

**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, January 22, 2024**.

-
- I. Call to Order
 - II. Approve the Minutes
 - III. Public and Student Comment
 - IV. WASB Superintendent Search Update
 - V. Recommendation for 2024-25 Capital Projects (**Action Requested**)
 - VI. Legal Expense Summary for 2nd Quarter of 2023-24
 - VII. 2024--2025 Calendar (**Action Requested**)
 - VIII. Presentation of Financial Projection Model Assumptions
 - IX. Montessori Expansion Grant (**Action Requested**)
 - X. Adjourn

NOTICE POSTED: Friday, January 19, 2024, at 11:00 am

By: _____

NOTICE SENT TO:

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Minutes of REGULAR MEETING

The Board of Education Wausau School District

DRAFT

A Education/Operations Committee Meeting of the Board of Education of the Wausau School District was held Monday, November 27, 2023, beginning at 5:00 PM in the Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403.

Present: James Bouche via Webex; Jon Creisher; Pat McKee; Cody Nikolai; Jennifer Paoli; Joanna Reyes; Cory Sillars; Lance Trollop; and Karen Vandenberg.

I. Call to Order

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

II. Approve the Minutes

Cory Sillars moved to approve the minutes of October 23, 2023, seconded by Pat McKee. The motion carried 8-0.

III. Public and Student Comment

The following individuals made comments: Michael Hughes, Amanda Molin, and Dana Moore.

IV. 4K Program Agreement (**Action Requested**)

Karen Vandenberg moved to recommend to the full Board the approval of the 4K agreements as presented, seconded Jon Creisher. The motion carried 9-0.

V. Next Steps Planning

The administration requested more clarification on recent board action.

VI. End of Referendum Planning (**Action Requested**)

The Board will continue to monitor the status of current projects. They elected to wait to make a recommendation.

VII. Adjourn

Jon Creisher moved to adjourn, seconded by Cody Nikolai. The motion carried at 7:11 pm.

Respectfully Submitted,

Karen Vandenberg,
Board Clerk

KV:cp



WASB Search Services Memorandum

To: Wausau School District - Board of Education

From: Fran Finco, WASB Search Services Consultant

RE: District Administrator Search – Initial Planning Meeting

Date: January 22, 2024

In order to stay within the Superintendent Search schedule, the School Board needs to make several decisions regarding the search at this meeting. The decision areas are identified in a time sensitive fashion.

1. **Search Calendar**
 - Finalize Search Dates
2. **Community Survey**
 - Press Release – Community Invitation
 - Parent and Staff Email Invitation
 - WASB Questions – see enclosure
 - Web Site Posting – Paper Copy
3. **Focus Groups** (Virtual/Face-to-Face)
 - Size: 8-15 per group
 - Time: 45-60 minutes
 - WASB Questions – see enclosure
 - Number of Groups
 - i. *Professional Staff*
 - ii. *Support Staff*
 - iii. *Administrative Team*
 - iv. *Board*
4. **Stakeholder Feedback**
 - Review Meeting
 - Create a Candidate Profile
 - i. Based on stakeholder/board responses
 - ii. Based on community survey results
 - iii. Look for themes
 - iv. Use job description



WASB Search Services Memorandum

- Determine Application Questions
 - Create a District Brochure
5. **Vacancy Posting** –
- Initial Posting - Early
 - On-line Application Posted
 - Internal candidates
6. **WASB Resource Guides** –
- Content
 - i. Interview Questions
 - ii. Reference check information
 - iii. Superintendent salary comparison information
 - Date of Delivery
7. **Candidate Information**
- Candidate Materials (Electronic)
 - Review Rubric Tool
 - Confidentiality
 - Date for Delivery of Candidate Materials – day after closing
 - How Many Applications to Expect
 - Clarify Selection Process for Initial Interviews – Options
8. **School Board Selection of Initial Candidates with Consultant**
- Finalize interview questions
 - Begin to review superintendent contract
9. **Initial Interviews** –
- Two Evenings
 - Invitation to Candidates to Participate – Consultant
 - Number of Candidates – (Six typically)



WASB Search Services Memorandum

- Interview Process
 - i. WASB Consultant Present
 - ii. Board - All Members or Sub-Committee
 - iii. Typically, 15 questions – one-hour interview
 - Orientation of Interview Team
 - Identify Background Materials for Interview Team members
 - i. Application Letter
 - ii. Resume
 - iii. Letters of Reference
 - iv. Answers to Questions/Themes Identified by Focus Group/Survey
 - v. Other materials – application answers
 - Contact Person during Search Process – Tabatha Gundrum
 - Greeter on the Days of the Interviews –
 - Board Chooses Finalists
 - Consultant Contacts Applicants Not Selected for Interview
10. **Background Checks of Finalists**
- Task conducted between first interview and before second interviews:
Criminal, Financial, and Educational Verification by the WASB Office via Absolute Inc.
11. **Reference Checks of Finalists**
- School Board Members or HR
 - No Redundancy



WASB Search Services Memorandum

12. **Second Interviews**

- Press Release – WASB Consultant w/ District Contact
- Consultant Schedules Interviews
- Question Preparation
- Process
 - i. Top Three from Initial Interview
 - ii. Format – Three Round Robin Interviews
 - Open Forum – Consultant Facilitated
 - Community, parents and staff
 - Administrative Team
 - Common Questions
 - Board Interview
 - Comment Cards
 - Post-Interview Meeting with Admin and School Board
- Determine Candidate Hosts and Greeter

13. **Selection of Final Candidate**

- Importance of Consensus
- Contract Offer

14. **Public Announcement of Selected Candidate**

- Press Release
- Follow-up with Candidates Not Chosen - Consultant

Included in the Search Contract

- A. Transition Meeting with Board and New Superintendent
- B. Superintendent Evaluation Framework Tool for Three Years Plus Training
- C. Search Guarantee



Search Services

SCHEDULE OF ACTIVITIES - **DRAFT**

District Administrator Search
School District of Wausau
Wausau, Wisconsin

Proposal.....	January 8, 2024
Planning Meeting.....	January 22, 2024
Vacancy Notice Posted.....	January 25/26, 2024
Press Release to Community.....	January 25/26, 2024
District-wide Survey to Community.....	January 29-February 8, 2024
Focus Groups.....	February 6 or 8, 2024
(Admin, Teachers, Support Staff, Board, Other)	
Meet to Review Focus Group Results/Application Questions.....	February 15 or 19, 2024
Application & Brochure Posted.....	February 22, 2024
Application Deadline.....	March 22, 2024
(Board to access applicant list at midnight after closing)	
Review of Applications/Choose Interviewees/Questions (Closed Session).....	March 25, 2024
First Round of Interviews and Selection of Finalists (Closed).....	April 1 and 2, 2024
(Three each night – Times)	
Background and Reference Checks.....	April 3-9, 2024
Press Release of Finalists and Forum Invitation.....	April 5, 2024
Final Round of Interviews (Closed).....	April 10/11, 2024
(Times)	
Final Selection (Closed).....	April 11/12, 2024
Negotiate Contract.....	Week of April 15, 2024
Announce New Superintendent/Press Release.....	April 22, 2024
Position Start.....	July 1, 2024
Define Board/Superintendent Expectations Meeting.....	August 2024

NOTES:

Dates can be adjusted to accommodate schedules or other unforeseen circumstances.



Search Services

Community Survey Questions

1. PERSONAL CHARACTERISTICS - Select the top six personal characteristics a superintendent should possess (12 options listed) and rank them 1-6 with 1 being the most important.

2. LEADERSHIP STYLES - Rank the following leadership styles from 1-6 with 1 being the most important (six styles listed).

