

**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
Jennifer Paoli, 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 **5:30 PM** on **Monday, April 22, 2024.**

- I. Call to Order
- II. Approve the Minutes
- III. Public and Student Comment
- IV. Middle School Martial Arts Club
- V. 9-10 Math Adoption (**Action Requested**)
- VI. Wausau Ave Construction Update
- VII. Share 50% Update for Horace Mann Middle School & Montessori
- VIII. Legal Expense Summary for 3rd Quarter
- IX. 2024-25 Budget Reconciliation Plan (**Action Requested**)
- X. LAT Reorganization (**Action Requested**)
- XI. Lacrosse Co-Op - Add Mosinee (**Action Requested**)
- XII. Adjourn

NOTICE POSTED: Friday, April 19, 2024, at 11:45 am

By: _____

NOTICE SENT TO:

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

Minutes of REGULAR MEETING

The Board of Education

Wausau School District

DRAFT

A Education/Operations Committee Meeting of the Board of Education of the Wausau School District was held Monday, March 18, 2024, beginning at 5:00 PM in the Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403.

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

Absent: James Bouche;

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 February 26, 2024, seconded by Pat McKee. The motion carried 8-0.

III. Public and Student Comment

The following individuals made brief comments: Jordon Sisson, Malana Nikolai, April Grzadzielweski, Dan Merkel, Tracy Werks, Lisa Maahs, and Amie Olson.

IV. K-5 Science Resource Adoption (Action Requested)

Jon Creisher moved to recommend to the full Board the approval to adopt FOSS Pathways as the K-5 core resource with full implementation in the fall of 2024-2025, seconded Joanna Reyes. The motion carried 8-0.

V. 9-12 Science Course Sequence (Action Requested)

Karen Vandenberg moved to recommend to the full Board the approval to implement the proposed 9-12 Science course sequence at the start of the 2024-2025 school year for both Wausau East and Wausau West, seconded by Jon Creisher. The motion carried 8-0.

VI. Construction Update

As the referendum funded facility improvements continue to develop, construction and budget updates are routinely be presented.

VII. Share Preliminary Design Plans for Wausau West Athletic Field - 50%

Current plans for the Wausau West Athletic Field were shared with the Board.

VIII. Policy 5120 - Assignment within District (Action Requested)

Pat McKee moved to recommend to the full Board approval to adding language to policy 5120, that allows children of staff members to attend where they work,

seconded by Karen Vandenberg. The motion carried 8-0.

IX. Staffing / Budget Plan

Administration reviewed the \$3.5 million dollar deficit of the budget. They also review budget priorities, and various staff level comparisons with comparable districts. After much discussion, the Committee came to the consensus that they would continue to explore staff reductions where it made sense and potentially take an operational referendum question to the voters in November.

X. Adjourn

Cody Nikolai moved to adjourn, seconded by Karen Vandenberg. The motion carried at 7:01 pm.

Respectfully Submitted,

Karen Vandenberg,
Board Clerk

KV:cp



RISING SON MARTIAL ARTS

G 2 M A T J O H N M U I R



G2M (GROWING GREAT MINDS) PROVIDES ENRICHMENT OPPORTUNITIES DURING NON-SCHOOL HOURS FOR STUDENTS.

THESE PROGRAMS PROVIDE A RANGE OF HIGH-QUALITY SERVICES TO SUPPORT STUDENT LEARNING AND DEVELOPMENT. AT THE SAME TIME, THIS PROGRAM PROVIDES FAMILIES WITH A SAFE ENVIRONMENT FOR STUDENTS.

G2M WOULD SPONSOR THE EVENT WITH A WAUSAU COMMUNITY PARTNER, MAKING EQUAL ACCESS TO STUDENTS



DESCRIPTION



G2M Programming

Advisor: Officer
Kutchenriter-Wausau Police
Department

Instruction: Rising Sun
Martial Arts

April-May, 2024

Mon & Thurs, 3:15-4:15

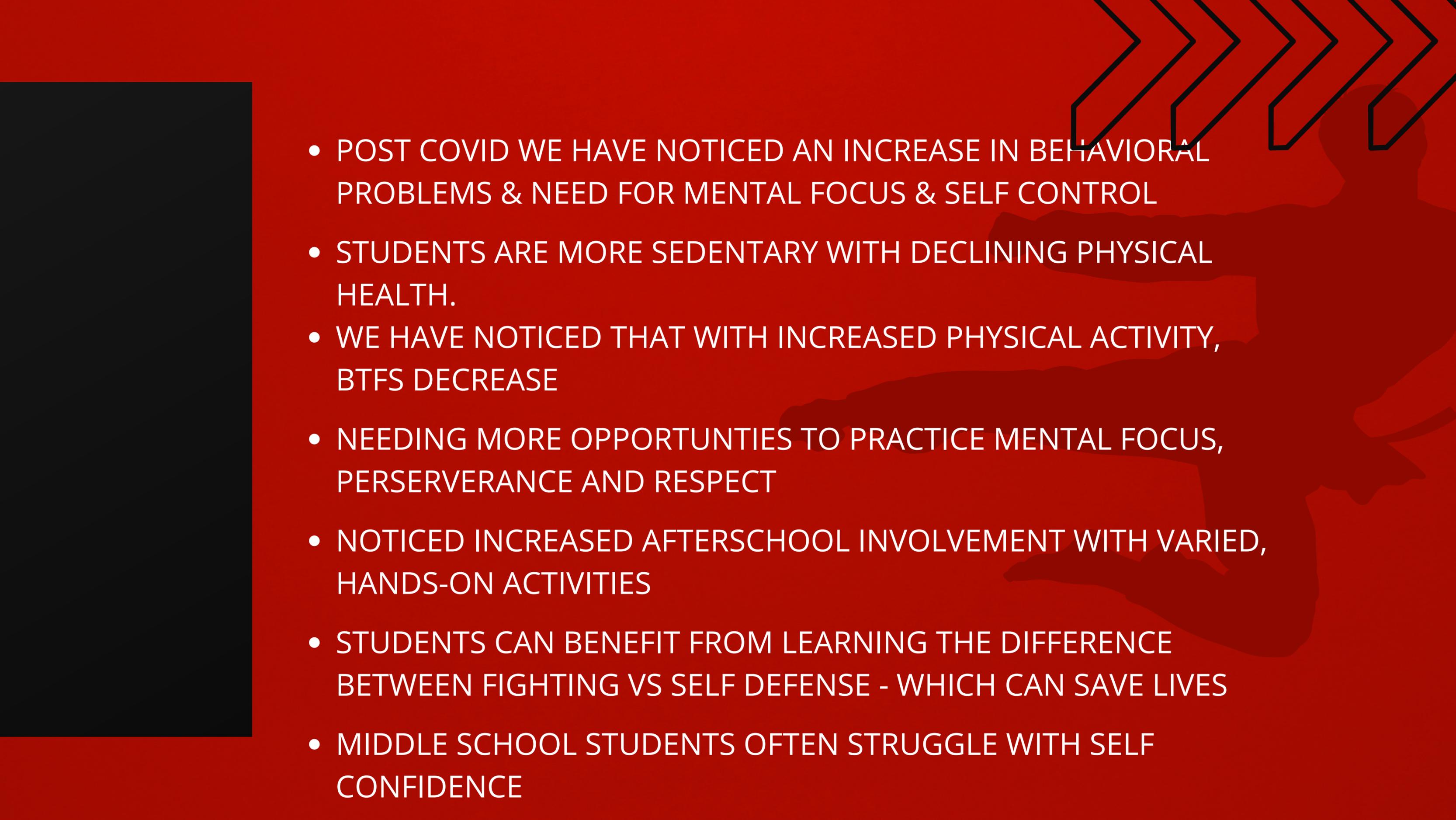
Rising Son Martial Arts class is an introductory class to learn the basic fundamentals of martial arts and self defense techniques. In this class students will learn mental awareness, problem solving skills, different forms of strikes and hands-on personal defense in a fun and safe environment with professional instructors.



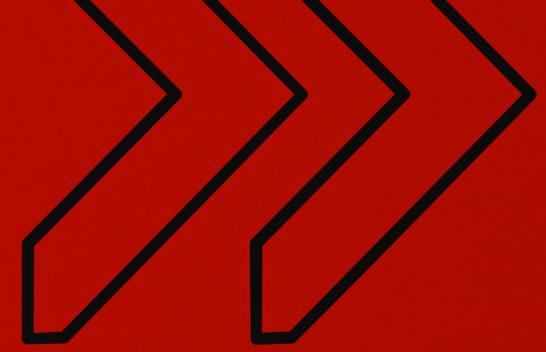
WHY?

I am helping start this MMA program mostly for mental health, dicipline, better way of getting anger out, and for after school activities. Mental health is a big part because my mother passed when I was in 6th grade and physical contact helped me and lot and I believe this can help others in the same way this helped me.



