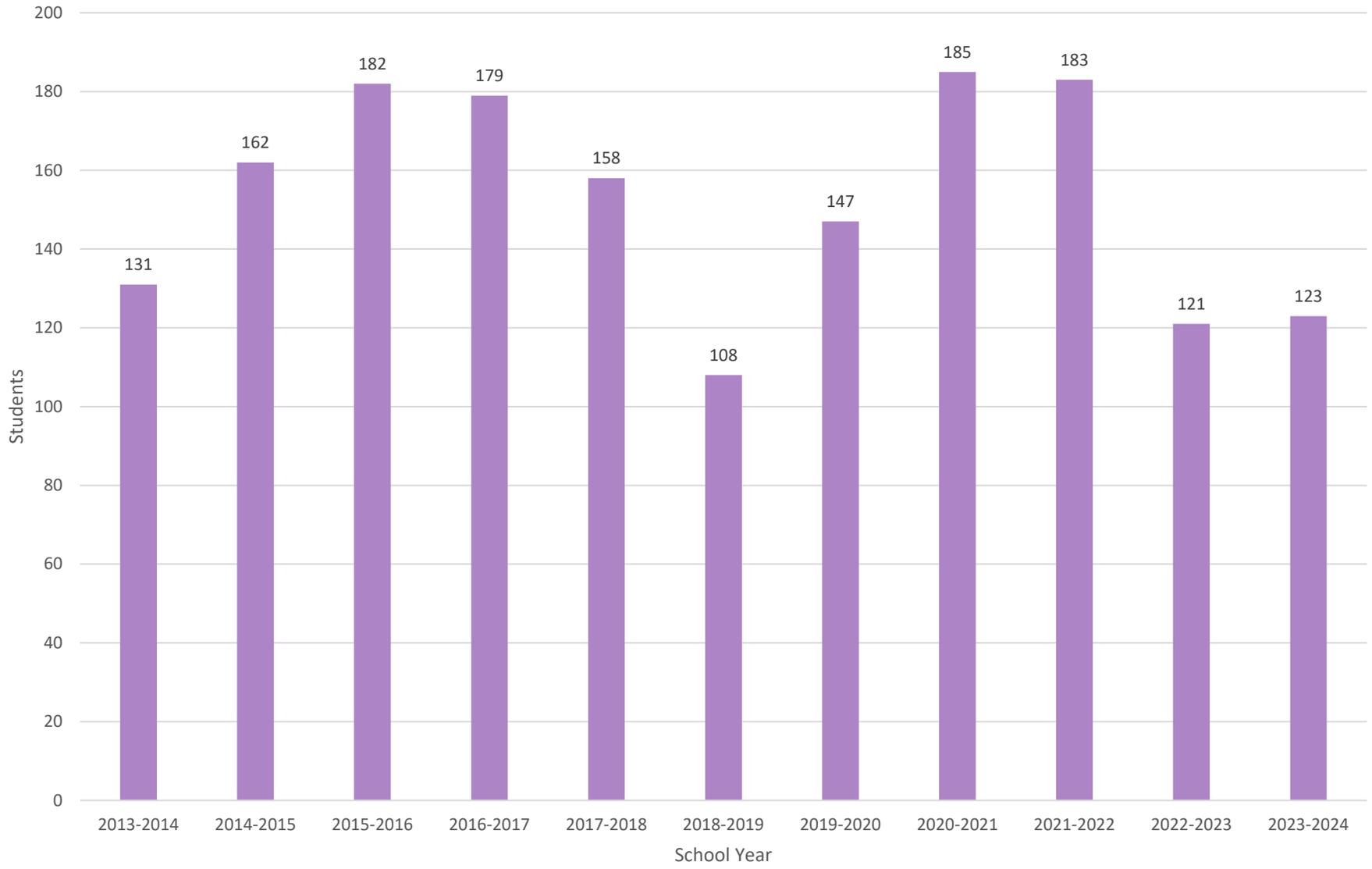
### Wausau School District Open Enrollments September 15, 2023