3. SPECIALIZED SKILLS – Select the top six specialized skills and rank them 1-6 with 1 being the most important (13 skills listed).

4. EXPERTISE - Rank the following areas of professional expertise from 1-6 with 1 being the most important (six options listed).

5. STRENGTHS OF THE DISTRICT – Select the top six strengths of the district and rank them 1-6 with 1 being the greatest strength (15 options listed).

6. CHALLENGES – Select the top six challenges of the district and rank them 1-6 with 1 being the greatest challenge (15 options listed).

7. DEMOGRAPHICS – Select the group you best represent when answering the survey questions.



Search Services

Focus Groups Questions

1. What personal characteristics should the next superintendent possess?
2. What type of leadership style might it be important for our superintendent to implement in order to be successful in our district?
3. What strengths and skills should the next superintendent possess?
4. What is the main area of professional expertise that the next superintendent should possess?
5. What are the selling points of the school district and the community?
6. What are the challenges facing the district?
7. If you could improve one thing about the district, what would that be?
8. What is unique or special about this school district?
9. What advice would you give to the new superintendent?



Wausau School District Three Year Capital Plan

Fiscal Years 2024, 2025 and 2026



Wausau School District Three Year Capital Projects

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Wausau School District Facilities Request Three Year Capital Projects

This document is a combination of projects brought together for the development of a three-year capital projects plan for the Wausau School District. The three-year plan is an ongoing document developed with the input from representatives from each school building. Capital replacement maintenance is the application of labor and materials in a systematic method to preserve and extend the useful life of a building and its systems.

The list of projects identified were developed from meetings with building principals at each school. A walk through of each individual building is done to review each request and priorities are established. This project list is not meant to be a complete list of needs, but represents a majority of them.

Price estimates given to projects are based on 1) quoted costs from contractors and vendors; 2) estimates based on recently completed similar projects; and 3) square footage estimates based on construction industry guidelines

The current Buildings and Grounds Capital Projects Budget is \$1,008,400 per year. The current requests exceed the annual projects budget and various projects will need to be delayed, or other funding sources found.

The Future of the Three Year Capital Projects Plan

Areas of Focus

The future plan will focus on specific areas that are compatible with the financial plan. The smaller projects shall become part of the operational repair budget and the larger projects will need to be addressed separately.

A school facility should offer students an environment that gives them an opportunity to learn and grow. School facilities have many elements, that if they are not properly cleaned and maintained, can lead to injuries and illnesses.

The path to good maintenance completion is lined with countless decisions, big and small. Each choice, from the overall budget allotted for the project to the color of the walls, can affect whether the students and staff members who spend their days in the building perceive it as a place that enhances learning or as just another structure filled with desks and chairs.

It is suggested that the priority of projects be based on specific criteria to reflect the District goals.

Priority I: Safety and Health

i.e.: areas that affect students and staff, etc.

Priority II: Mechanical and Structural

i.e.: boilers, HVAC, electrical, telecommunications, roofs, air quality, etc.

Priority III: Energy Related

i.e.: energy management systems, windows, doors, etc.

Priority IV: Building and Site

i.e.: carpet, paint, playgrounds, fences, etc.

Review of the project list needs to be on going. The District plan is an excellent guideline to follow, but needs will arise, and these sometimes must be addressed immediately.

With the task of keeping 20 sites safe and in good repair, extensive planning and review is a must. The implementation of a good preventative maintenance program will allow for identification of possible breakdowns so they can be anticipated in advance. Preplanning will help to keep the capital plan workable.

On the following pages there is a listing of all the District buildings that include the size, year constructed, acreage, and a brief history of completed projects.

Franklin Elementary School
1509 North 5th Street
Wausau, Wisconsin 54403

Original Construction 1966

Addition 1991

Addition 1996

57,398 square feet

4.16 acres

Projects Completed

Security system installed	1993
Re-roof one section	1993
Re-roof one section	1994
Asbestos Tile Replacement	1994
Asbestos Tile Replacement	1995
Asbestos Tile Replacement	1996
Playground renovation PTO, civic, district	1996
Parking Lot paved	1998
Entry doors replaced	1998
ADA signs installed	1998
Replace cabinets	2000
Replace cabinets	2001
Renovate main office and health area	2001
Electrical Upgrades	2003
Replace Generator	2004
Elevator Installed	2004
Roof Replacement	2005
Phone Replacement	2005
Site Renovations	2007
Asbestos Tile Replacement 2 nd Floor	2011
Front Entry Remodel for Safety	2012
New windows (RLE)	2015
Re roof one section B (RLE)	2016
Concrete replacement	2018
Misc Carpet replacement	2018
Re-roof (3) sections (RLE)	2019
Exterior door replacement	2019
Misc Carpet replacement	2020
Misc Carpet replacement	2021
Playground pavement replacement	2021
Exterior door replacements	2021
Exterior door replacements	2022
Misc Carpet replacement	2022
Fire Alarm System	2023
Gym Floor Refinish	2023

G. D. Jones Elementary School

1018 South 12th Avenue
Wausau, Wisconsin 54401

Original Construction 1997

Addition 30,728 sq ft 2016

95,745 square feet

7.30 acres

Projects Completed

Cabinets added in half size rooms	1998
Playground equipment	1999
Playground equipment	2000
Security Cameras	2003
Phone replacement	2005
Upgrade Energy Management Controls	2013
New addition (Referendum)	2016
Water heater replacement (RLE)	2016
Playground relocation / upgrade	2016
Install irrigation (Referendum)	2016
Misc Carpet replacement	2018
Misc Carpet replacement	2019
Exterior door replacement	2019
Playground repaving	2020
Misc door replacement	2020
Misc concrete replacement	2020
Misc concrete replacement	2021
Playground equipment replacement	2021
Misc carpet replacement	2022
Misc carpet replacement	2023
Misc concrete replacement	2023
Front entrance landscaping	2023

Grant Elementary School
500 North 4th Avenue
Wausau, Wisconsin 54401

Original Construction 1910

Remodeling 1949

Addition 1953

Remodeling 1987

Addition 2001

53,500 square feet

5 acres

Projects Completed

Security System installed	1992
Asphalt playground hard surface area	1993
Sidewalks around front added	1998
ADA signs installed	1998
Roof replacement	1999
Parking lot	2000
Art Room	2001
Computer Room	2001
Elevator and Gym	2001
Playground Equipment	2001
Replace Flooring	2004
Phone replacement	2005
Cabinet replacement	2005
Replace flooring	2005
Replace boilers	2006
Stack for boilers	2008
Storage shed	2015
Roof replacement	2016
Kitchen remodel	2016
Tuck pointing	2016
Playground renovation/irrigation	2016
Misc carpet replacement	2016
Ceiling replacement	2017
Tuckpointing	2017
Ceiling replacement (4) rooms	2018
Misc Carpet replacement	2018
Misc Carpet replacement	2019
Misc Carpet replacement	2021
Misc door replacement	2021

Hawthorn Hills Elementary School
1600 Kickbusch Street
Wausau, Wisconsin 54403

Original Construction 1987

Addition 1991

Addition 11,638 2016

65,235 square feet

32.48 acres

Projects Completed

Playground soft surface area development	1991
Security System	1992
Retaining wall landscape	1993
Playground drainage	1994
Playground paving	1994
Retaining wall steps replaced	1998
Communication cabling update	1998
ADA signs installed	1998
Corridor Walls	2002
Replace Playground Equipment	2004
Asphalt play area	2005
Corridor Walls	2005
Phones replaced	2005
Corridor walls	2006
Gym Floor Replacement	2009
Site Improvements	2009
Elevator Upgrade to Code	2010
Roof Replacement	2010
Handicap Restroom	2011
Energy Management Control Upgrade	2013
Plumbing isolation	2015
Building addition (Referendum)	2016
Playground renovation (Referendum)	2016
Irrigation (Referendum)	2016
Misc Carpet Replacement	2018
HVAC Upgrade (RLE)	2018
Misc Carpet Replacement	2019
Misc Carpet Replacement	2020
Misc Carpet Replacement	2021
Secure front entrance (2022 Referendum)	2023
Generator Replacement (2022 Referendum)	2023
Misc Carpet Replacement	2023

Hewitt-Texas Elementary School

T10331 Quarry Road
Wausau, Wisconsin 54403

Original Construction **1962**

Addition **1985**

Remodeling **1990**

20,877 square feet

13.4 acres

Projects Completed

The vandalism fire in late 1990 resulted in a complete cosmetic renovation of the building. Included was new carpet, floor tile, ceilings, painting, telephones, communications, etc.