- 
- POST COVID WE HAVE NOTICED AN INCREASE IN BEHAVIORAL PROBLEMS & NEED FOR MENTAL FOCUS & SELF CONTROL
 - STUDENTS ARE MORE SEDENTARY WITH DECLINING PHYSICAL HEALTH.
 - WE HAVE NOTICED THAT WITH INCREASED PHYSICAL ACTIVITY, BTFS DECREASE
 - NEEDING MORE OPPORTUNITIES TO PRACTICE MENTAL FOCUS, PERSERVERANCE AND RESPECT
 - NOTICED INCREASED AFTERSCHOOL INVOLVEMENT WITH VARIED, HANDS-ON ACTIVITIES
 - STUDENTS CAN BENEFIT FROM LEARNING THE DIFFERENCE BETWEEN FIGHTING VS SELF DEFENSE - WHICH CAN SAVE LIVES
 - MIDDLE SCHOOL STUDENTS OFTEN STRUGGLE WITH SELF CONFIDENCE

PARTNERSHIPS



—**WAUSAU POLICE
DEPARTMENT**

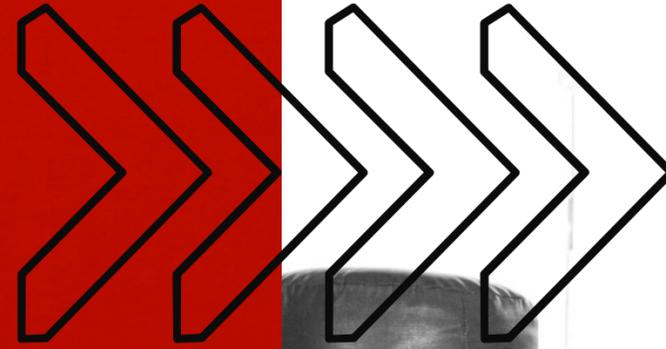
—**RISING SON**



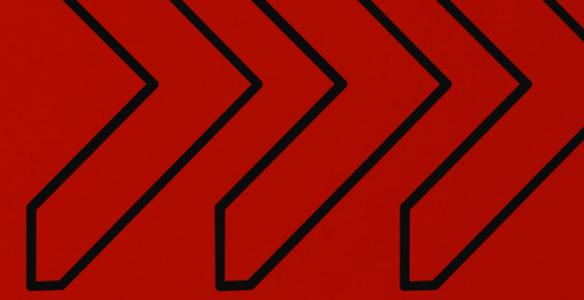
SAFETY

"We have a very low injury rate at our gym. The goal would be to train students in a healthy way where they are coached, watched, conditioned and skilled to box." Lah & Shirley Thao

- +Required safety gear: mouth guards and hand wraps
- +Required wavers: Rising Son & G2M permission slip
- +Students required to volunteer before receiving martial arts instruction
- +Students responsible for behavior & academic improvement



ANY QUESTIONS???

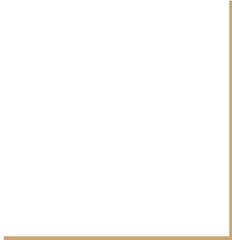


02.05.2023



9-10 Integrated Math Resource

April 22, 2024



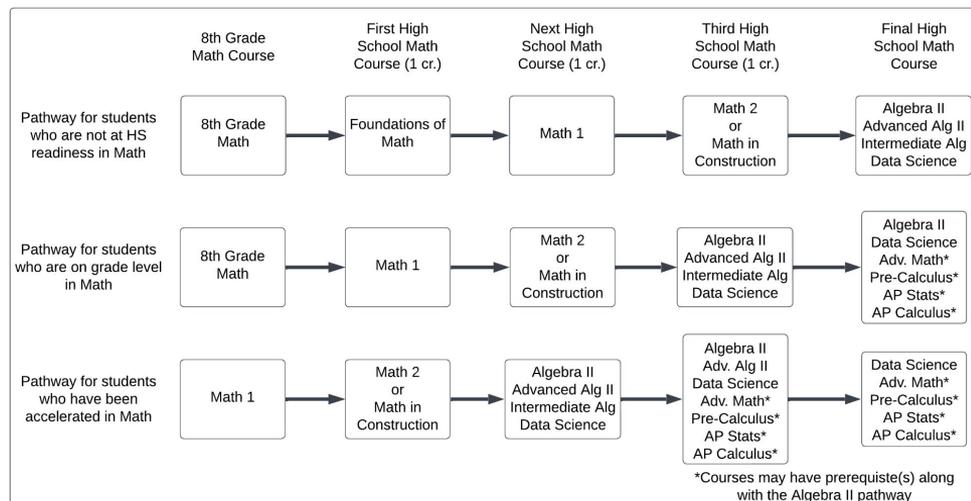
Recap of the Integrated Math 1/Math 2 Sequence

Integrated Math 1:

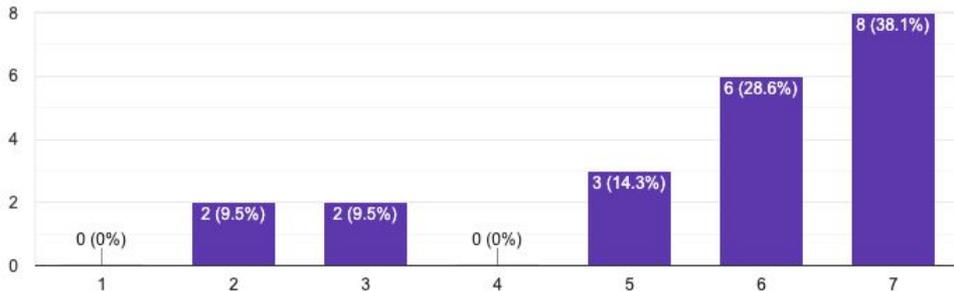
Integrated Math 1 is the first of a two year sequence of introductory high school math courses defined by the Wisconsin Standards for Mathematics. Standards instructed include: reasoning and solving equations, linear equations, inequalities, and systems of linear equations, linear and exponential functions, foundations of geometric thinking and reasoning, and an introduction to geometric principles, and statistics.

Integrated Math 2:

Integrated Math 2 is the second of a two year sequence of introductory high school math courses defined by the Wisconsin Standards for Mathematics. Standards instruction include: operations with polynomial functions, quadratic functions, complex numbers, properties of triangles, right triangle trigonometry, further investigation into two- and three dimensional geometry, and probability.



Materials Selection Process



2022-23 School Year:

- Start conversations around new materials/alignment

June, 2023

- First look at potential resources (six initial products)

December, 2023

- Board approves integrated sequence

January, 2024

- Teams get initial look at three remaining resources from June

February, 2024

- Three HS staff from each building attend vendor presentations
- Went from three to two resources

March, 2024

- 21 staff (HS math dept. and MS leaders) small group reviews
- Exit survey results

Open Up Resources (OUR)



- Originally authored by the Mathematics Vision Project
 - Combination of education specialists and HS teachers
 - Authors still teaches and uses this as their core resource
 - Designed as an Integrated Math sequence to support Utah's statewide initiative*
 - Continually modified, updated, and shared virtually
- MVP partnered with Open Up Resources in 2021
 - OUR is a non-profit publisher that provides free digital access and print materials for purchase
 - Bolstered student content by supporting educator content
 - Top rating on [EdReports](#)*, independent non-profit reviewer of K-12 materials
 - Perfect scores in "Focus and Coherence" (18/18) and "Rigor & Mathematical Practices" (16/16)
 - Meets Expectations in "Usability" (25/27)

Coherent Sequence of Content

<u>Integrated Math 1</u>
Sequences (A)
Linear and Exponential Functions (A)
Features of Functions (A)
Equations and Inequalities (A)
Systems of Equations and Inequalities (A)
Transformations and Symmetry (G)
Congruence, Construction, and Proof (G)
Connection Algebra and Geometry (A/G)
Modeling Data (A)

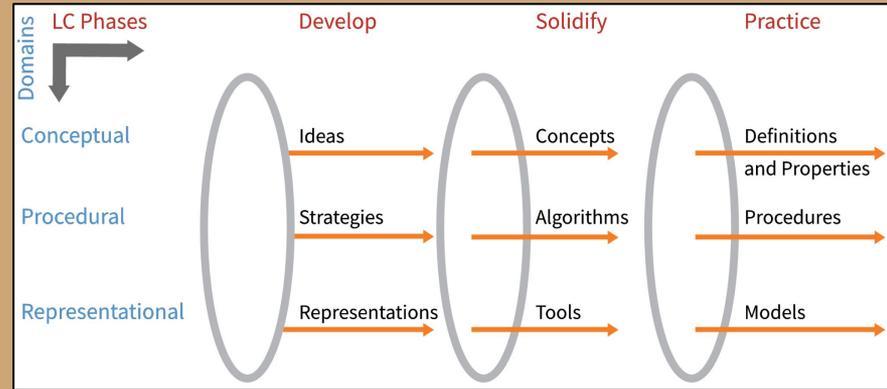
<u>Integrated Math 2</u>
Quadratic Functions (A)
Structures of Quadratic Expressions (A)
Solving Quadratic Equations (A)
More Functions, More Features (A)
Geometric Figures (G)
Similarity and Right Triangle Trig (G)
Circles: A Geometric Perspective (G)
Measuring Circles, Angles and Shapes (G)
Circles and Other Conics (G)
Probability (G)