### Wausau School District Student Movement Trends September 15, 2023



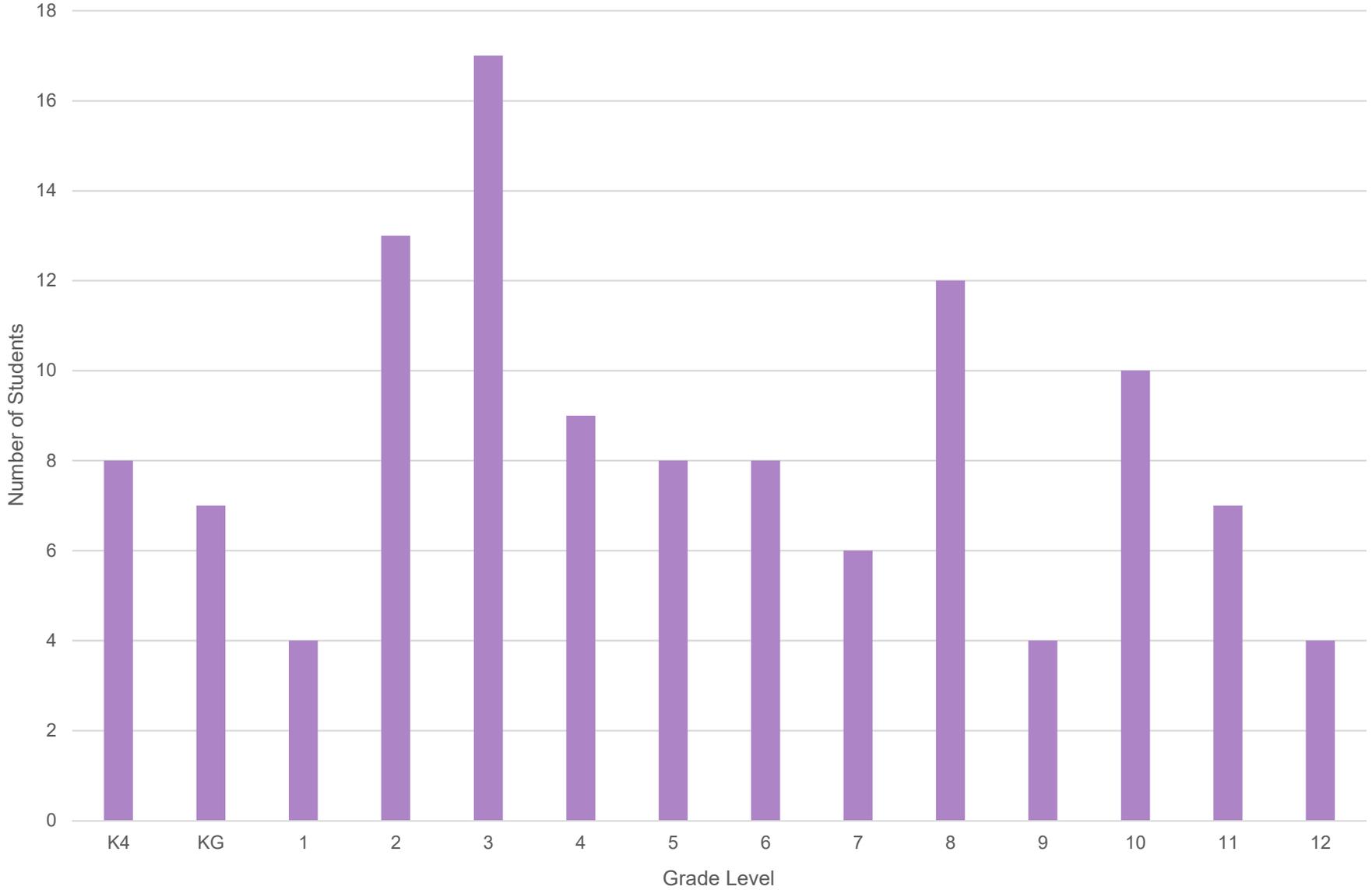
Wausau School District  
Home-Based Education Students  
2023-2024



Wausau School District  
Immigrant/Refugee Students  
2023-2024

Country of Origin	Number of Students
Afghanistan	26
Australia	3
Burma	8
China	1
Colombia	2
Congo	7
Honduras	3
India	3
Indonesia	1
Japan	1
Korea	1
Laos	9
Malawi	6
Malaysia	1
Mexico	3
Myanmar	2
Nicaragua	12
Peru	1
Philippines	3
Puerto Rico	6
Tanzania	5
Uganda	5
Ukraine	5
Vietnam	2
Zimbabwe	1
<b>Total Number of Students</b>	<b>117</b>

Wausau School District  
Immigrant/Refugee Students  
2023-2024





# MEMO

TO: Operations Committee

FROM: Josh Viegut, Assistant Superintendent of Operations

DATE: October 23, 2023

RE: Legal Expenses for 1<sup>st</sup> Quarter of 2023-24

In an effort to inform the Board of all legal expenses incurred during the fiscal year, the following report captures all legal costs separated by category and law firm. This summary report represents a quarterly review for all legal expenses incurred during the first quarter of 2023-2024 for which the District was billed.

7/1/23 to 9/30/23	2023 - 2024 WSD 1st Quarter Legal Expenses											
	FIRM	Student Services	HR Management and Administration	HR Personnel Issues and Grievances	Contract Review	Audit Related	Tax Sheltered Annuities	Board of Education	Insurance Issues	Open Records	Misc.	TOTAL
	ATTOLLES LAW						9,816					9,816
	BOARDMAN & CLARK LLP	834		34,655	2,348						189	38,025
	BUELOW VETTER BUIKEMA						22,475					22,475
	QUARLES AND BRADY											-
	RUDER WARE											-
	WISCONSIN ASSOCIATION OF SCHOOL BOARDS											-
	VON BRIESEN & ROPER											-
	STRANG, PATTESON, RENNING, LEWIS & LACY											-
	RENNING, LEWIS & LACY											-
	STRANG LAW											-
	<b>TOTAL</b>	<b>834</b>	<b>-</b>	<b>34,655</b>	<b>2,348</b>	<b>-</b>	<b>32,291</b>	<b>-</b>	<b>-</b>	<b>189</b>	<b>-</b>	<b>70,316</b>

7/1/23 to 6/30/24	2023 - 2024 Year to Date Legal Expenses											
	FIRM	Student Services	HR Management and Administration	HR Personnel Issues and Grievances	Contract Review	Audit Related	Tax Sheltered Annuities	Board of Education	Insurance Issues	Open Records	Misc.	TOTAL
	ATTOLLES LAW	-	-	-	-	-	9,816	-	-	-	-	9,816
	BOARDMAN & CLARK LLP	834	-	34,655	2,348	-	-	-	-	-	189	38,025
	BUELOW VETTER BUIKEMA	-	-	-	-	-	22,475	-	-	-	-	22,475
	QUARLES AND BRADY	-	-	-	-	-	-	-	-	-	-	-
	RUDER WARE	-	-	-	-	-	-	-	-	-	-	-
	WISCONSIN ASSOCIATION OF SCHOOL BOARDS	-	-	-	-	-	-	-	-	-	-	-
	VON BRIESEN & ROPER	-	-	-	-	-	-	-	-	-	-	-
	STRANG, PATTESON, RENNING, LEWIS & LACY	-	-	-	-	-	-	-	-	-	-	-
	RENNING, LEWIS & LACY	-	-	-	-	-	-	-	-	-	-	-
	STRANG LAW	-	-	-	-	-	-	-	-	-	-	-
	<b>TOTAL</b>	<b>834</b>	<b>-</b>	<b>34,655</b>	<b>2,348</b>	<b>-</b>	<b>32,291</b>	<b>-</b>	<b>-</b>	<b>189</b>	<b>-</b>	<b>70,316</b>



# Restructuring Update

October 2023

# A Reminder: Restructuring Goals



1. Create equal and better opportunities for our students
2. Create better working conditions for our staff
3. Improve our service to families
4. Use our limited resources more effectively