Security System	1992
Underground storage tank removal	1993
Playground paving	1993
Parking lot paving	1994
Playground soft surface area development	1995
Storage building added	1998
Handicap toilet added	1998
ADA signs installed	1998
Roof Replacement	2002
Kitchen Repair	2004
Phones replaced	2005
Asphalt Parking Lot	2009
Fire Alarm Replacement	2010
Handicap Restroom	2011
Gym Floor Replacement	2012
Restroom renovation	2015
Generator	2016
Storage shed replacement	2016
Misc Carpet Replacement	2018
HVAC upgrade (RLE)	2018
Boiler upgrade (RLE)	2018
Gym roof replacement (RLE)	2018
Misc flooring upgrades	2019
Misc Carpet replacement	2020
Misc Carpet replacement	2021
Main drive asphalt repairs	2021
Misc carpet replacement	2023
Mound system replacement	2023

John Marshall Elementary School

1918 Lamont Street

Wausau, Wisconsin 54403

Original Construction 1922

Addition 1930

Addition 1947

Addition 1955

Addition 1990

Renovation 1990

Addition 2000

59,096 square feet

6 acres

Projects Completed

Security system installed	1992
Re-grade re-shape playground	1993
Add soft surface playground area	1994
Renovate old gymnasium	1994
New windows in kindergarten rooms	1995
New roof on 1955 addition	1996
Classroom doors	2005
ADA signs added	1998
Elevator and classrooms	1999
Expand parking lot	2000
Library upgrade	2001
Playground Equipment	2004
Tuckpoint Exterior	2004
Phones replaced	2005
Flooring replaced	2005
Roof replacement	2006
Tuck pointing	2016
Parking addition/bus drop off	2016
Air handler / Chiller replacement (RLE)	2016
Landscaping / playground	2016
Misc Carpet replacement	2018
Air circulation upgrade	2018
Misc Carpet replacement	2019
Exterior door replacement	2019
Re-roof 2 sections (RLE)	2019
Misc Carpet replacement	2020
Misc door replacement	2020
Playground pavement replacement	2020
Misc Carpet replacement	2021
Misc carpet replacement	2022
Roof replacement boiler/storage room	2023
Tuck pointing	2023

Lincoln Elementary School

720 South 6th Avenue
Wausau, Wisconsin 54401

Original Construction 1970

Remodeling 1992

Remodeling 1993

48,698 square feet

4.75 acres

Projects Completed

Renovate play equipment and install HC accessible equipment	1991
Enclose one half of open classroom area	1992
Security system installed	1992
Re-roof one half of building	1992
Remaining open classrooms changed to contained classrooms	1993
Re-roof second half of building	1995
ADA signs added	1998
Air conditioning replaced	1999
Phones replaced	2005
Parent drop-off and parking	2006
Emergency Generator	2008
Fire alarm system	2008
Boiler Replacement	2010
Upgrade Camera System/Energy Management Controls	2013
Upgrade Energy Management Controls	2013
Replace Carpet in Corridors with Tile/Renovate Health Room	2013
Sidewalk replacement and playground renovation	2014
Kitchen remodel	2016
Chiller replacement	2016
Carpet replacement	2017
Misc carpet replacement	2018
Replace perimeter fence	2018
Misc carpet replacement	2019
Reroof school	2020
Misc Carpet replacement	2021
Misc carpet replacement	2022
Exterior door replacement	2023
Misc carpet replacement	2023

Maine Elementary School
5901 North 44th Avenue
Wausau, Wisconsin 54401

Original Construction 1961

Addition 1985

Addition 2000

44,904 square feet
17 acres

Projects Completed

Basketball court and drainage	1991
Security system installation	1992
Front drive and parking lot	1993
North play area and equipment addition	1993
Underground storage tank removal	1994
Water system upgraded	1998
ADA signs added	1998
New well	1999
Replace ceiling and lights in hall	2001
Replace kitchen floor and plumbing	2002
Roof replacement	2002
Site improvements	2002
Parent drop-off	2005
Phones replaced	2005
North parking lot asphalt replacement	2006
Boiler Replacement	2009
Roof Replacement	2010
Gym Floor Replacement	2011
Asphalt Replacement – West Drive	2011
Carpet replace with tile break room	2014
Repaving, sidewalk and storm sewer	2015
Septic system replacement	2016
Re-pave playground	2016
Generator install	2016
Drive reconfiguration	2018
Misc Carpet replacement	2018
Misc Carpet replacement	2019
Misc Carpet replacement	2020
Domestic water line replacement	2021
Storm sewer replacement	2021
Pavement for HC Access	2021
Misc carpet replacement	2022
Septic tank replacement	2022
Exterior door replacement	2022
Misc carpet replacement	2023
Exterior door replacement	2023
Roof repair (roof C)	2023

Rib Mountain Elementary School

2701 Robin Lane

Wausau, Wisconsin 54401

Original Construction 1955

Addition 1957

Addition 1959

Addition 1966

Addition 1976

Remodeling 1992

44,187 square feet

10 acres

Projects Completed

Playground and Site Work	1992
Installation of play area (PTO and district)	1992
Security system installed	1992
Close in open Classrooms/Computer Lab	1992
Primary playground added by PTO	1994
ADA signs added	1998
Electrical upgrade	1999
Ventilation	2000
PA system	2000
ADA Restrooms	2002
Renovate Kindergarten Rooms	2002
Front Drive	2003
Replace windows	2004
Freezer	2004
Windows replaced	2005
Phones replaced	2005
Flooring replaced	2005
Roof replacement	2006
Replace windows	2006
C.D. Restroom	2009
Gym Floor Replaced	2011
Roof Replacement	2011
Playground Equipment Replaced	2012
Plumbing renovation	2015
Generator install	2016
Playground upgrades (PTO)	2016
Window and soffit replacement	2016
Misc Carpet replacement	2018
Air Handler upgrade (RLE)	2018
Misc Carpet replacement	2019
Exterior door replacement	2019
Exterior door replacement	2020
Misc Carpet replacement	2020
Misc Carpet replacement	2023
Misc door replacement	2023

Riverview Elementary School

4303 Troy Street

Wausau, Wisconsin 54403

Original Construction 1964

Addition 1996

Addition 1985

Addition 2000

Addition 2016

Addition 2023 (2984 sf)

81163 square feet

10 acres

Projects Completed

Security system installed	1992
Expand IMC	1996
Roof replaced	1998
ADA signs added	1998
Additional parking	1999
PA system	2003
Roof replacement	2003
Windows replaced	2005
Ventilation	2005
Phones replaced	2005
Fire Alarm System	2008
Student Drop-off	2009
Addition (Referendum)	2016
Irrigation (Referendum)	2016
Sidewalk replacement	2016
Turf Renovation	2017
Cafeteria floor upgrade	2018
Misc Carpet replacement	2018
Misc Carpet replacement	2019
Exterior door replacement	2019
Misc Concrete replacement	2020
Misc exterior door replacement	2020
Misc Carpet replacement	2020
Misc Carpet replacement	2021
Misc Carpet replacement	2022
Building Addition (2022 Referendum)	2023
Secure Entrance (2022 Referendum)	2023
Exterior door replacement	2023
Misc carpet replacement	2023