Course Design

Research-based connections of Teaching, Learning, and a Continuum of Understanding

- Teaching
 - Launch → Explore → Discuss
- Learning
 - Develop → Solidify → Practice
- Continuum of Understanding
Conceptual → Procedural → Representational
“Thinking” → “Doing” → “Communicating”

Continuum of Mathematical Instruction (CMI) Framework



Lesson Design

Launch

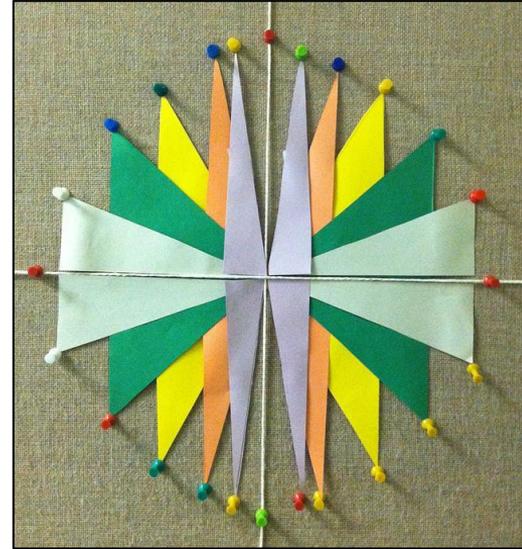
- Sets the stage with low floor, high ceiling task*
- Anticipate student needs

Explore

- Students engage in small, collaborative groups*
- Monitor, clarify, and promote thinking

Discuss

- Student solidify understanding through facilitated discussion*



Int. Math 2, Unit 9, Lesson 1
[Circling Triangles](#)

Principles of OUR Lesson Design

From OUR:

“The philosophical stance that guided the creation of these materials is the belief that with proper structures, accommodations, and supports, all students can learn mathematics.”

- 5 Practices for Orchestrating Productive Mathematics Discussion
 - Anticipating, Monitoring, Selecting, Sequencing, Connecting support in each lesson
- Access for all through clearly define goals, practices, lessons, and assessments through a Universal Design for Learning (UDL) framework*
- All students can learn, apply, and enjoy mathematics
 - Lessons designed for a wide range of abilities, additional supports when needed
- All students have strengths that enhance the overall learning within the classroom

Additional Resources

Practice:

Ready, Set, Go includes current content and intentional spiraled practice*

- **Ready:** spiral to recall prior knowledge for future content
- **Set:** allow students to practice current content from today's lesson
- **Go:** spiraled practice of widely applicable prerequisites from unit, course, or earlier

Assessment:

- Exit Tickets, Quick Quizzes, Self-Assessments, Unit Assessments, Performance Assessments

Support for OUR

Brigham Young University. "[CMI: It Works](#)". *McKay Today Magazine*, Spring 2013, pp.10-15.

Smith M., & Stein M.K. (2018). *5 Practices for Orchestrating Productive Mathematics Discussion*. NCTM.

Liljedahl, P., Zager, T. J., & Wheeler, L. (2021). *Building Thinking Classrooms in mathematics 14 teaching practices for enhancing learning: Grades K-12*. Corwin.

Measuring Success of Implementation

Teams teaching Integrated Math 1 and Integrated Math 2 will develop and use local assessment data over next four to six years in Integrated Math 1 and 2 to measure success of implementation.

Local assessment will include course specific content for Integrated Math 1 and Integrated Math 2.

Goal is to have measurable growth and success for end of year proficiency in course content aligned to WI Math Standards.

Recommend Action for the Board:

Approve the purchase of a core resource from Open Up Resources to support the implementation of Integrated Math 1 and Integrated Math 2.

WEST WAUSAU AVENUE IMPROVEMENTS

PROJECT I.D. 6999-00-16 (76)
 CITY OF WAUSAU, WEST WAUSAU AVE
 STEVENS DRIVE TO NORTH 10TH AVE
 LOCAL STREET
 MARATHON COUNTY

APRIL 2024

MAPLE PHOTO ©2021 MARATHON COUNTY GIS DEPT

- EXISTING RIGHT-OF-WAY
- PROPOSED TEMPORARY EASEMENTS
- PROPERTY LINE
- GRADING LIMITS
- RECONSTRUCTED PAVEMENT
- SIDEWALK
- TEMPORARY PEDESTRIAN ROUTE



PRELIMINARY (4/17/24)



WAUSAU SCHOOL DISTRICT
Referendum Project Update
50% Design Progress
**Horace Mann
Middle School
Montessori Wing**

April 22, 2024



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Agenda

1 50% Design Review – Horace Mann
Montessori Wing

2 Questions



1

Horace Mann
Middle School

Montessori Wing

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➤ Horace Mann Agenda/ Purpose of Presentation

Our Purpose Today:

- Summarize current design for Horace Mann
- Identify changes from previous 95% design concepts
- Present current Montessori design
- Approve design direction to continue to move project forward



Horace Mann Referendum Concept

Horace Mann Middle School

Wausau, Wisconsin

- 1 Secure Main Offices & Pupil Services
- 2 Community Room / Large Group Instruction Remodeling
- 3 Library-IMC Remodeling (Second Floor)
- 4 Locker Room Remodeling
- 5 Physical Education Fitness
- 6 Special Education Remodeling (Second Floor)
- 7 Montessori Secure Entry & Classroom
- 8 Montessori Remodeling
- 9 New Playground Equipment & Fall Protection Surface

- DEFERRED MAINTENANCE
- REMODELING
- NEW ADDITION



Notes

- Secure Main Entry/ Pupil Services
- Community Room/ Large Group Instruction
- Library/ IMC Remodel
- Fitness Addition
- Montessori Secure Entry and Classroom
- Montessori Remodeling
- New Playground equipment with fall protection service



➤ Horace Mann District Staff Involvement

District Involvement

(11) Design Meetings – Horace Mann Design Phase

- District Leadership Team
- Building Design Committee

(3) User Group Meetings – Horace Mann

- Principal
- Maintenance
- Teachers
- Library, Athletics/ PE, Front office/ Art

(7) Design Meetings – Montessori/ Horace Mann Design Phase



➤ Horace Mann 50% Design



Noted Updates

- ADA ramp to field
- Miscellaneous updates
 - Utility work
 - Asphalt work
 - Southeast Parking Lot
 - Relocated bike racks
 - Fitness room addition
- Changes from last time:
 - Montessori Addition
 - Playground updates