# Child Care and 4K



1. Continuing to explore Hawthorn Hills & Rib Mountain as sites for Early Learning Centers
2. Our 4K enrollment is about 400 children
3. Hawthorn Hills can serve 250 4K students & Rib Mountain 150 students
4. Shift 4K attendance boundary to the West
5. Childcare business plan Board review planned for December or January
6. Potential: 400 child care spaces

# Mascot Selection



- 2 surveys to date
  - 1st survey: 4,000 responses
  - 2nd survey: 2,500 responses
- Focus group met on October 17 with outside facilitator
  - Representatives from staff & community on both sides of the river
- Student focus groups being held this month and early next month
- All feedback will be presented to the school board at the end of November

# Shared Events to Support School Mergers



- Our goal is to bring staff, students, and families together to facilitate a healthy merger
- Events will be planned in the Winter of 2023-24
- Shared events beginning in the Fall of 2024
- Events will continue through the Fall of 2025



# Middle and Junior High School Schedules



- Goals of the redesigned middle school schedule:
  - Parity in content area schedules
  - Increased opportunities for students to explore possible career paths
- Junior High School schedule designed to transition students from middle school to senior high school
- Focus is on inspiring students to create their plan for life after high school
- New schedules presented for Board review in November





# Red Granite Charter School



- Red Granite received planning grant approval
- The plan is to open the school to serve 4K- grade 2 in the Fall of 2024 on the Hewitt-Texas campus
- Update to the Board in November
- Beginning to post and hire for Red Granite staff for next year
- Staff need to complete necessary training
- Registration will open Winter of 2024 for Fall of 2024

# Secondary Curriculum



- Voluntary content teams worked during Summer to create a draft scope and sequence
- All content area staff members reviewed the draft work on September 29
- Draft 5-12 course lists by Winter of 2024
- Draft AP/IB courses by Winter 2024
- Staff visiting/meeting with schools who currently offer both AP and IB courses
- Board review of required course lists and electives in grades 5-12, followed by the creation of vertically-aligned, standards-based learning targets in all content areas

# Staffing Process



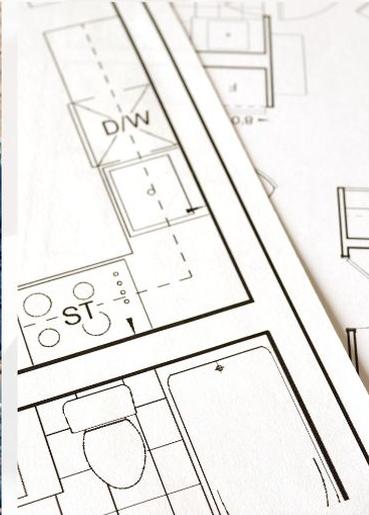
- Final staffing decisions made in the Winter of 2024-25 for Fall of 2025
- Initial staff interest survey completed Spring of 2023
- Initial estimates of staffing plans throughout 2023-24 based on schedule and curriculum decisions
- Planning early registration at Junior and Senior High schools for 2025-26
- Final staff interest survey Winter 2024-25
- Staffing model roll out and communication Spring 2025
- Implementation of staffing plan Fall 2025



**Questions?**

# REFERENDUM EXPLORATION

SETTING OUR DISTRICT UP FOR FUTURE SUCCESS



# WHY WOULD WE NEED TO EXPLORE ANOTHER REFERENDUM?

- We're recreating our structures, systems, and facilities right now to set our district up for success for decades to come
- **REMINDER:** Most of the elementary school work was removed from the April 2022 referendum to create time for the restructuring conversation
- We also have Special Education needs
- There are possible Career & Technical Education programming advances that can greatly benefit our students
- Some facility work can help ensure a high-quality restructure transition in the Fall of 2025
- We could also explore moving District Office

# REMAINING ELEMENTARY SCHOOL NEEDS

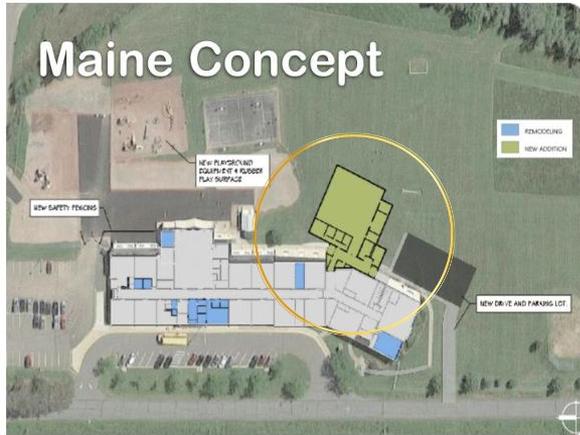
- Some remodeling to support 4K spaces if they end up being located at Rib Mountain and Hawthorn Hills



- Remaining schools have deferred maintenance needs:
  - New Roof at Maine and Riverview
  - Cafeteria and gymnasium at Maine and South Mountain elementary schools,
  - HVAC needs at Franklin and John Marshall elementary schools,
  - Among others...

# REMAINING ELEMENTARY SCHOOL NEEDS

Examples of previous referendum plans to address gymnasium/cafeteria needs:



REFERENDUM 2020  
Safety & Security  
Learning Spaces  
Infrastructure  
Operational



WAUSAU SCHOOL DISTRICT 38



REFERENDUM 2020  
Safety & Security  
Learning Spaces  
Infrastructure  
Operational