South Mountain Elementary School
5400 Bittersweet Road
Wausau, Wisconsin 54401

Original Construction **1997**
Additional **2023 (12303 sf)**

60125 square feet
35.9 acres

Projects Completed

School sign installed	1998
Soccer field	1999
Phones replaced	2005
Student Drop-off	2009
CARE room upgrade	2014
Sidewalk replacement	2015
Carpet replacement	2017
Concrete replacement	2018
Misc Carpet replacement	2018
Site drainage	2019
Misc Carpet replacement	2019
Exterior door replacement	2019
Misc Carpet replacement	2020
Misc Carpet replacement	2021
Misc Door replacement	2021
Misc Door replacement	2022
Misc Carpet replacement	2022
Misc Carpet replacement	2023
Misc door replacement	2023
Building Addition (2022 Referendum)	2023
Alarm System Upgrade	2023

Stettin Elementary School

109 N 56th Avenue
Wausau, Wisconsin 54401

Original Construction 2000

Addition 2013

Addition 2023 (9532 sf)

62868 square feet

22.35 acres

Projects Completed

Phones replaced	2005
Ventilation	2005
Playground drainage upgrade	2015
Misc Carpet replacement	2018
Misc Carpet replacement	2019
Misc Carpet replacement	2020
Sidewalk repairs	2021
Building Addition (2022 Referendum)	2023
Secure Entrance (2022 Referendum)	2023
Fire Alarm System (2022 Referendum)	2023
Play ground Equipment	2023

Thomas Jefferson Elementary School
500 West Randolph Street
Wausau, Wisconsin 54401

Original Construction 1956

Addition 1984

Addition 1997

Addition 2016

Addition 27,875

90,971 square feet

9.8 acres

Projects Completed

Remove asbestos from tunnels	1991
Asphalt play area and install new equipment	1992
Security System	1992
Parking lot asphalt	1993
Underground storage tank removal	1993
Playground equipment	1999
Replace boilers	2002
Roof Replacement	2002
Refinish Gym Floor	2004
Parking lot addition	2005
Phones replaced	2005
Renovate Cabinets in Rm 111	2013
Sidewalk Replacement	2014
Boiler Replacement (RLE)	2016
Additional parking (Referendum)	2016
Building addition (Referendum)	2016
Irrigation (Referendum)	2016
Turf Renovation	2017
Misc Carpet replacement	2018
Misc Carpet replacement	2019
Exterior door replacement	2019
Misc Carpet replacement	2020
Misc Carpet replacement	2021
Misc Carpet replacement	2022
Misc Door replacement	2022
Misc Carpet replacement	2023
Misc Door replacement	2023
Concrete replacement	2023

Horace Mann Middle School
1301 North 13th Street
Wausau, Wisconsin 54403

Original Construction 1993

208,000 square feet
39.20 acres

Projects Completed

Use of Tech. Ed. room for new computer approach	1995
Entrance from 13 th Street upgraded	1998
Roof replacement	2003
Resurface track	2003
Kitchen Serving Line	2004
Replace Roof	2004
Pool filter	2005
Phones replaced	2005
Pool ventilation	2005
Seal parking lot	2005
Refinish gym floor	2006
Repaint Pool Ceiling Structure	2007
Replace running track	2008
Additional Lockers	2008
Roof Replacement	2010
Pool Water Quality Improvement	2010
Locker Room Floors Resurfaced	2011
Replace Asphalt – East Bus Drive	2011
Upgrade Energy Management Controls	2013
Storage shed replacement	2014
Main office tile replacement	2014
New gym dividers	2015
Asphalt replacement	2015
Chiller replacement (RLE)	2016
Special needs room remodel	2016
Retaining wall re-build	2016
Pool grates/dive platform replacement	2016
Running track seal/stripe	2016
Pool filter replacement	2017
Carpet replacement	2017
Victaulic fitting replacement	2017
Boiler replacement (RLE)	2017
Landscaping / concrete replacement	2018
Misc Carpet replacement	2018
Asphalt repairs	2018
Field house re-roof	2019
Misc Carpet replacement	2019
Exterior door replacement	2019
Exterior door replacement	2020
Misc Carpet replacement	2020
Playground pavement replacement	2020
Gym floor replacement	2020

Spec Ed restroom remodel	2020
Concrete replacement, student entrance	2021
Misc Door replacement	2021
Gym wall reconstruction	2022
Misc Door replacement	2022
Misc Carpet replacement	2022
Fencing	2023
Misc carpet replacement	2023
Recoat Gym Floor	2023

John Muir Middle School
1400 West Stewart Avenue
Wausau, Wisconsin 54401

Original Construction 1962

Addition 1994

195,850 square feet
30 acres

Projects Completed

ADA signs installed	1998
Tennis courts resurfaced	1998
Rebuild boilers	1999
Blinds	1999
Roof replacement auditorium	2001
Roof replacement	2002
Exit onto Stewart	2002
Pool Filtration	2002
Electrical upgrades	2002
Pool Ventilation	2003
Locker Room Ventilation	2003
Auditorium Seating	2003
Tech Ed Ventilation	2004
Refinish Gym Floor	2004
Replace Roof	2004
ADA Bathrooms	2004
Phones replaced	2005
Elevator to basement	2005
Lockers for swim team	2005
Flooring replaced	2005
Replace Tennis Court Surface	2007
Phase I HVAC	2007
Phase II HVAC	2008
Roof Replacement	2010
Replace Pool Boiler	2009
Pool Water Quality Improvement	2010
Replacement	2012
Roof Replacement	2011
Parking Lot Repairs	2012
Roof Reconstruct Front Entrance for Security	2013
Repurpose Tennis Courts	2013
Storage building	2014
Locker Replacement	2014
North doors replacement	2014
Locker replacement	2015
North wall replacement (RLE)	2015
Running track repair/restripe	2015
Room 118 renovation	2016
Re-roof (storm damage)	2016
Cafeteria face lift (partially Food Service)	2016

Servery door replacement (partially Food Service)	2016
Cafeteria floor replacement	2016
Fire alarm system upgrade	2016
Front entrance ceiling replacement	2016
Concrete replacement	2016
Locker replacement	2016
Auditorium renovation	2017
Pool filter replacement	2018
Façade upgrades (RLE)	2018
Locker addition	2018
Façade upgrades (RLE)	2019
Classroom (Art and Science) remodel	2019
Carpet replacement	2019
Gym partition replacement	2020
Exterior door replacement	2020
Misc Carpet replacement	2020
Loading dock pavement	2021
Misc Carpet replacement	2021
Misc Carpet replacement	2022
Misc Door replacement	2022
Mass Communication (21 Referendum)	2023
Boiler Demo (2022 Referendum)	2023
Asbestos removal (2022 Referendum)	2023
Misc. door replacement	2023