➤ Horace Mann 50% Design



Design
Rendering

- Fitness addition



➤ Horace Mann 50% Design

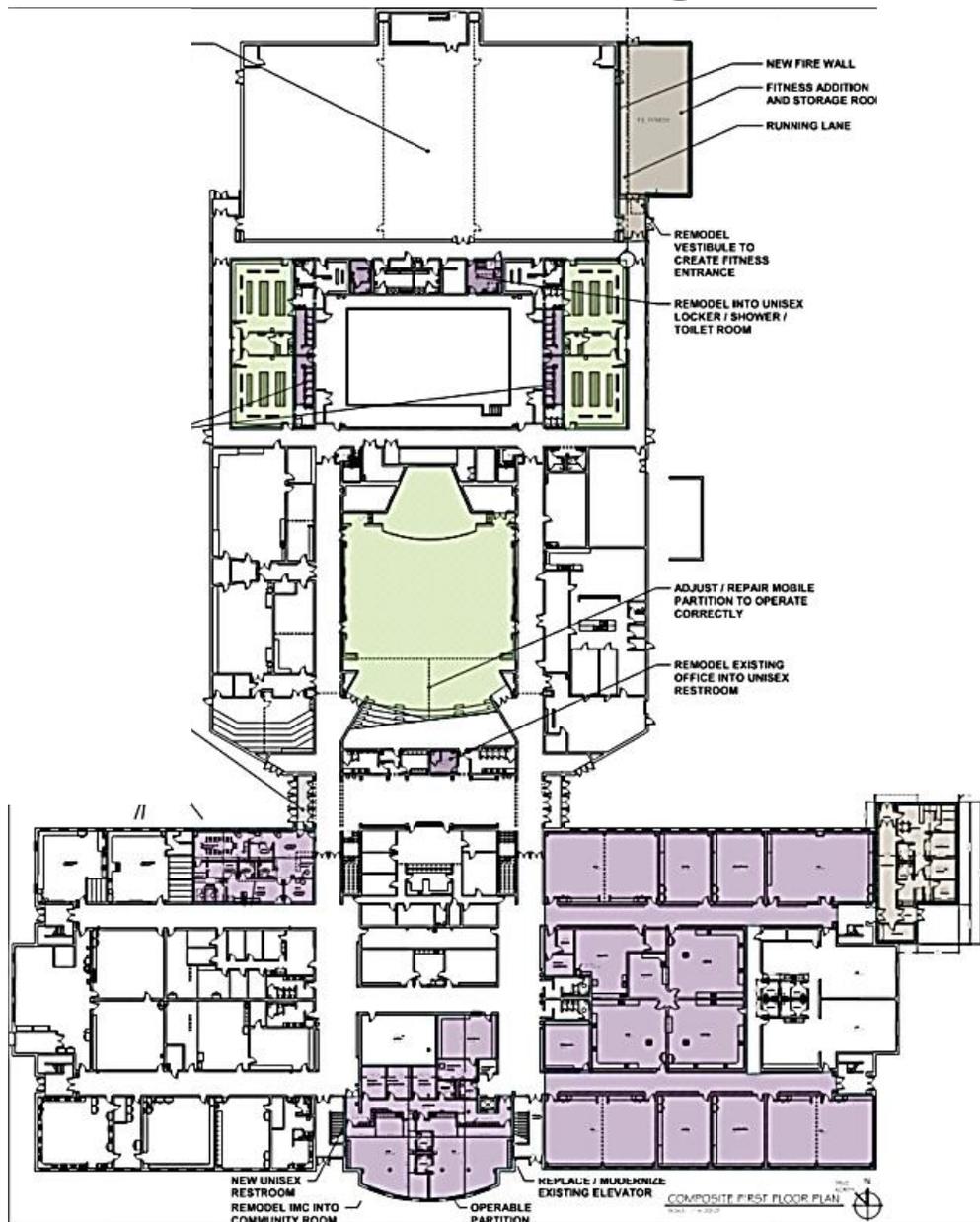


Design Rendering

- Montessori Entrance/ Addition



Horace Mann 50% Design



Areas of Work

- Front office/ Secure Sequence
- Art rooms/ renovations
- Community room
- Locker rooms
- New fitness addition
- Miscellaneous work
 - Cafetorium
 - Door maintenance
 - Window caulking
 - ADA grab bars
 - Ceilings

Changes From Last time

- Community room
- Montessori Wing/ Addition
- Front Office/ Art

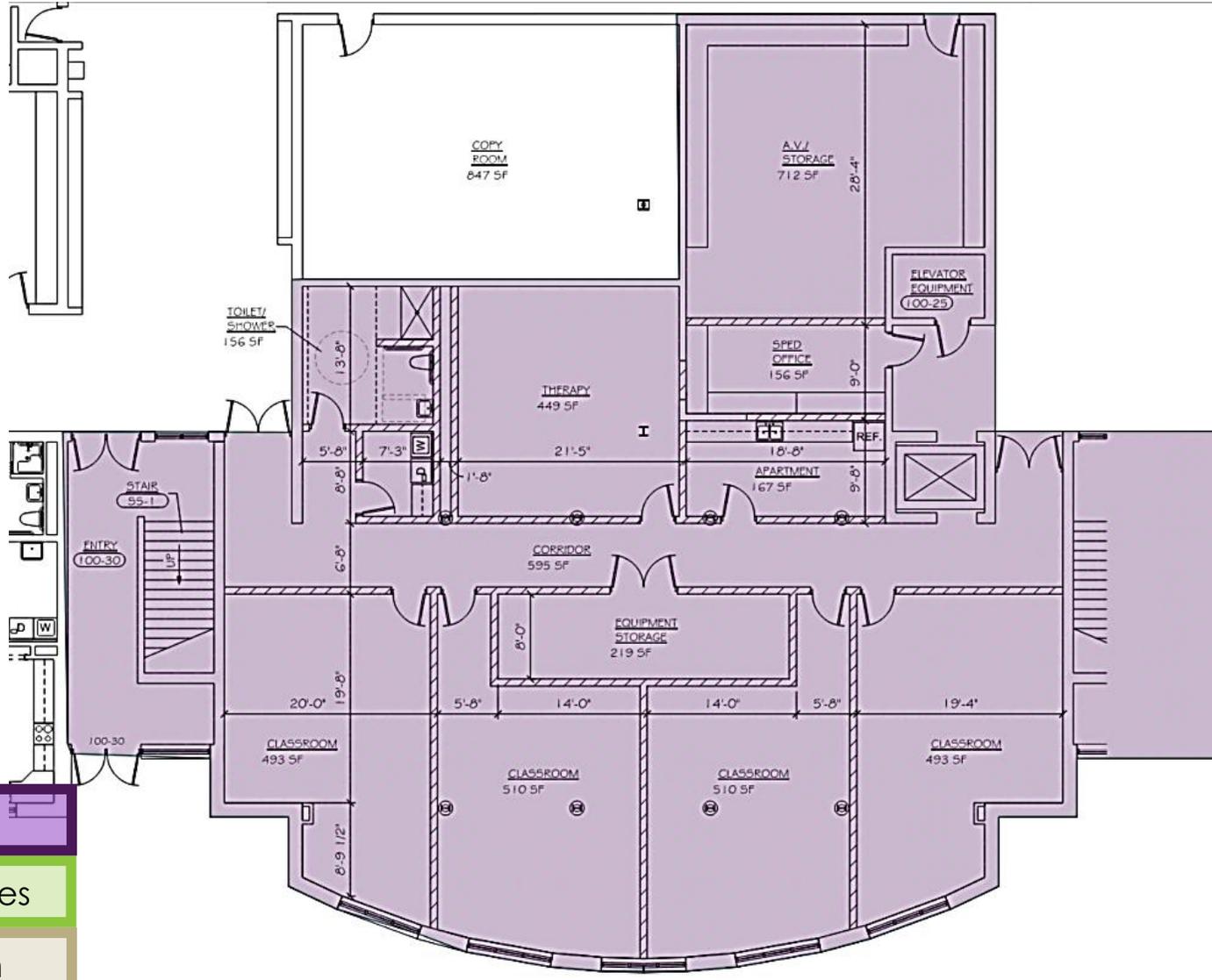
Renovation

Updates/ Finishes

New Addition



➤ Horace Mann 50% Design

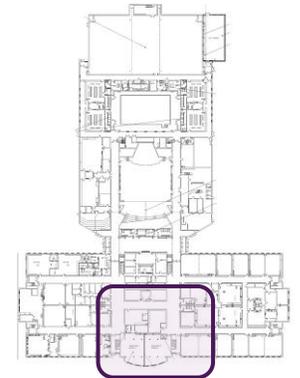


- Renovation
- Updates/ Finishes
- New Addition

Areas of Work

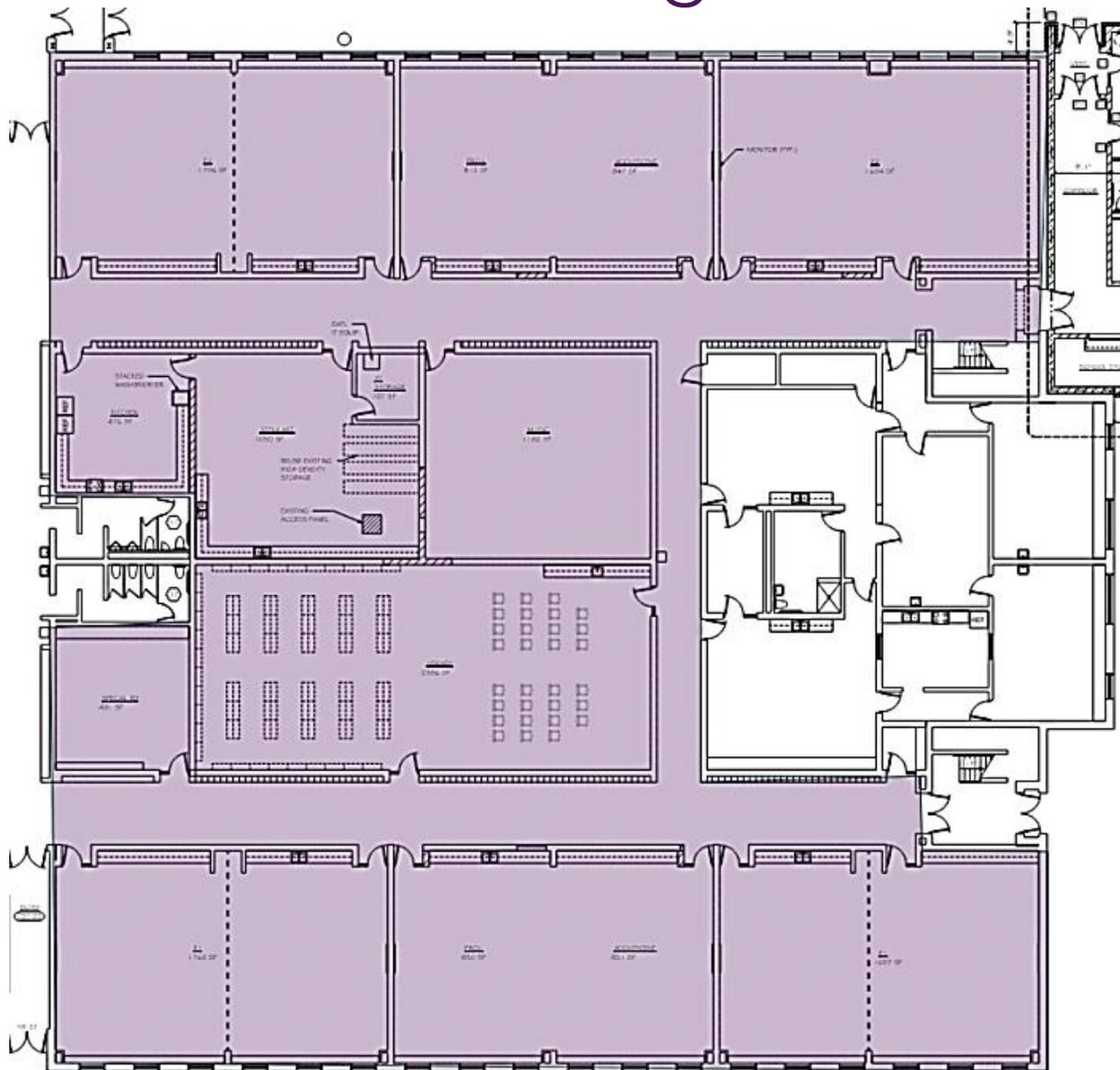
- Changes from Last Time
 - Renovate library
 - Montessori
 - Childrens House
 - Toilet rooms/ Offices
 - IT access