WAUSAU SCHOOL DISTRICT 42

# WORK NO LONGER NEEDED OR REDUCED SCOPE DUE TO

## RESTRUCTURING

Proposal: Hawthorn Hills Elementary

Hawthorn Hills Elementary School

- Existing Entrance
- Proposed Access / Drop-off/pick-up
- Parking Lot

DEFERRED MAINTENANCE

REMODELING

NEW ADDITION



Roadwork  
Only



Proposal: Lincoln Elementary

Lincoln Elementary School

Existing Entrance

DEFERRED MAINTENANCE

REMODELING



Proposal: Rib Mountain Elementary

Rib Mountain Elementary School

Existing Entrance

DEFERRED MAINTENANCE

REMODELING



Proposal: Grant Elementary

Grant Elementary School

Existing Entrance

Proposed Main Office / Drop Services

DEFERRED MAINTENANCE

REMODELING

NEW ADDITION



Proposal: Hewitt-Texas Elementary

Hewitt Texas Elementary School

Existing Entrance

DEFERRED MAINTENANCE

REMODELING



# CAREER & TECHNICAL EDUCATION PROGRAM EXPANSION

- Building trades at the Senior High School
- Medical and CNA at the Senior High School
- Robotics and Manufacturing at the Senior High School
- Academy Model on the Junior High campus:
  - Agriculture
  - Transportation
  - Student cohorts with a career-focused curriculum



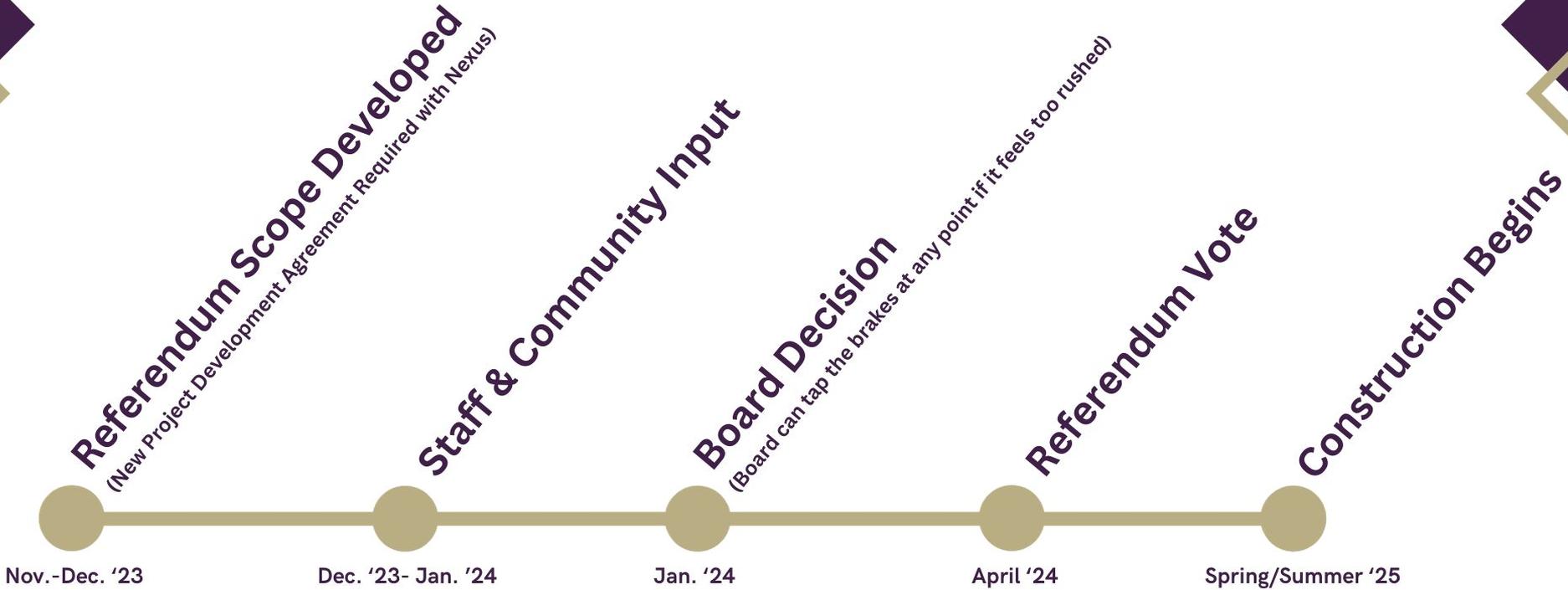
# ACADEMY EXPLORATION

- Create Transportation & Agriculture Academies on the Junior High School campus
  - Utilize the Automotive Lab
  - Create a “Live Barn”
- Students remain at the Junior High for grades 10-12, plus additional work-based learning and higher-education coursework
- Required core academic courses (English, Social Studies, Math, and Science) tailored to technical career needs
- Charter School opportunities to allow out-of-district students to attend