Wausau East High School
2607 N 18th Street
Wausau, Wisconsin 54403

Original Construction 2004

Addition 9,402 sq ft 2016

343,402 square feet
114 acres

Projects Completed

Replace Camera System	2009
Replace Gym Lighting	2009
Sidewalk replacement	2014
Bleacher traction units	2014
Repave bus lane	2016
Storage shed addition	2016
Charter school science room upgrade	2016
Baseball diamond renovation	2016
Turf renovation at front	2016
Tech. Ed. addition (Referendum)	2016
Fire suppression in paint booth	2017
Batting cages	2017
Sidewalk replacement	2017
Concrete replacement	2018
Concrete replacement	2019
Chiller loop replacement	2019
Track surface replacement	2020
Exterior door replacement	2020
Misc Carpet replacement	2020
Scolars entrance concrete	2020
Misc pavement replacement	2020
Misc carpet replacement	2021
Varsity dugout replacement	2022
Misc Carpet replacement	2022
Misc Door replacement	2022
Misc Door replacement	2023
Gym Floor Refinish	2023
Multi purpose turf (2022 Referendum)	2023
Baseball and softball field turf (2022 referendum)	2023

Wausau West High School
1200 West Wausau Avenue
Wausau, Wisconsin 54401

Original Construction 1970

Addition 1998

Addition 2001

Addition 5,667 sq ft 2016

331,922 square feet plus the portables 3,808 square feet
65.65 acres

Projects Completed

Security system installed	1993
Underground storage tank removal	1993
Roof replacement one section	1993
Parking lot re-paving	1994
Roof replacement one section	1994
Roof replacement one section	1995
Parking lot re-paving	1995
Telecommunications upgrade	1996
Portable classrooms added	1998
Air handler replacement	1998
Ventilation	1999
Greenhouse roof replaced	1999
Additional Chiller	2001
Site Development	2002
Replace fire alarm system	2002
Caulk exterior	2003
Remodel Science Rooms	2004
Phone System	2004
Replace Generator	2004
Welding shop remodel	2005
Replace East student parking lot lights	2006
Resurface Tennis Courts	2007
Replace camera system	2008
Replace Weight Room Ventilation	2009
Add Welding Booths	2009
Replace Gym Lighting	2009
Replace Ice Bank	2011
Asbestos Tile Replaced	2011
Roof Replacement	2012
Replace seating Room 315	2012
Roof Replacement	2013
Building Automation Upgrade	2013
Terrazzo restoration	2014
Roof replacement	2014
Repave student lot	2014
Tennis courts	2014
Replace Stage Dimming Controls	2013
Replace roll up curtain and batting cage	2015

First floor student restroom remodel	2015
Boys locker room and corridor renovation	2015
Stage reconstruction	2015
Elevator install	2015
First floor corridor ceiling replacement	2015
Planetarium remodel (grant and capital)	2016
Art room remodel	2016
Curb and sidewalk replacement	2016
Repave parking	2015
Re carpet corridors	2016
Baseball diamond renovation	2016
Batting cages	2017
Greenhouse removal	2017
Carpet replacement	2017
Front Entrance replacement/landscaping	2018
Pavement replacement teacher parking	2018
Misc Carpet replacement	2018
Track renovation	2019
Misc Carpet replacement	2019
Exterior door replacement	2019
Boiler loop repairs	2019
Door hardware replacement	2020
Misc Carpet replacement	2020
Long jump pavement	2020
Exterior door replacement	2020
Pavement and storm sewer north side	2021
Exterior commons door replacement	2021
Misc Carpet replacement	2022
Misc Door replacement	2022
Fieldhouse ceiling painting	2023
Misc door replacement	2023
Baseball and softball turf (2022 Referendum)	2023
Misc carpet replacement	2023
Misc concrete replacement	2023
Air Handler #17 replacement	2023
Retaining Wall Baseball	2023

Longfellow Administration Center

415 Seymour Street

Wausau, Wisconsin 54403

Original Construction 1894

Addition 1939

Remodel 1956

Addition 1965

Addition 1990

Remodel 1990

30,028 square feet

3.43 acres

Projects Completed

Security system installed	1992
Heating/cooling system repaired	1998
Replace boilers	2002
Air condition Annex	2002
Fire Alarm System	2004
Phone System	2004
Upgrade Energy Management Controls	2013
Boiler replacement (RLE)	2016
New front entrance doors	2016
Lobby Carpet replacement	2018
Misc Carpet replacement	2019
Misc Carpet replacement	2020
Misc Carpet replacement	2021
Board room A/C	2021
VFD replacement	2023
Bat remediation	2023

Maintenance and Operations Building

650 South 7th Avenue
Wausau, Wisconsin 54401

Original Construction 1913

Addition 1977

Addition 1978

32,567 square feet

.19 acres

Projects Completed

Print Shop moved to MOB	1994
Re-roof one section	1995
Freezer installed	1998
Boiler replaced	1998
Roof replacement	2000
Roof replacement	2003
Phone System	2004
Roof replacement	2008
Key Card Access Upgrade	2010
Computer Use Controls	2010
Facilities Management Program	2012
Upgrade Camera and Access Control Systems	2013
Upgrade various cameras in District	2014
Re-roof (3) sections	2016
Re-key district	2016
IT Offices renovation (RLE and Capital)	2017
Fire alarm systems upgrades (several elem's)	2017
Demo old Life Skills	2017
Roof replacement, Hwy 52	2017
MOB Storage enhancement	2017
Loading dock renovation	2018
Pardee St reconstruction	2018
Salt storage bin	2020
Pavement replacement, Hwy 52	2021
South wall reconstruction	2022
Concrete drain replacement	2023

Thom Field Stadium

**1601 North 10th Street
Wausau, Wisconsin 54403**

Original Construction 1951

**9,979 square feet
15 acres**

Projects Completed

Additional storage building	1995
Field lighting replaced	2000
Bleacher repair	2001
Replace sound system	2002
Bleacher replacement	2003
Boiler Replacement	2004
Bleachers	2004
Accessible bleachers (northside)	2005
Heating system replaced	2005
Officials locker room	2005
Remodel spectator restrooms	2006
Team Locker Room Renovation	2007
Re roof concessions and finish siding	2014
Replace boiler	2014
Old tennis court re-purposing	2015
Network access installation	2015
Recoat entire grandstand	2016
Upgrade drainage	2017
Scoreboard (fund raising)	2018
Re-turf field	2019
External door replacement	2023

Wausau School Forest

**2340 County Highway KK
Mosinee, Wisconsin 54455**

Original Construction 1945

Addition Throughout the 1960's and early 1970's

Addition 1994

Remodel 1995

Addition 2023 (11231 sf) 2022 Referendum

37673 square feet

511.30 acres

Projects Completed

Re-roof and remodel cabins	1992 –Present
Storage shed maintenance shop addition	1994
Entrance to Bannerman Hall	1995
Additional well	1999
Handicap accessibility	2003
Shingle Roofs	2004
Replace furnace in Bannerman Hall	2006
Replace Shingles on Bannerman Hall	2007
Handicap Restrooms Bannerman Hall	2011
New deck (donation)	2015
Re-side Bannerman Hall	2015
Climbing wall	2016
Toboggan run	2017
Building repairs	2017
Bannerman cafeteria upgrade	2018
Art building re-siding	2018
Cabin re-roofs	2019
Bannerman site drainage	2020
Electric service replacement (Foundation donation)	2020
Back up generator (Foundation donation)	2021
Pavement replacement, Bannerman Hall	2021
Storage building and related work	2021
Bannerman window replacement	2022
Parking Lot Paving	2023
Driveway Paving	2023
ELC Construction (2022 Referendum)	2023
Irrigation Installation	2023
Fire Alarm System Bannerman	2023