Key Plan





➤ Horace Mann 50% Design

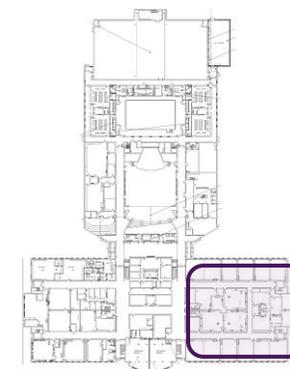


Renovation
Updates/ Finishes
New Addition

Areas of Work

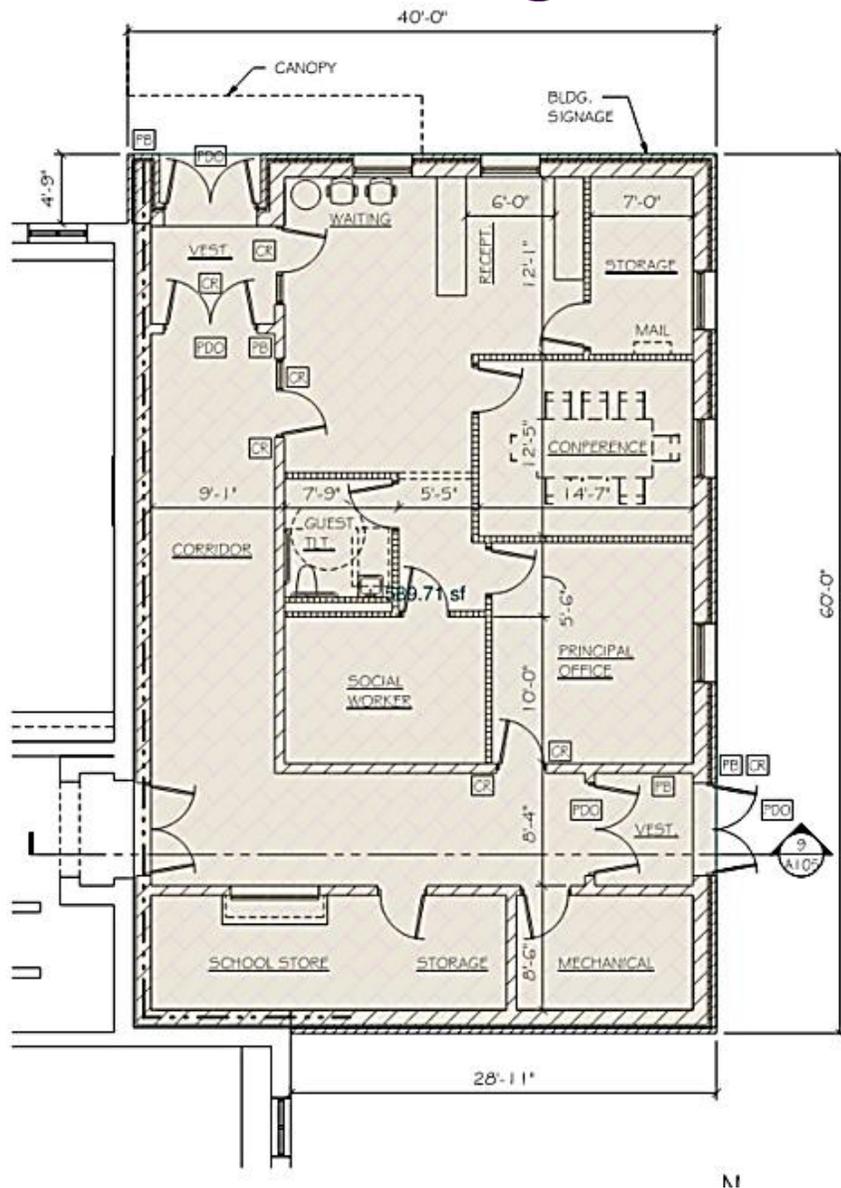
- Montessori Renovations
- 6 classrooms
- Library
- Music
- Stem/ Art
- Kitchen
- Special Ed

Key Plan





➤ Horace Mann 50% Design

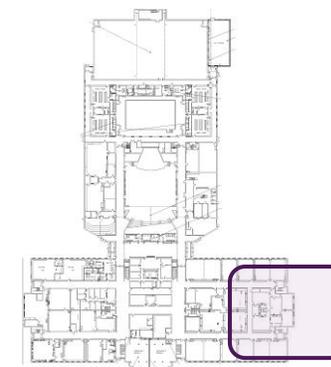


Areas of Work

- Montessori Addition
- Secure Entry
- Principal Office
- Conference Room
- School Store
- Social Worker
- Access to playground

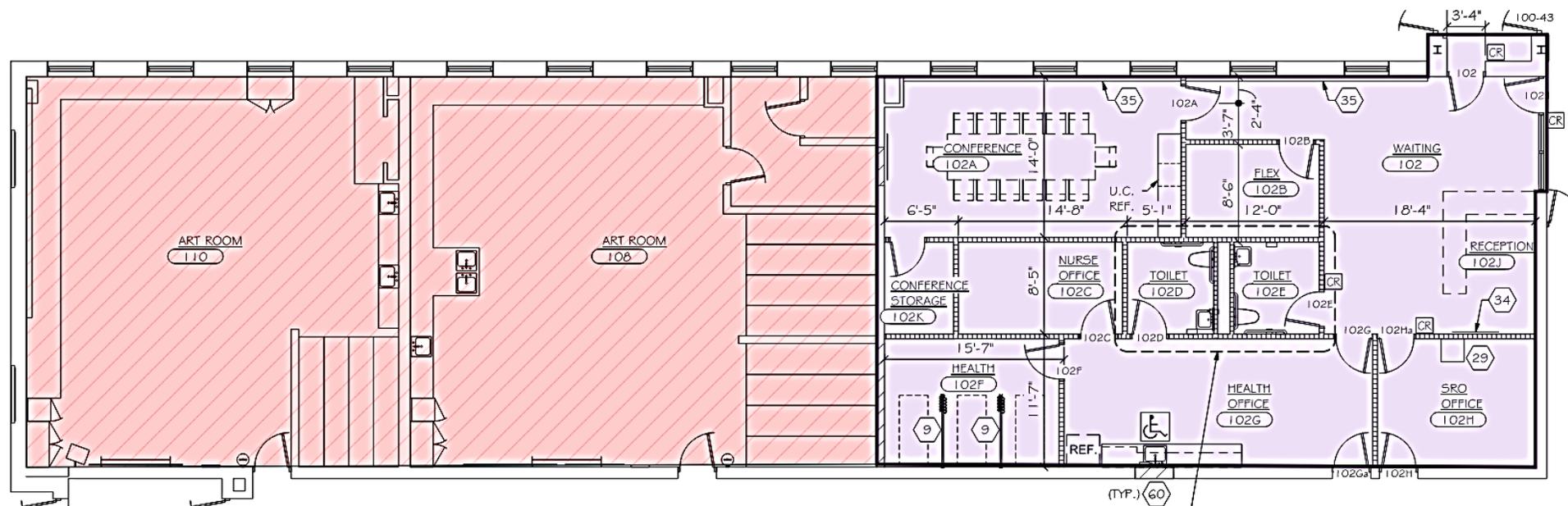
Renovation
Updates/ Finishes
New Addition