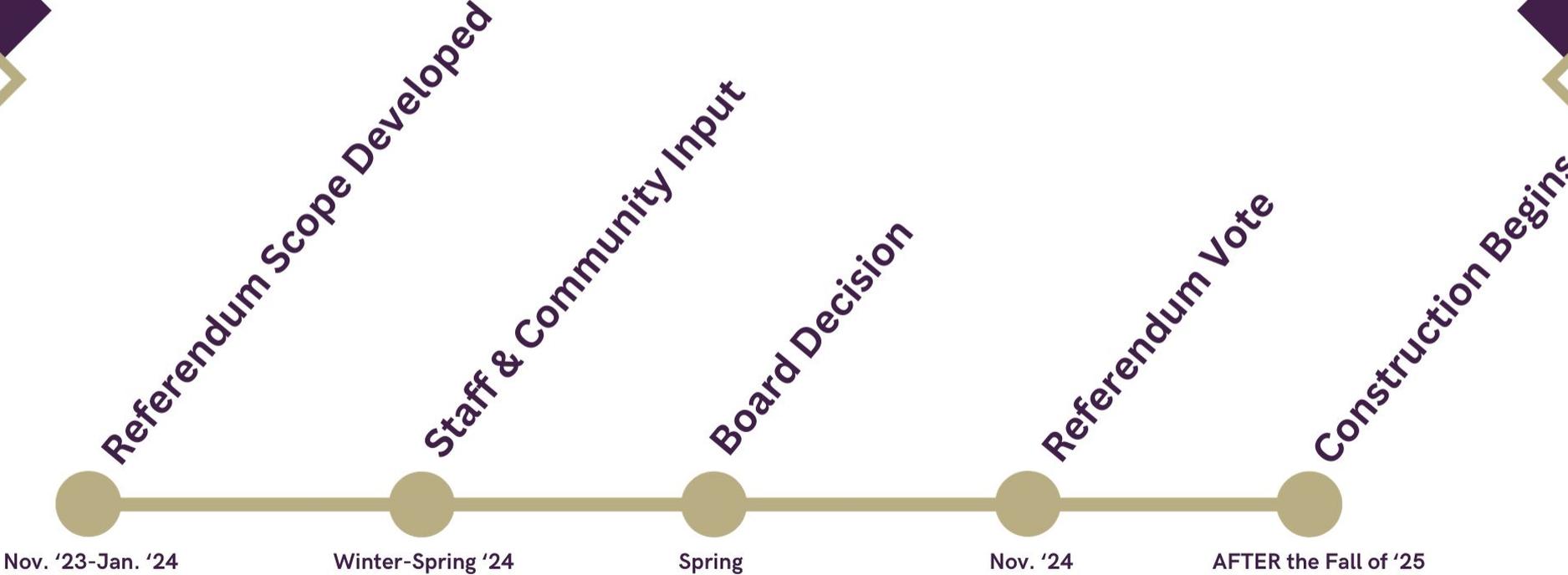


# APRIL 2024 REFERENDUM TIMELINE

NOTE: THIS WOULD ALLOW FOR WORK TO BEGIN PRIOR TO FALL OF 2025



# NOVEMBER 2024 REFERENDUM TIMELINE



# Additional Referendum Opportunities

The image features three stylized calendar icons arranged horizontally. Each icon has a gold-colored top section with two white punch holes and a purple bottom section. The text on each icon is centered and in a bold, black, sans-serif font. The first icon on the left is labeled 'April of 2025', the middle icon is labeled 'April of 2026', and the rightmost icon is labeled 'November of 2026'. The background is white with decorative purple and gold geometric shapes in the corners.

**April of  
2025**

**April of  
2026**

**November  
of 2026**

# THANK YOU!



## WAUSAU SCHOOL DISTRICT JOB DESCRIPTION

**DATE:** October 2023

**HOURS/DAY:** 8 hours minimum

**POSITION TITLE:** Curriculum/Pedagogical School Coordinator

**CONTRACT DAYS:** 189

### **JOB DESCRIPTION OVERVIEW:**

This key position will provide pedagogical leadership, curriculum, and classroom development for the school community during its planning year under the direction of the Governance Board and lead Contractors. This person holds the vision of the school, ensuring the quality of the curriculum and creating a spirit of collaboration and mutual support with all those involved in the planning. They will also support the school's healthy growth and development through cultivating and maintaining strong relationships with the Governance Board, Contractors, Principal, potential parents, other partners, and the broader community. This position has the potential to transition into a Lead Teacher for the school.

### **PRIMARY FUNCTIONS:**

- Embody the vision, mission, goals, and philosophy of the Red Granite Charter School.
- Help envision and create the school culture, clarifying relationships, determining roles, responsibilities, and systems for accountability, and supporting the vibrancy of the educational program.
- Develop a curriculum outline for early childhood through the grades aligned to Public Waldorf Education while ensuring alignment to common core standards.
- Gather resources and classroom materials for incoming teachers.
- Attend conferences and trainings on Waldorf Education and Charter Schools, etc., and participate in professional development.
- Assist in the creation of daily and weekly school schedules and annual school calendar.
- Assist in facility arrangements and classroom set-up.
- Provide monthly progress reports to the Governance Board and weekly communication with the Principal and other leadership/contractors.
- Organize family orientations, conduct interviews with all incoming families/students, and conduct tours with prospective students and community members.
- Plan, organize, manage and publicize community events to the public.
- All other duties as assigned or requested.

### **TRAINING & LICENSURE:**

- Valid Wisconsin teaching certificate as an elementary teacher.
- Possess, or be willing to obtain, certification in Waldorf education.
- Three or more years of teaching experience is desired, preferably in a Waldorf School.

### **KNOWLEDGE/SKILLS:**

- Commit to high standards, ethical principles, social justice, honesty, fairness, and treating others with dignity and respect.
- Experience in curriculum development.

- Demonstrated leadership experience that enriches a strong and positive school community, inspires and motivates staff, and sees the unique individual in each student.
- Promote equitable education and positively influence outcomes that directly affect the lives of children, youth, families, and school communities.
- Must demonstrate effective communication skills – oral, written, and technological.
- Strong analytical skills, including the ability to take specific data and work toward a positive, concise plan of action.
- Skills in the areas of time management, organization, and group facilitation.
- Demonstrates alignment to the Core Principles of Public Waldorf Education and the vision and mission of the school.
- Consistently demonstrate a collaborative and solution-oriented approach with allied organizations, agencies, and others to develop and achieve shared goals and outcomes
- Demonstrate flexibility, problem-solving skills, and the ability to work successfully as part of a team and interact well with the board, parents, community organizations, corporations, and DPI

### **PHYSICAL REQUIREMENTS:**

The physical requirements and work environment described are representative of those that must be met by an employee to successfully perform the functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform those functions.

- This is a light job, which involves exerting up to 20 pounds of force occasionally and/or up-to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects.
- This job involves sitting, standing, bending, twisting, walking, and needs to frequently move about for significant periods of time.
- Reaching, handling objects and papers and fine manipulation are performed frequently.
- Verbal and auditory communication are both frequently involved.
- Specific vision abilities required by this job include close, distance, color, and peripheral vision, depth perception, and the ability to adjust focus.

### **EEO STATEMENT:**

The Wausau School District is an equal opportunity employer. The District does not discriminate in the employment of staff on the basis of the Protected Classes of race, color, national origin, age, sex (including transgender status, change of sex, sexual orientation, or gender identity), pregnancy, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer about religious matters or political matters, or any other characteristic protected by law in its employment practices.

### **WORKING RELATIONSHIPS:**

Reports to the Principal. Must be able to cultivate positive relationships with students, parents, staff and other administrators internally and with outside agency and community resources externally.