Original Funding Needs by Category				Additional Funding Needs		
	2024-25	2025-26	2026-27	2024-25	2025-26	2026-27
Total	\$ 3,413,000	\$ 5,149,000	\$ 4,301,003	\$ 2,404,600	\$ 4,140,600	\$ 3,292,603
Plumbing	\$ 118,500	\$ 94,000	\$ 6,000			
HVAC Upgrades	\$ 878,000	\$ 1,260,000	\$ 715,000			
Electrical	\$ 800,000	\$ 935,000	\$ 325,002	1) Support through Revenue Limit Exemption, phase 3		
Building Envelope	\$ 835,000	\$ 1,845,000	\$ 2,755,000	2) Offset with revenue from referendum sources		
Grounds Equipment Replacement	\$ 28,000	\$ 65,000	\$ 55,000	3) Postpone replacements/upgrades for future years		
Vehicle Replacement	\$ 45,000	\$ -	\$ -	4) Avoid in the near term (10-15 yrs) with new schools		
Interior Renovation & Replacement	\$ 95,000	\$ 295,000	\$ 165,000	5) Increase operating budget to offset capital expenses		
Gym Maintenance	\$ -	\$ 60,000	\$ -	6) Offset with 2021 Referendum question 1		
Flooring	\$ 129,000	\$ 135,000	\$ 125,000			
Site Improvements	\$ 484,500	\$ 460,000	\$ 155,001			

2024-25				
	Orig. Need	Deducts	Final	Solution
	\$ 3,413,000	\$ 2,404,600	\$ 1,008,400	
Plumbing	\$ 118,500	\$ 65,000	\$ 53,500	(3), (4) and/or (5)
HVAC Upgrades	\$ 878,000	\$ 634,075	\$ 243,925	(3), (4) and/or (5)
Electrical	\$ 800,000	\$ 680,000	\$ 120,000	(6) and (3)
Building Envelope	\$ 835,000	\$ 640,000	\$ 195,000	(3), (4) and/or (5)
Grounds Equipment Replacement	\$ 28,000	\$ 15,000	\$ 13,000	
Vehicle Replacement	\$ 45,000	\$ 45,000	\$ -	
Interior Renovation & Replacement	\$ 95,000	\$ 63,525	\$ 31,475	(3), (4) and/or (5)
Gym Maintenance	\$ -	\$ -	\$ -	
Flooring	\$ 129,000	\$ -	\$ 129,000	
Site Improvements	\$ 484,500	\$ 262,000	\$ 222,500	(3) and/or (5)
2025-26				
	Orig. Need	Deducts	Final	Solution
	\$ 5,149,000	\$ 4,140,600	\$ 1,008,400	
Plumbing	\$ 94,000	\$ 20,500	\$ 73,500	
HVAC Upgrades	\$ 1,260,000	\$ 1,148,000	\$ 112,000	(3), (4) and/or (5)
Electrical	\$ 935,000	\$ 783,000	\$ 152,000	
Building Envelope	\$ 1,845,000	\$ 1,485,000	\$ 360,000	(3), (4) and/or (5)
Grounds Equipment Replacement	\$ 65,000	\$ 28,600	\$ 36,400	
Vehicle Replacement	\$ -	\$ -	\$ -	
Interior Renovation & Replacement	\$ 295,000	\$ 225,500	\$ 69,500	(3), (4) and/or (5)
Gym Maintenance	\$ 60,000	\$ 35,000	\$ 25,000	
Flooring	\$ 135,000	\$ 40,000	\$ 95,000	
Site Improvements	\$ 460,000	\$ 375,000	\$ 85,000	(3) and/or (5)
2026-2027				
	Orig. Need	Deducts	Final	Solution
	\$ 4,301,003	\$ 3,292,603	\$ 1,008,400	
Plumbing	\$ 6,000	\$ -	\$ 6,000	
HVAC Upgrades	\$ 715,000	\$ 362,603	\$ 352,397	(3), (4) and/or (5)
Electrical	\$ 325,002	\$ 225,000	\$ 100,002	
Building Envelope	\$ 2,755,000	\$ 2,450,000	\$ 305,000	(3), (4) and/or (5)
Grounds Equipment Replacement	\$ 55,000	\$ 25,000	\$ 30,000	
Vehicle Replacement	\$ -	\$ -	\$ -	
Interior Renovation & Replacement	\$ 165,000	\$ 150,000	\$ 15,000	(3), (4) and/or (5)
Gym Maintenance	\$ -	\$ -	\$ -	
Flooring	\$ 125,000	\$ 25,000	\$ 100,000	
Site Improvements	\$ 155,001	\$ 55,000	\$ 100,001	(3) and/or (5)

Recommendation for 2024-2025 Capital Projects

Action Requested: **Yes**

Annually, a Three-Year Capital Improvement Plan is submitted to the Board of Education for approval. Ryan Urmanski, Director of Buildings and Grounds, will review notable projects recently completed as well as the effect of alternate funding sources to provide context for the upcoming planned capital improvements. The projects planned for 2024-2025 are provided on the final page. Administration recommends the Committee of the Whole approve the 2024-2025 Capital Projects and corresponding budget.

Motion: to recommend to the full Board of Education the approval of the 2024-2025 Capital Projects and corresponding budget.



MEMO

TO: Education/Operations Committee of the Whole
 FROM: Josh Viegut, Assistant Superintendent of Operations
 DATE: January 22, 2024

RE: Legal Expenses for 2nd 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 second quarter of 2023-24 for which the District was billed as well as a year to date total.

		2023 - 2024 WSD 2nd Quarter Legal Expenses										
		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
10/1/23 to 12/31/23	FIRM											
	ATTOLLES LAW						2,000				2,000	
	BOARDMAN & CLARK LLP	1,799	906	1,626	168				2,390		6,888	
	BUELOW VETTER BUIKEMA				4,282			15,447	1,668		21,397	
	QUARLES AND BRADY										-	
	RUDER WARE										-	
	WISCONSIN ASSOCIATION OF SCHOOL BOARDS										-	
	VON BRIESEN & ROPER										-	
	STRANG, PATTESON, RENNING, LEWIS & LACY										-	
	RENNING, LEWIS & LACY										-	
STRANG LAW										-		
TOTAL	1,799	906	1,626	4,450	-	-	17,447	-	4,058	-	30,285	
		2023 - 2024 Year to Date Legal Expenses										
		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
7/1/23 to 12/31/23	FIRM											
	ATTOLLES LAW	-	-	-	-	-	-	11,816	-	-	-	11,816
	BOARDMAN & CLARK LLP	2,633	906	36,280	2,516	-	-	-	-	2,390	189	44,913
	BUELOW VETTER BUIKEMA	-	-	-	4,282	-	-	24,083	-	1,668	-	30,033
	QUARLES AND BRADY	-	-	-	-	-	-	-	-	-	-	-
	RUDER WARE	-	-	-	-	-	-	-	-	-	-	-
	WISCONSIN ASSOCIATION OF SCHOOL BOARDS	-	-	-	-	-	-	-	-	-	-	-
	VON BRIESEN & ROPER	-	-	-	-	-	-	-	-	-	-	-
	STRANG, PATTESON, RENNING, LEWIS & LACY	-	-	-	-	-	-	-	-	-	-	-
	RENNING, LEWIS & LACY	-	-	-	-	-	-	-	-	-	-	-
STRANG LAW	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	2,633	906	36,280	6,798	-	-	35,898	-	4,058	189	86,761	

2024-2025 Wausau School District Calendar

DRAFT ONLY (1-22-2024)

July 2024						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	
	8	9	10	11	12	
	15	16	17	18	19	
	22	23	24	25	26	
	29	30	31			

August 2024						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	
	5	6	7	8	9	
	12	13	14	15	16	
	19	20	21	22	23	
	26	27	28	29	30	

Aug 26-29: Professional Learning

September 2024						
Su	Mo	Tu	We	Th	Fr	Sa
	2	3	4	5	6	
	9	10	11	12	13	
	16	17	18	19	20	
	23	24	25	26	27	
	30					