Key Plan





Horace Mann 50% Design



Renovation
Updates/ Finishes
New Addition

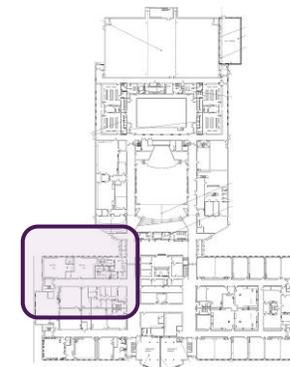
Areas of Work

- Secure Front Entrance
- SRO
- Flex Room

Changes from last time

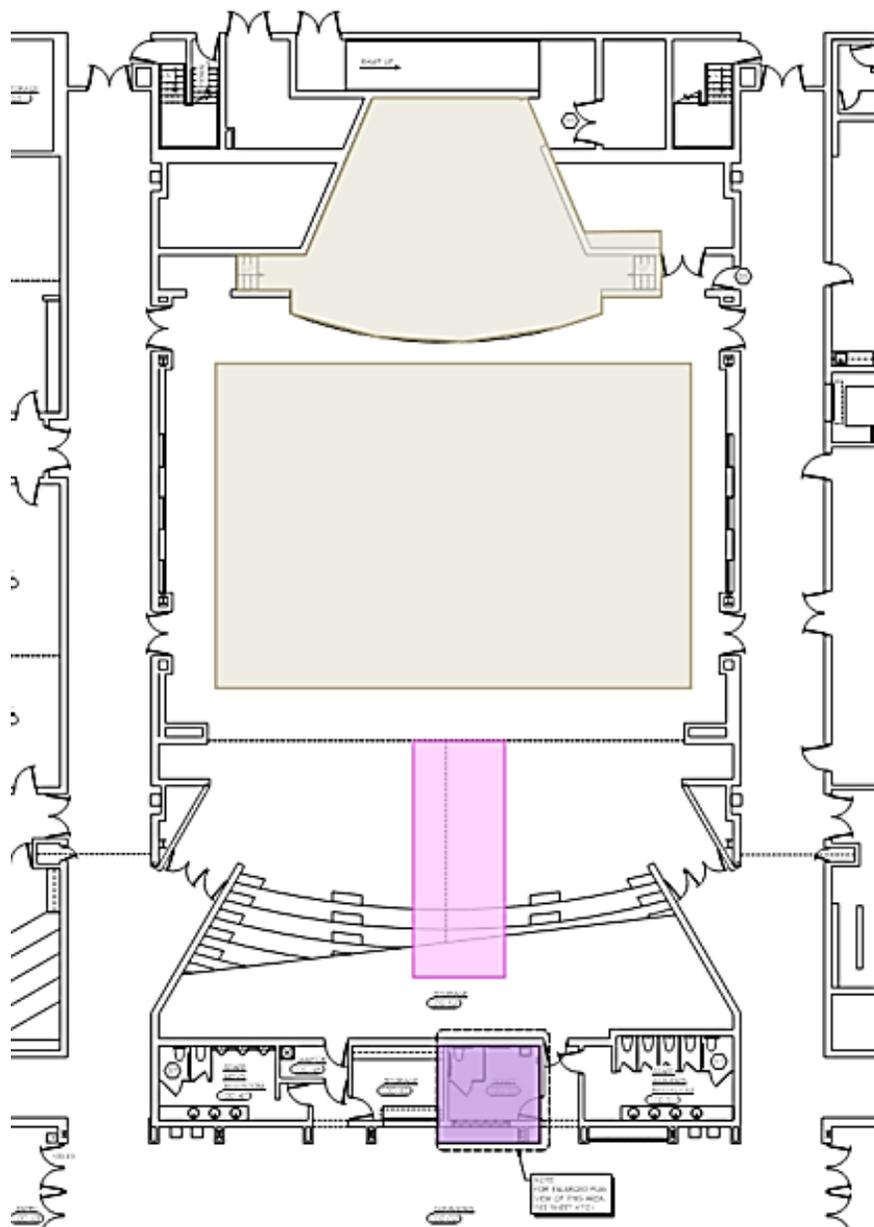
- Health Rooms
- Conference room
- Art Rooms removed from scope

Key Plan





➤ Horace Mann 50% Design – No change



Light Renovation

Medium Renovation

Heavy Renovation

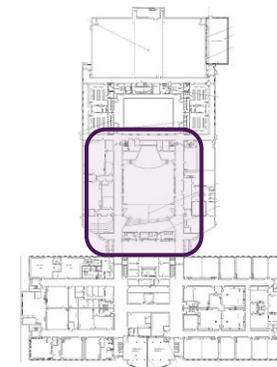
New Addition

Updates/ Finishes

Areas of Work

- Cafetorium:
 - Unisex toilet
 - Mobile partitions
 - Lunch tables
 - LED stage lighting
- Work Completed
 - Sound Assist System

Key Plan



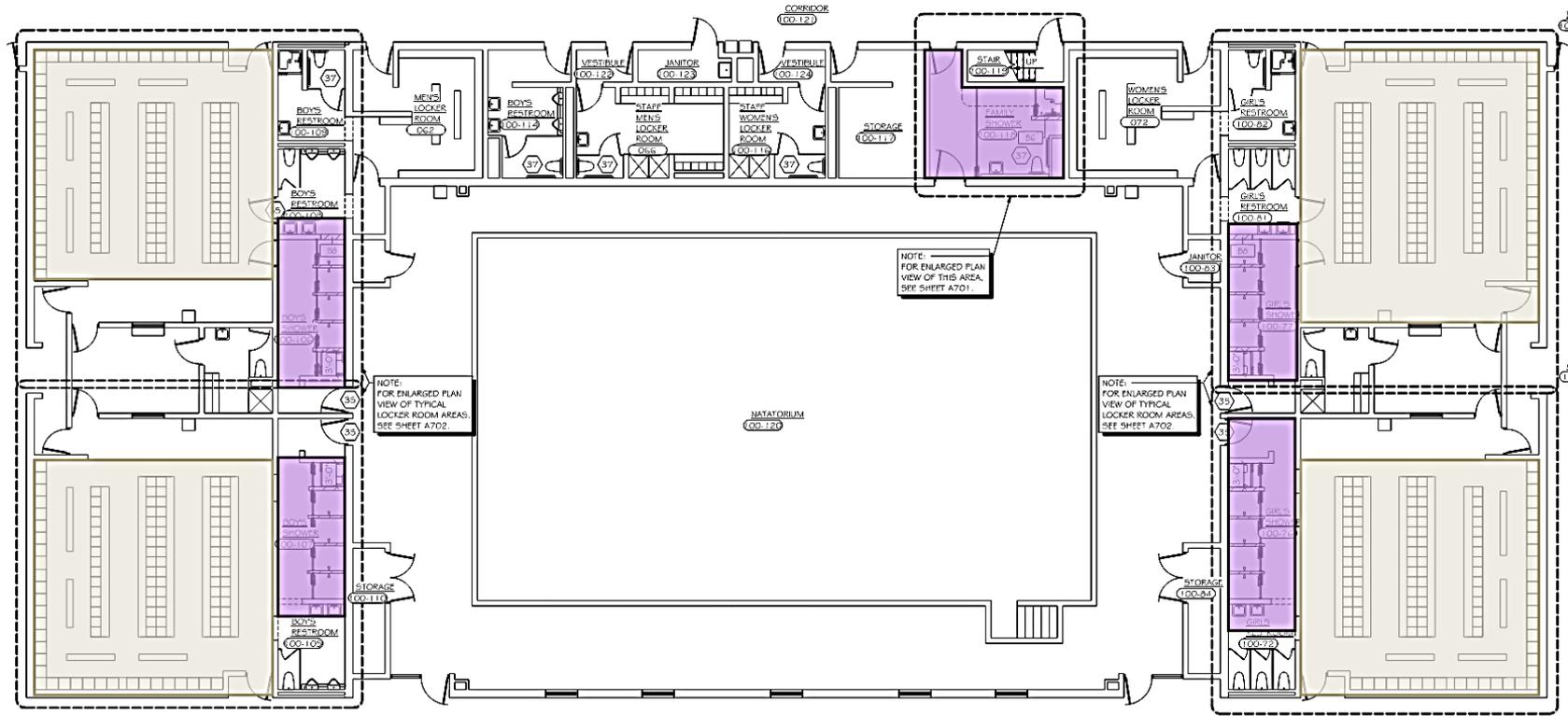
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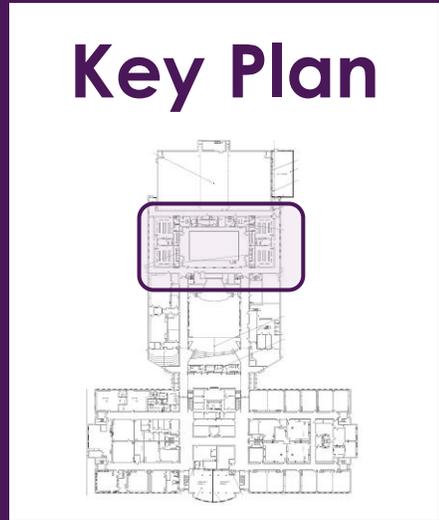
➤ Horace Mann 50% Design – No Change

Areas of Work

- Locker Rooms:
 - Locker replacement
 - Private showers
 - Unisex locker and toilet rooms



- Light Renovation
- Medium Renovation
- Heavy Renovation
- New Addition
- Updates/ Finishes