Adopted: *October 23, 2023*

## WAUSAU SCHOOL DISTRICT JOB DESCRIPTION

**DATE:** October 2023

**CONTRACT PERCENTAGE:** 25%

**POSITION TITLE:** Principal

**CONTRACT DAYS:** 234

### **JOB DESCRIPTION OVERVIEW:**

This key position will provide administrative and grant leadership for the school community during its development under the direction of the Governance Board and Contractors. This person holds the school's vision, ensuring the quality of all policies, procedures, outreach, and development and creating a spirit of collaboration and mutual support with all those involved in the planning. They will also support the school's healthy growth and development through cultivating and maintaining strong relationships with the Governance Board, Contractors, Curriculum/Pedagogical School Coordinator, potential parents, other partners, and the broader community. This position has the potential to transition into a Principal for the school.

### **PRIMARY FUNCTIONS:**

- Embody the vision, mission, goals, and philosophy of the Red Granite Charter School.
- Develop a mission, vision, goals and strategic plan for Red Granite Charter School.
- Develop thorough plans for communication, marketing and fundraising.
- Develop operational policies and procedures in conjunction with the Governance Board.
- Provide monthly progress and financial reports to the Governance Board and Wausau School District leadership contacts. Work closely with the Governance Board Treasurer and Wausau School District Assistant Superintendent of Operations for financial accountability and ensure that all fiduciary duties are following charter school by-laws and Wausau School District policies and procedures.
- Build and manage a collaborative and productive working relationship with parents, community and businesses to develop school support and programs that further the work and sustainability of the school.
- Attend all Governance Board meetings as a non-voting member and participate in sub-committees and task forces as necessary.
- Serve as an active participant on the Operations Committee.
- Responsible for grant paperwork, grant distribution procedures and expenditures.
- All other duties as assigned or requested.

### **TRAINING & LICENSURE:**

- Valid Wisconsin Principal certificate.
- Possess, or be willing to obtain, certification in Waldorf education.
- Three or more years of administrative experience is desired, preferably in a Waldorf School.

### **KNOWLEDGE/SKILLS:**

- Commit to high standards, ethical principles, social justice, honesty, fairness, and treating others with dignity and respect.
- Experience in curriculum development, budgeting and management of grants.

- Demonstrated leadership experience that enriches a strong and positive school community, inspires and motivates staff, and sees the unique individual in each student.
- Promote equitable education and positively influence outcomes that directly affect the lives of children, youth, families, and school communities.
- Must demonstrate effective communication skills – oral, written, and technological.
- Strong analytical skills, including the ability to take specific data and work toward a positive, concise plan of action.
- Skills in the areas of time management, organization, and group facilitation. Must be able to manage multiple discrete and public projects simultaneously.
- Demonstrates alignment to the Core Principles of Public Waldorf Education and the vision and mission of the school.
- Consistently demonstrate a collaborative and solution-oriented approach with allied organizations, agencies, and others to develop and achieve shared goals and outcomes.
- Demonstrate flexibility, problem-solving skills, and the ability to work successfully as part of a team and interact well with the board, parents, community organizations, corporations, and DPI.

### **PHYSICAL REQUIREMENTS:**

The physical requirements and work environment described are representative of those that must be met by an employee to successfully perform the functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform those functions.

- This is a light job, which involves exerting up to 20 pounds of force occasionally and/or up-to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects.
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### **WORKING RELATIONSHIPS:**

Reports to the Red Granite Governance Board and the district Director of Learning and Student Achievement. Must be able to cultivate positive relationships with students, parents, staff and other administrators internally and with outside agency and community resources externally.

Adopted: *October 23, 2023*

# New Course Requests

October 23, 2023



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



# Request: Mathematics

## Exploring Computer Science

- 1 year
- 1 credit (elective credit)

Students will explore a variety of fields in the very broad study of computer science. App Development, Game Design, Artificial Intelligence, Physical Computing, Cybersecurity, and Networking are all areas of computer science that utilize the traditional coding skills developed in the Intro to CS and AP CS courses, but focus on different aspects of skills needed in the world of computing. This course touches each of those topics to begin that exploration into CS.

## Considerations

- Expanded opportunities of exploring different areas of computer science to inspire students to an area that they are passionate about
- Academic & Career Planning: US News ranks software developer as #1 job in US for 2023, info security #5, IT #8, Web Design #9
- Replaces semester "Topics" courses into a single CS exploration of areas of study to allow students to plan for this course either their junior or senior year vs having a single shot at taking a topics course.



# Request: Mathematics

## Explorations in Data Science

- 1 year
- 1 credit (elective)

Students will learn to understand, ask questions of, and represent data through project-based units. The units will give students opportunities to be data explorers through active engagement, developing their understanding of data analysis, sampling, correlation/causation, bias and uncertainty, modeling with data, making and evaluating data-based arguments, and the importance of data in society. At the end of the course, students will have a portfolio of their data science work to showcase their newly developed knowledge and understanding.

## Considerations

- Explorations in Data Science will live at the intersection of mathematics, statistics, and computer science. This course is intended to replace Introduction to Statistics and appeal to a wider range of students.
- Academic & Career Planning: According to the [United States Bureau of Labor Statistics](#), data scientist jobs are projected to grow 35% by 2032, which is much faster than the average for all occupations.
- Professional Learning: I plan to participate in four days of training specific to the resource we will use to support this course.



# Recommended Motions

- Recommend to the full Board approval of **Exploring Computer Science** as a course offering, beginning with the 2024-25 school year.
- Recommend to the full Board approval of **Explorations of Data Science** as a course offering, beginning with the 2024-25 school year.

Questions?