Sept 2: No Classes - Labor Day
 Sept 3: First Day of School
 Sept 27: No Classes - Prof Learning

October 2024						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	
	7	8	9	10	11	
	14	15	16	17	18	
	21	22	23	24	25	
	28	29	30	31		

Oct 23: No Elementary Classes-Recordkeeping
 No PM Secondary
 No AM/PM Pre-K Classes
 Afternoon Conferences
 Oct 24: No Classes - Prof Learning
 Oct 25: No Classes / Non Work Day

November 2024						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	
	4	5	6	7	8	
	11	12	13	14	15	
	18	19	20	21	22	
	25	26	27	28	29	

Nov 1: End of 1st Quarter
 Nov 27: No Classes - Non-Contract Day
 Nov 28-29: No Classes - Thanksgiving Break

December 2024						
Su	Mo	Tu	We	Th	Fr	Sa
	2	3	4	5	6	
	9	10	11	12	13	
	16	17	18	19	20	
	23	24	25	26	27	
	30	31				

Dec 23-31: No Classes - Winter Break

January 2025						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	
	6	7	8	9	10	
	13	14	15	16	17	
	20	21	22	23	24	
	27	28	29	30	31	

Jan 1: No Classes - Winter Break
 Jan 17: No PM Elementary Classes-Recordkeeping
 No AM/PM Pre-K Classes
 Jan. 17: End of 2nd Quarter
 Jan 20: No Classes - Prof Learning

February 2025						
Su	Mo	Tu	We	Th	Fr	Sa
	3	4	5	6	7	
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	

Feb 17: No Classes - Prof Learning

March 2025						
Su	Mo	Tu	We	Th	Fr	Sa
	3	4	5	6	7	
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	
	31					

Mar 21: No PM Elementary Classes-Recordkeeping
 No AM/PM Pre-K Classes
 End of 3rd Quarter
 Mar 24-28: No Classes - Spring Break

April 2025						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	
	7	8	9	10	11	
	14	15	16	17	18	
	21	22	23	24	25	
	28	29	30			

April 18: No Classes - Non-Contract Day
 April 21: No Classes - Prof Learning

May 2025						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	
	5	6	7	8	9	
	12	13	14	15	16	
	19	20	21	22	23	
	26	27	28	29	30	

May 23: No Classes - Prof Learning
 May 26: No Classes - Memorial Day

June 2025						
Su	Mo	Tu	We	Th	Fr	Sa
	2	3	4	5	6	
	9	10	11	12	13	
	16	17	18	19	20	
	23	24	25	26	27	
	30					

June 5: Students' Last Day (No PM Classes)
 No AM/PM Pre-K Classes
 End of 4th Quarter
 June 6: Teachers' Last Day

- No Classes
- Students' first and last days of school
- No Classes - Professional Learning (PL)
- No Pre-K or Elementary Classes / No PM Secondary Classes / Recordkeeping AM (Elem) and Parent/Teacher Conferences PM
- 2025 High School Graduation: May - EEA; May - East; May - WAVE; May - West
- Quarter Ends (1st - 41) (2nd - 44) (3rd - 43) (4th - 45) = 173
- Teachers' last day of school
- No PM Elem Classes-Recordkeeping. No AM/PM Pre-K Classes

WAUSAU SCHOOL
DISTRICT



2024-
2025

CALENDAR

WHAT'S NEW?



- Independent Learning Days become traditional Professional Development Days
 - Based on feedback from families & staff
- To do that, we need to add *4 minutes* to the secondary school day only to ensure we meet DPI instructional minute requirements
 - This would be done in the morning to minimize impact on busing routes





DRAFT: 24-25 CALENDAR

NOTE: Graduation dates are still being finalized. We hope to have those ready for review at the February Regular Board Meeting.

July 2024						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	
	8	9	10	11	12	
	15	16	17	18	19	
	22	23	24	25	26	
	29	30	31			

August 2024						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	
	5	6	7	8	9	
	12	13	14	15	16	
	19	20	21	22	23	
	26	27	28	29	30	

Aug 26-29: Professional Learning

September 2024						
Su	Mo	Tu	We	Th	Fr	Sa
	2	3	4	5	6	
	9	10	11	12	13	
	16	17	18	19	20	
	23	24	25	26	27	
	30					

Sept 2: No Classes - Labor Day
Sept 3: First Day of School
Sept 27: No Classes - Prof Learning

October 2024						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	
	7	8	9	10	11	
	14	15	16	17	18	
	21	22	23	24	25	
	28	29	30	31		

Oct 23: No Elementary Classes-Recordkeeping
No PM Secondary
No AM/PM Pre-K Classes
Afternoon Conferences
Oct 24: No Classes - Prof Learning
Oct 25: No Classes / Non Work Day

November 2024						
Su	Mo	Tu	We	Th	Fr	Sa
	4	5	6	7	8	
	11	12	13	14	15	
	18	19	20	21	22	
	25	26	27	28	29	

Nov 1: End of 1st Quarter
Nov 27: No Classes - Non-Contract Day
Nov 28-29: No Classes - Thanksgiving Break

December 2024						
Su	Mo	Tu	We	Th	Fr	Sa
	2	3	4	5	6	
	9	10	11	12	13	
	16	17	18	19	20	
	23	24	25	26	27	
	30	31				

Dec 23-31: No Classes - Winter Break

January 2025						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	
	6	7	8	9	10	
	13	14	15	16	17	
	20	21	22	23	24	
	27	28	29	30	31	

Jan 1: No Classes - Winter Break
Jan 17: No PM Elementary Classes-Recordkeeping
No AM/PM Pre-K Classes
Jan 17: End of 2nd Quarter
Jan 20: No Classes - Prof Learning

February 2025						
Su	Mo	Tu	We	Th	Fr	Sa
	3	4	5	6	7	
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	

Feb 17: No Classes - Prof Learning

March 2025						
Su	Mo	Tu	We	Th	Fr	Sa
	3	4	5	6	7	
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	
	31					

Mar 21: No PM Elementary Classes-Recordkeeping
No AM/PM Pre-K Classes
End of 3rd Quarter
Mar 24-28: No Classes - Spring Break

April 2025						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	
	7	8	9	10	11	
	14	15	16	17	18	
	21	22	23	24	25	
	28	29	30			

April 18: No Classes - Non-Contract Day
April 21: No Classes - Prof Learning

May 2025						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	
	5	6	7	8	9	
	12	13	14	15	16	
	19	20	21	22	23	
	26	27	28	29	30	

May 23: No Classes - Prof Learning
May 26: No Classes - Memorial Day

June 2025						
Su	Mo	Tu	We	Th	Fr	Sa
	2	3	4	5	6	
	9	10	11	12	13	
	16	17	18	19	20	
	23	24	25	26	27	
	30					

June 5: Students' Last Day (No PM Classes)
No AM/PM Pre-K Classes
End of 4th Quarter
June 6: Teachers' Last Day

- No Classes
- Students' first and last days of school
- No Classes - Professional Learning (PL)
- No PM Elem Classes-Recordkeeping, No AM/PM Pre-K Classes
- No Pre-K or Elementary Classes / No PM Secondary Classes / Recordkeeping AM (Elem) and Parent/Teacher Conferences PM
- 2025 High School Graduation: May
- Quarter Ends (1st - 41) (2nd - 44) (3rd - 43) (4th - 45) = 173 Teachers' last day of school
- EEA: May
- East: May
- WAVE: May
- West



HIGHLIGHTS:

- Meets DPI-required instructional minutes per grade level, as well as our 189-day teacher contracts
- 3 traditional snow days built in
- Continues to support the request from staff for more consistent and ongoing opportunities for collaboration and professional development
- Takes into account feedback from families & staff about independent learning days

MOTION



Move to approve the 2024-2025 school year calendar as presented.