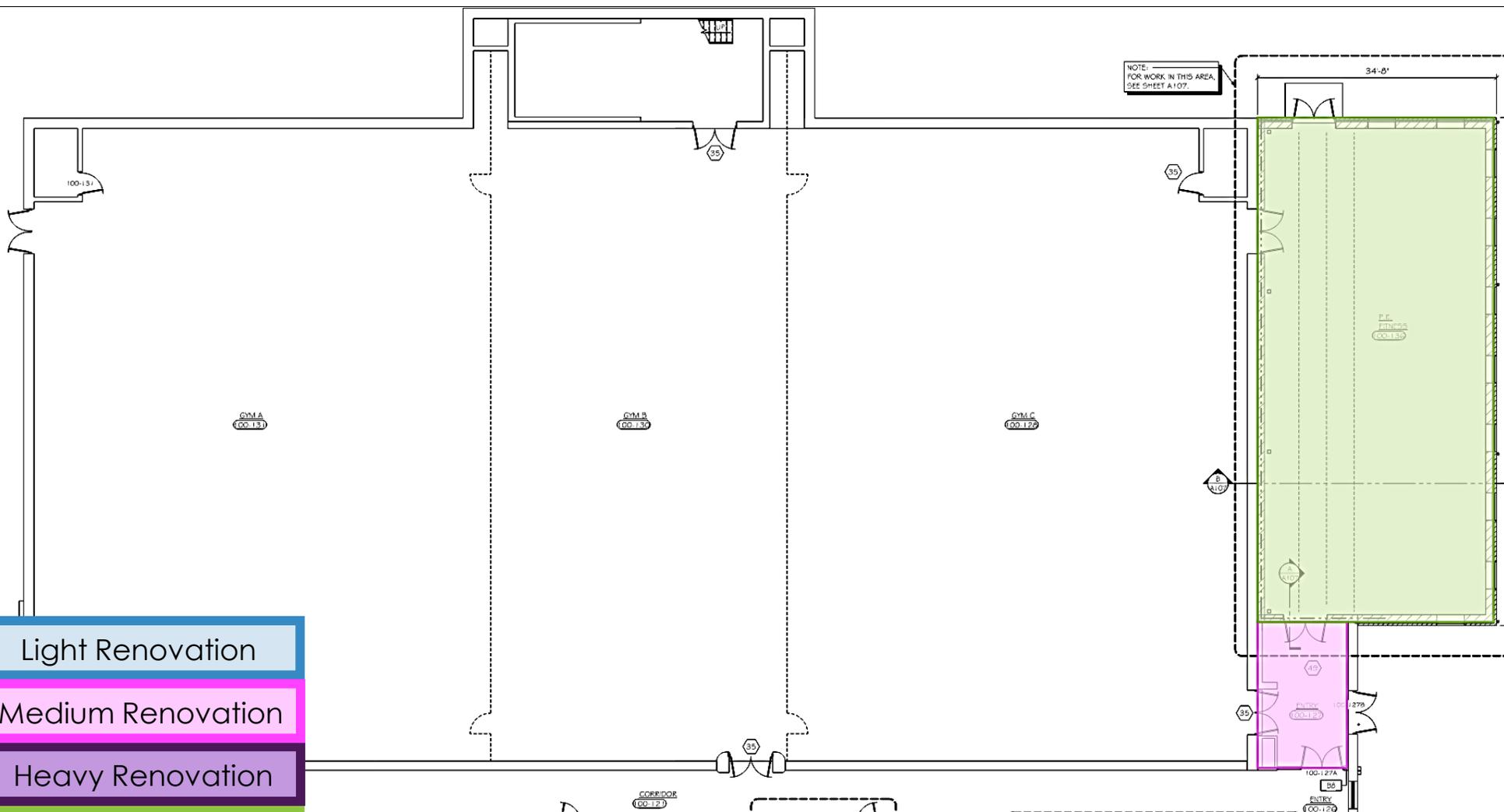




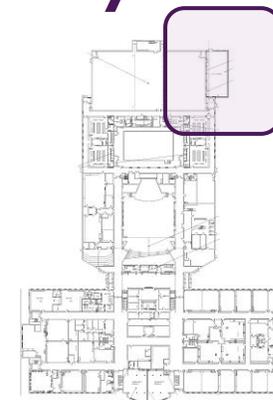
➤ Horace Mann 50% Design – No Change

Areas of Work

- New fitness room addition

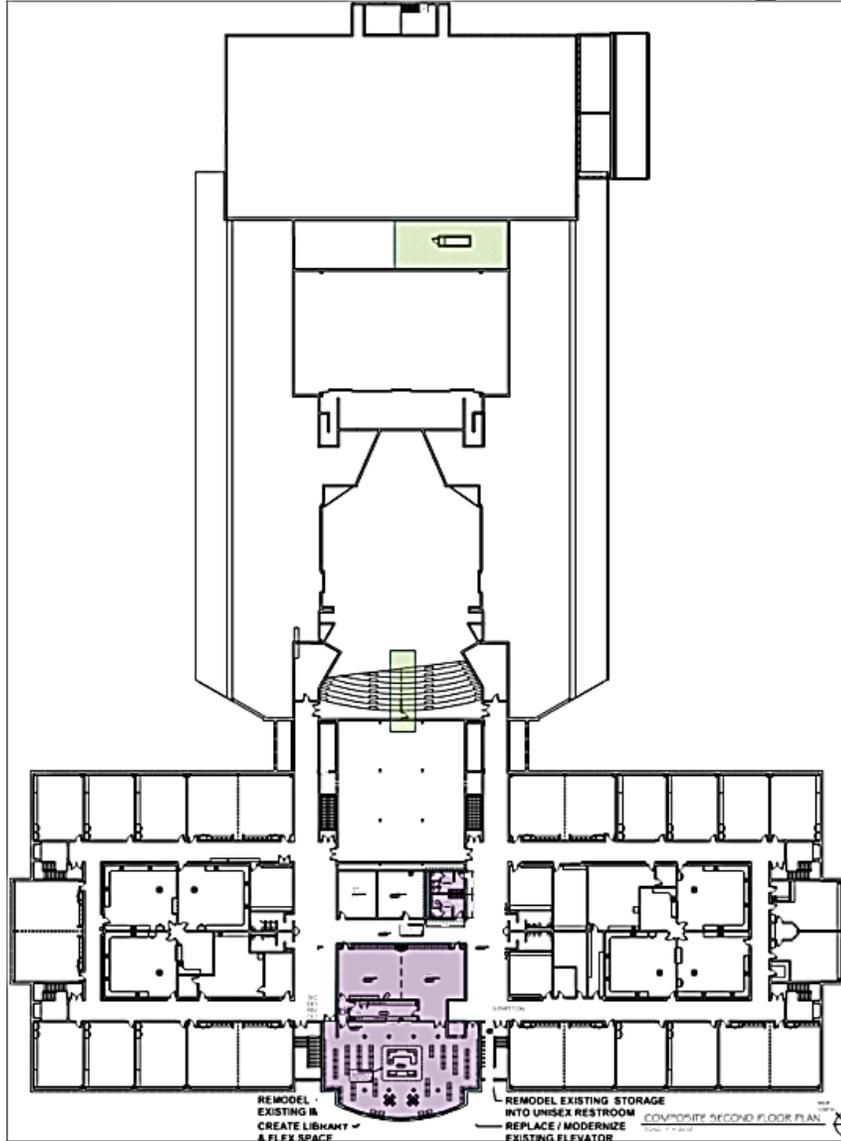


Key Plan





➤ Horace Mann 50% Design



Second Floor

Areas of Work

- Library/ Flex rooms

Changes from last time

- Removed library alternate
- Toilets



➤ Horace Mann 50% Design – No Change

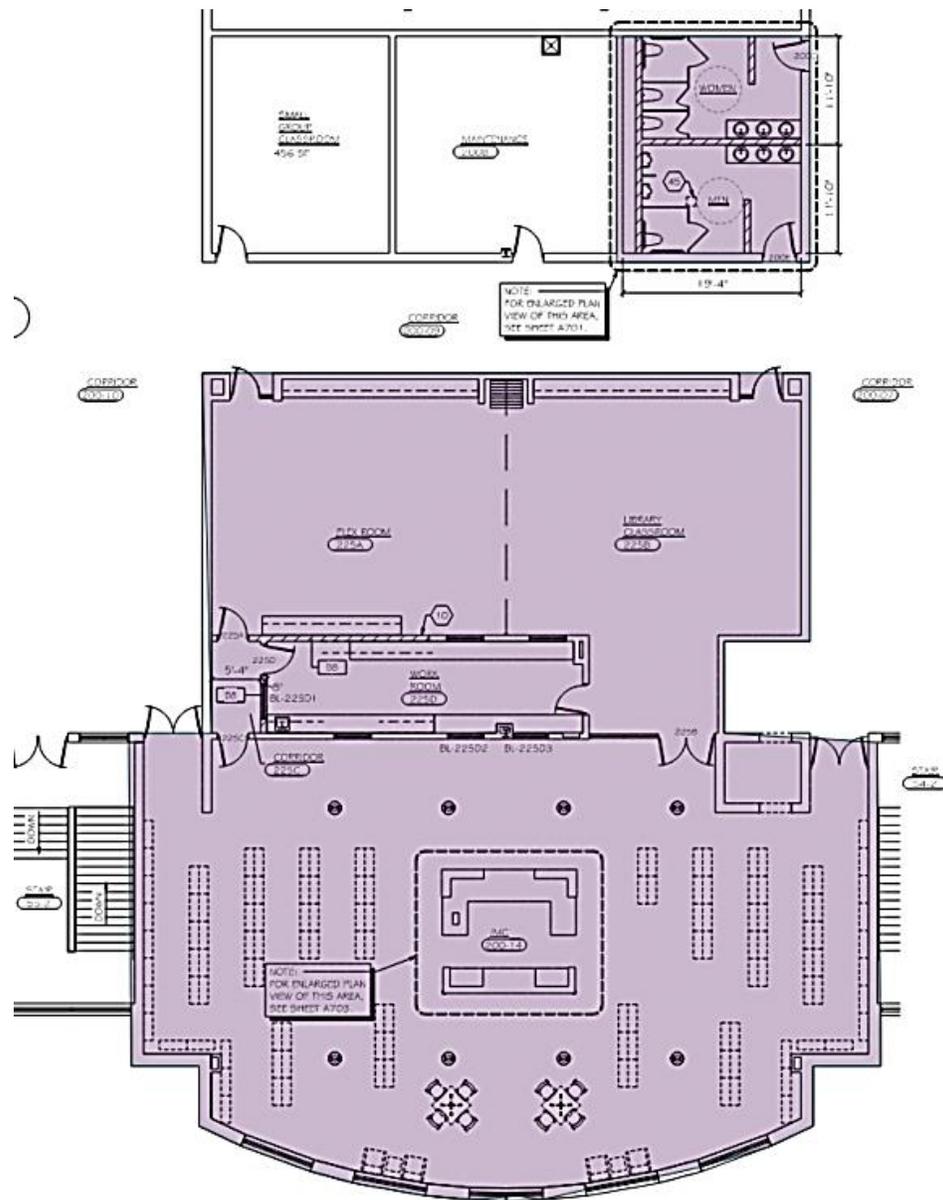
Design
Rendering

- IMC





Horace Mann 50% Design



Renovation
Updates/ Finishes
New Addition

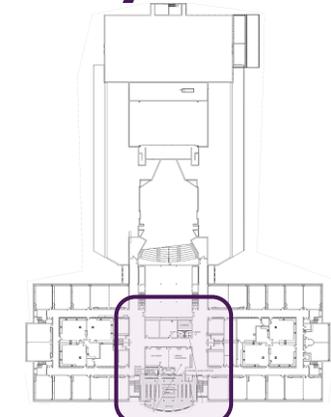
Areas of Work

- Renovated library
- Flex rooms
- Elevator Renovation

Changes from Last time

- Toilet room redesign

Key Plan





➤ Horace Mann 50% Design

Mechanical Systems Summary

- Adding thermal equalizers to cafetorium and library.
- New Chilled/Hot Water AHU to serve fitness addition.
- New VAVs to serve office remodel.

System modifications

- HVAC system modifications/ extension for Montessori addition

Plumbing Systems Summary

- Modifying existing systems to fit remodeled spaces
- New showers
- New toilet room by front lobby

System Modifications

- Plumbing system modifications/ extension for Montessori addition



➤ Horace Mann 50% Design

Electrical Systems Summary

- Power, lighting, telecom and security renovations as needed for the new secure entry
- Power distribution, lighting, telecom and security design for fitness addition
- Power, lighting, telecom and security upgrades and modifications as needed for renovated areas
- Mass notification system modifications/extensions for remodeled areas and additions