**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

Twitter.c  sauSchDist

Instagram  ausauSchDist



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

## 2024-2025 High School Student Fees (Policy 6152)

Department	East	West
<b>ACTIVITY CODE FEE</b>	\$25.00/activity	\$25.00/activity
<b>AGRISCIENCE</b>		
Intro to Agriscience	\$5.00/semester	\$5.00/semester
Conservation	\$5.00/semester	\$5.00/semester
Vet Science	\$5.00/semester	\$5.00/semester
Horticulture	\$5.00/semester	\$5.00/semester
Advanced Conservation	\$5.00/semester	\$5.00/semester
<b>ART</b>		
Art Foundations	\$11.00/semester	\$11.00/semester
Art Classes	\$11.00/semester	\$11.00/semester
Art Fellows/Studio Art	\$11.00/semester	\$15.00/semester
Ceramics I, II, III	\$15.00/semester	\$15.00/semester
IB Art	\$11.00/semester	N/A
AP/Art Studio	N/A	\$15.00/semester
<b>ATHLETIC USER FEE</b>		
	\$50.00/sport	\$50.00/sport
<b>INTRAMURAL FEE</b>		
	\$5.00/sport - \$10.00/year	\$5.00/sport - \$10.00/year
<b>BUSINESS EDUCATION</b>		
Accounting I, II		
Accounting III, IV		
Recordkeeping I, II		
<b>COMPUTER SCIENCE</b>		
Physical Computing	N/A	\$40.00/year
Computer Science Topics	N/A	NTC Textbook
Web Design	N/A	NTC Textbook
<b>ENGLISH</b>		
English 9 - Consumable Materials	N/A	\$15.00
English 9 - ACT Workbook	\$8.25	N/A
Composition		\$2.00
Creative Writing		\$2.00
Multi-Cultural Lit	\$2.00	\$2.00
E9 Accelerated	\$2.00	N/A
World Lit	\$2.00	N/A
Contemporary American Lit	\$2.00	N/A
English 10 American Studies & Comp		\$5.00
Broadcasting - Oral Communication		\$10.00
<b>FAMILY &amp; CONSUMER SCIENCE</b>		
Foods I, II, III	\$25.00/course	\$25.00/course
Foods Core	N/A	\$25.00
Food Science	\$25.00	\$25.00
Fashion & Interior Design	\$10.00	\$15.00
Child Development	\$10.00	\$10.00
Family Relations	\$6.00	\$6.00
Early Childhood Services	\$10.00	\$10.00
Money Matters	\$5.00	\$5.00
Aspiring Educators & Internship	\$10.00	\$10.00
Medical Terminology (East)	\$80.00/cost of textbook (depending on vendor cost)	\$79.00/cost of book
Medical Terminology (East)	\$3.00/lab fee	\$5.00/lab fee

GLOBAL LANGUAGES		
Spanish I & II		
Spanish III & IV	\$3.00/workbook	
Spanish IB I	\$20.00/workbook	N/A
Spanish IB II	\$20.00/workbook (unless student purchased workbook as a junior, then no fee)	N/A
Spanish AP	N/A	
French I, II, III, IV		
French Pre-IB, IB I, IB		N/A
II French AP		
German I, II, III, IV		
German Pre-IB, IB I, IB II		N/A
German AP	N/A	
MUSIC		
School Instrument Rental	\$30.00/year	\$30.00/year
Band	\$35.00/year	\$35.00/year
Orchestra	\$10.00/year	\$10.00/year
MATH		
Pre-Algebra	N/A	\$3.00/course
Algebra I, 1a, 1b, II, 2 IB	\$3.00/course	\$3.00/course
Intermediate Algebra	\$3.00/course	N/A
Algebra III	N/A	\$3.00/course
Geometry (Regular & Extended)	\$3.00/course	\$3.00/course
PSYCHOLOGY		
Psychology		
AP Psychology	N/A	
PHYSICAL EDUCATION		
Lifetime Activities	\$15.00	N/A
Bowling/Golf	N/A	\$45.00/course
Young Adult Medicine	\$5.00	\$5.00
Health	\$3.00	\$3.00
P.E. Lock		\$7.50/lock
SCIENCE		
All Science Courses Lab Fee	\$6.00/course	\$5.00/semester
Semester Classes	\$3.00/semester	See Agriculture
Medical Terminology (West)	\$80.00/cost of textbook (depending on vendor cost)	\$79.00/cost of textbook
Medical Terminology Lab Fee (West)	\$3.00/lab fee	\$5.00/lab fee
TECHNOLOGY & ENGINEERING EDUCATION		
Auto Awareness		
Buildings Trades I		
Building Trades II		
Intro to CAD		
PLTW-Intro to Engineering Design (IED)		
PLTW-Principles of Engineering (POE)		
Graphic Communications I		
Graphic Communications II		
Graphic Communications III		

Occupational Mechanics I		
Occupations Mechanics II		
Advanced Manufacturing		
Metals Materials & Processes		
Woods I		
Woods II		
Intro to Power Mechanics		
Metals II		
PLTW-Engineering Design & Development (EDD)		
Intro to Welding		
PLTW-Civil Engineering & Architecture (CEA)		
PLTW-Computer Integrated Manufacturing (CIM)		
Exploring Technology, Transportation, and Trades		

<b>STUDENT PARKING</b>	\$20.00/semester	\$20.00/semester
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**2024-2025 ENRICH EXCEL ACHIEVE ACADEMY (EEA)**

Student Parking - \$20/semester

**2024-2025 WAUSAU AREA VIRTUAL EDUCATION (WAVE)**

K-5 Social Outings - \$1-\$15 depending on the event and supplies needed

**2024-2025 Middle School Student Fees (Policy 6152)**

	<b>HORACE MANN</b>	<b>JOHN MUIR</b>
<b>SCHOOL ACTIVITY FEE</b>	\$20.00/year	\$20.00/year
The school activity fee is used to fund the following items: Physical Education Towels, Student Council, Activity Account, District Activities		

<b>ACTIVITY USER FEE</b>		
Outdoor Club	N/A	\$10.00/year
Intramural Sports	\$10.00/activity	\$10.00/activity
WIAA Athletic User Fee	\$30.00/sport	\$30.00/sport