WAUSAU SCHOOL
DISTRICT



THANK
YOU!



MEMO

TO: Education/Operations Committee of the Whole
 FROM: Josh Viegut, Assistant Superintendent of Operations
 DATE: January 22, 2024
 RE: Financial Projection Model Assumptions

Shared in this document are many of the key variables that contribute to the Frontline multi-year projection model. This is done in an effort to create a baseline using information representative of the current state, to which adjustments are subsequently made. The Frontline model primarily uses budget amounts from the 2023-24 WSD budget with percentages cast forward and adjustments made to create this baseline model. The supporting documents summarize these assumptions.

FY2024-25 Frontline Revenue and Expenditure Assumptions

EXPENDITURE ASSUMPTIONS

Salary Assumptions					
Projected % Salary Increases	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29
<input checked="" type="checkbox"/> Teachers	3.00%	3.00%	3.00%	3.00%	3.00%
<input checked="" type="checkbox"/> Teachers - Non-Salary Sched. (e.g. Appx. B)	3.00%	3.00%	3.00%	3.00%	3.00%
<input checked="" type="checkbox"/> Administrators	3.00%	3.00%	3.00%	3.00%	3.00%
<input checked="" type="checkbox"/> Clerical	3.00%	3.00%	3.00%	3.00%	3.00%
<input checked="" type="checkbox"/> Custodial	3.00%	3.00%	3.00%	3.00%	3.00%
<input checked="" type="checkbox"/> Municipal	3.00%	3.00%	3.00%	3.00%	3.00%
<input checked="" type="checkbox"/> Food Service	3.00%	3.00%	3.00%	3.00%	3.00%
<input type="checkbox"/> User-Defined #6					
<input type="checkbox"/> User-Defined #7					
<input type="checkbox"/> Balance - All Other Non-User-Defined Salaries					

Teachers:	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29
<input checked="" type="checkbox"/> Retirement FTE's per Year	24.0	20.0	20.0	20.0	20.0
<input checked="" type="checkbox"/> Retiree Salary or Salary Schedule Placement	\$79,253	\$81,056	\$82,876	\$84,715	\$86,572
<input checked="" type="checkbox"/> Attrition FTE's per Year	60.0	40.0	40.0	40.0	40.0
<input checked="" type="checkbox"/> Attrition Salary or Salary Schedule Placement	\$52,985	\$53,515	\$54,050	\$54,590	\$55,136
<input checked="" type="checkbox"/> New Hire Salary or Salary Schedule Placement	\$52,008	\$52,528	\$53,053	\$53,584	\$54,120

Benefit Assumptions						
Percent of Payroll Benefits	FY23-24	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29
<input checked="" type="checkbox"/> FICA/Medicare	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%
<input checked="" type="checkbox"/> WRS - Board	6.80%	6.85%	6.80%	6.80%	6.80%	6.80%
<input checked="" type="checkbox"/> Life Ins. Obj 230	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%
<input checked="" type="checkbox"/> Disability Ins. Obj 251	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%
<input type="checkbox"/> Other % of Payroll Benefits						
<input type="checkbox"/> Other % of Payroll Benefits						

	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29
<input checked="" type="checkbox"/> Health Ins. - Percent Increase	3.00%	3.00%	3.00%	3.00%	3.00%
<input checked="" type="checkbox"/> Health Ins. - Plan changes and Contribution Rate changes as needed.					
<input checked="" type="checkbox"/> Dental Ins. - Percent Increase	0.00%	0.00%	1.00%	1.00%	1.00%

Non-Salary & Benefit Expenditure Assumptions

General Fund 10 Assumptions (% change)	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29
300 Purchased Services	0.00%	0.00%	0.00%	0.00%	0.00%
400 Non-Capital Objects	0.00%	0.00%	0.00%	0.00%	0.00%
500 Capital Objects	0.00%	0.00%	0.00%	0.00%	0.00%
600 Debt Service	0.00%	0.00%	0.00%	0.00%	0.00%
900 Other Expenditures	0.00%	0.00%	0.00%	0.00%	0.00%

Utilities Assumptions (Function 2530) (% change)	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29
331 Gas for Heat	2.00%	3.00%	4.00%	4.00%	4.00%
336 Electricity Other Than Heat	2.00%	3.00%	4.00%	4.00%	4.00%
337 Water	2.00%	3.00%	4.00%	4.00%	4.00%
338 Sewerage	2.00%	3.00%	4.00%	4.00%	4.00%
339 Other Utilities	2.00%	3.00%	4.00%	4.00%	4.00%

Transportation Assumptions (Function 2560) (% change)	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29
341 Contracted Pupil Transportation	2.50%	5.00%	5.00%	5.00%	5.00%
348 Vehicle Fuel	0.00%	2.00%	2.00%	2.00%	2.00%

District Insurance (% change)	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29
711 District Liability	3.00%	3.00%	3.00%	3.00%	3.00%
712 District Property	3.00%	3.00%	3.00%	3.00%	3.00%
713 Workers Compensation	3.00%	3.00%	3.00%	3.00%	3.00%
730 Unemployment Compensation	0.00%	0.00%	0.00%	0.00%	0.00%
790 Insurance & Judgements					

Fund 27 Assumptions (% change)	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29
300 Purchased Services	0.00%	0.00%	0.00%	0.00%	0.00%
400 Non-Capital Objects	0.00%	0.00%	0.00%	0.00%	0.00%
500 Capital Objects	0.00%	0.00%	0.00%	0.00%	0.00%
600 Debt Service	0.00%	0.00%	0.00%	0.00%	0.00%
900 Other Expenditures	0.00%	0.00%	0.00%	0.00%	0.00%

Fund 50 Assumptions (% change)	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29
300 Purchased Services	0.00%	0.00%	0.00%	0.00%	0.00%
400 Non-Capital Objects	2.00%	2.00%	2.00%	2.00%	2.00%
500 Capital Objects	0.00%	0.00%	0.00%	0.00%	0.00%
600 Debt Service	0.00%	0.00%	0.00%	0.00%	0.00%
900 Other Expenditures	0.00%	0.00%	0.00%	0.00%	0.00%

Fund 80 Assumptions (% change)	FY24-25	FY25-26	FY26-27	FY27-28	FY28-29
300 Purchased Services	0.00%	0.00%	0.00%	0.00%	0.00%
400 Non-Capital Objects	0.00%	0.00%	0.00%	0.00%	0.00%
500 Capital Objects	0.00%	0.00%	0.00%	0.00%	0.00%
600 Debt Service	0.00%	0.00%	0.00%	0.00%	0.00%
900 Other Expenditures	0.00%	0.00%	0.00%	0.00%	0.00%



Wausau Area Montessori Charter School

Expansion Grant Request

Head of School - Elizabeth Channel
Director of Elementary Education - Julie Schell

WI Charter School Grant - Description

Expansion Subgrant Applicants - for currently existing “high-quality charter schools” (defined by DPI standards) that can provide three years of evidence of improved educational results for students.

Five year expansion grant for up to \$500,000 to support our school expansion of 4K-8th Grade:

- Montessori curriculum materials
- Montessori training and professional development
- expand learning experiences through community engagement
- equipment and supplies

Grant application and materials due to WI DPI on February 21, 2024.

Award notification as early as June 2024.

Board Action

To recommend to the Full Board the approval of Montessori Charter School to apply for a Federal Charter School Grant through Wisconsin DPI that would provide funding for the previously approved School Board expansion of grades 4K through 8th Grade.