<b>MUSIC</b>		
School Instrument Rental Fee	\$30.00/year	\$30.00/year

<b>PHYSICAL EDUCATION</b>		
P.E. Lock	\$7.50/lock	\$7.50/lock

<b>G2M Out of School Learning</b>		
Enrichment Programs	\$10.00/student or \$25.00/family	\$10.00/student or \$25.00/family

**2024-2025 Elementary Student Fees**

<b>MUSIC</b>	
Recorder - Grade 3	\$10.00

<b>G2M Out of School Learning</b>	
Enrichment Programs	\$10.00/student or \$25.00/family

**2024-2025 4K & Early Childhood Student Fees**

Snack & Activity Fee	\$45.00/year
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# HEALTH INSURANCE UPDATE





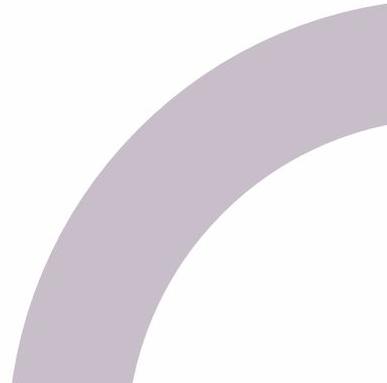
## HEALTH INSURANCE HISTORY



The Wausau School District had been able to maintain 0% increases for the last 5+ years



However, this year we had to increase premiums on one of our plans





# CURRENT SITUATION & SOLUTION

- District plans are running at a loss ratio of over 120%
- Our Health Insurance Committee met and voted on the following proposed insurance changes:
  - Mandated deductible increase
  - Coinsurance rate changes from 90% to 80%
  - Annual out of pocket maximum increase
  - Small changes to prescription drug coverage

Traditional Plan <i>Signature Network</i>	Current Benefits		Increase Ded by \$100S/\$200F, 80%/20%, OOP \$3k/\$6k Rx \$10/\$30/\$50	
	Single	Family	Single	Family
<b>Deductible</b>				
In-Network	\$500	\$1,000	\$600	\$1,200
Out of Network	\$500	\$1,000	\$600	\$1,200
<b>Coinsurance</b>				
In-Network	90% / 10%		80% / 20%	
Out-of-Network	70% / 30%		60% / 40%	
<b>Annual OOP Max Limit (Ded/Coins)</b>				
In-Network	\$2,000	\$4,000	\$3,000	\$6,000
Out-of-Network	\$3,000	\$6,000	\$4,500	\$9,000
<b>Max OOP Limit (Ded/Coins/Rx Copays)</b>				
In-Network	\$7,350	\$14,700	\$7,350	\$14,700
Out-of-Network	\$7,350	\$14,700	\$7,350	\$14,700
<b>Rx Copays</b>				
Tier 1, 2 and 3 (90 day)	\$5, \$20, \$40		\$10, \$30, \$50	
Specialty Meds (30 day)	25% to \$100		25% to \$200	

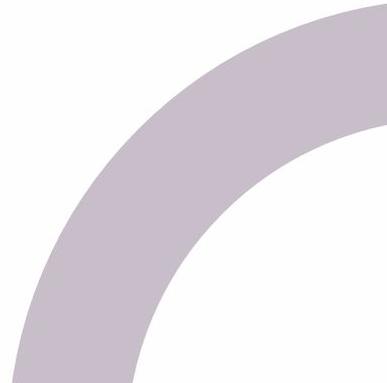
## TRADITIONAL PLAN UPDATES

HDHP <i>Signature Network</i>	Current Benefits		Increase Ded by \$100S/\$200F, 80%/20%, OOP \$3k/\$6k Rx \$10/\$30/\$50	
	Single	Family	Single	Family
<b>Deductible</b>				
In-Network	\$1,500	\$3,000	\$1,600	\$3,200
Out of Network	\$1,500	\$3,000	\$1,600	\$3,200
<b>Coinsurance</b>				
In-Network	90% 10%		80% / 20%	
Out-of-Network	70% / 30%		60% / 40%	
<b>Annual OOP Max Limit (Ded/Coins)</b>				
In-Network	\$2,000	\$4,000	\$3,000	\$6,000
Out-of-Network	\$3,000	\$6,000	\$4,500	\$9,000
<b>Max OOP Limit (Ded/Coins/Rx Copays)</b>				
In-Network	\$6,650	\$13,300	\$7,150	\$14,300
Out-of-Network	\$6,650	\$13,300	\$7,150	\$14,300
<b>Rx Copays</b>				
Tier 1, 2 and 3 (90 day)	\$5, \$20, \$40		\$10, \$30, \$50	
Specialty Meds (30 day)	25% to \$100		25% to \$200	

## HDHP SIGNATURE NETWORK UPDATES

HDHP <i>Freedom Network</i>	Current Benefits		Increase Ded by \$100S/\$200F, 80%/20%, OOP \$3k/\$6k Rx \$10/\$30/\$50	
	Single	Family	Single	Family
<b>Deductible</b>				
In-Network	\$1,500	\$3,000	\$1,600	\$3,200
Out of Network	\$1,500	\$3,000	\$1,600	\$3,200
<b>Coinsurance</b>				
In-Network	90%	10%	80%	20%
Out-of-Network	70%	30%	60%	40%
<b>Annual OOP Max Limit (Ded/Coins)</b>				
In-Network	\$2,000	\$4,000	\$3,000	\$6,000
Out-of-Network	\$3,000	\$6,000	\$4,500	\$9,000
<b>Max OOP Limit (Ded/Coins/Rx Copays)</b>				
In-Network	\$6,650	\$13,300	\$7,150	\$14,300
Out-of-Network	\$6,650	\$13,300	\$7,150	\$13,300
<b>Rx Copays</b>				
Tier 1, 2 and 3 (90 day)	\$5, \$20, \$40		\$10, \$30, \$50	
Specialty Meds (30 day)	25% to \$100		25% to \$200	

## HDHP FREEDOM NETWORK UPDATES





## **MOTION**

**Move to accept the presented health insurance plan design changes effective January 1, 2024.**



# THANK YOU