- Replace existing generator and move to a code compliant location.
- Replace damaged pool MCC
- Electrical infrastructure for stage dimming system
- Schoolwide LED lighting upgrade
- Replace Fire Alarm System

System Modifications

- Extend and modify systems for Montessori addition/ remodeling



2

Questions



MEMO

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

RE: Legal Expenses for 3rd 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 third quarter of 2023-24 for which the District was billed as well as a year to date total.

1/1/24 to 3/31/24	FIRM	2023 - 2024 WSD 3rd 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
	ATTOLLES LAW											-
	BOARDMAN & CLARK LLP	8,696	1,103	1,366	1,109	169	70		437	202		13,151
	BUELOW VETTER BUIKEMA				1,112		513					1,625
	QUARLES AND BRADY											-
	RUDER WARE											-
	WISCONSIN ASSOCIATION OF SCHOOL BOARDS											-
	VON BRIESEN & ROPER											-
	STRANG, PATTESON, RENNING, LEWIS & LACY											-
	RENNING, LEWIS & LACY											-
	STRANG LAW											-
	TOTAL	8,696	1,103	1,366	2,220	169	583	-	437	202		14,775

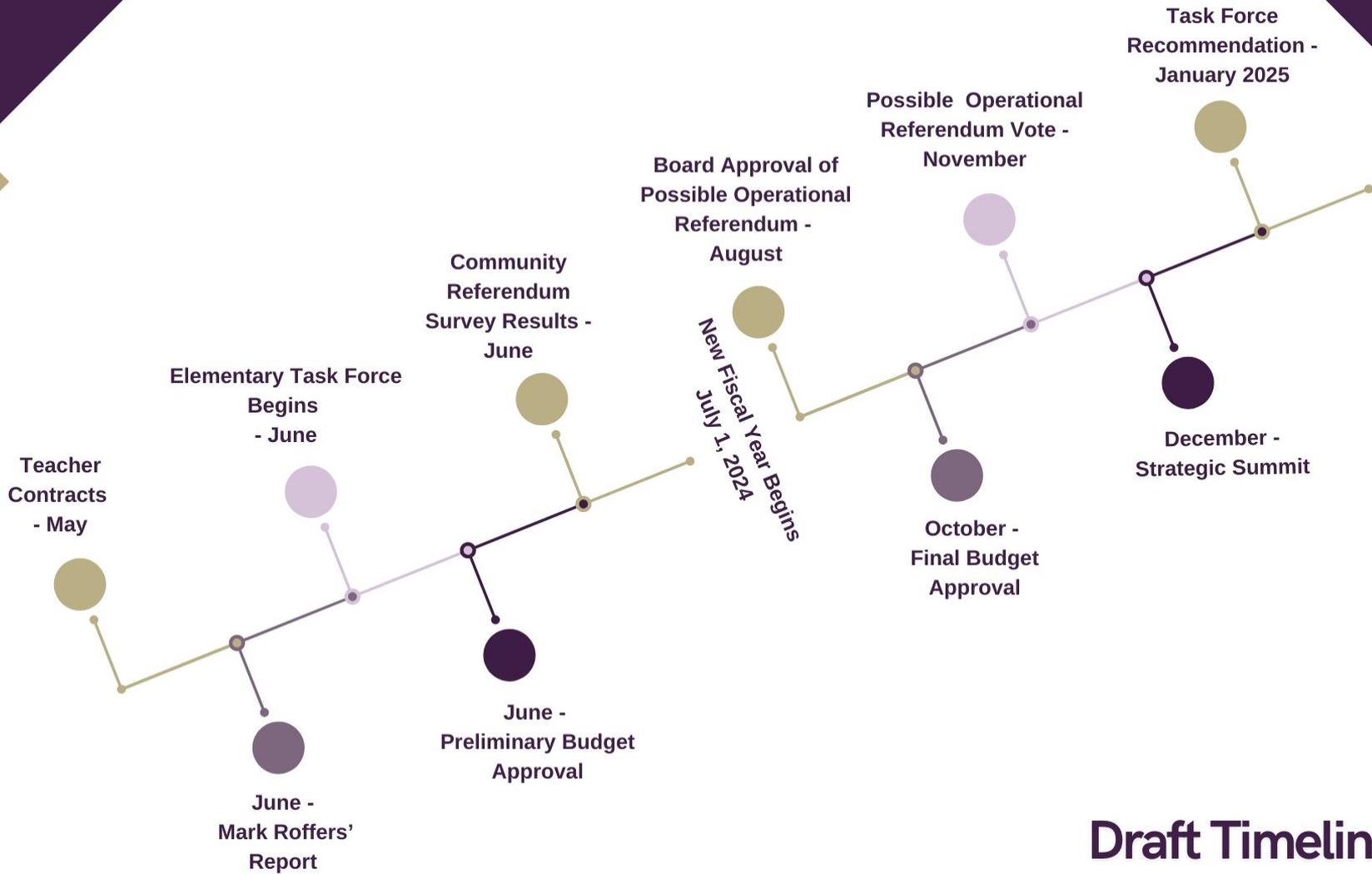
7/1/23 to 3/31/24	FIRM	2023 - 2024 Year to Date Legal Expenses										
		Student Services	HR Management and Administration	HR Personnel Issues and Grievances	Contract Review	Audit Related	Tax Sheltered Annuities	Board of Education	Insurance Issues	Open Records	Misc.	TOTAL
	ATTOLLES LAW	-	-	-	-	-	11,816	-	-	-	-	11,816
	BOARDMAN & CLARK LLP	11,329	2,009	37,646	3,624	169	70	-	2,827	391		58,064
	BUELOW VETTER BUIKEMA	-	-	-	5,394	-	24,596	-	1,668	-		31,657
	QUARLES AND BRADY	-	-	-	-	-	-	-	-	-		-
	RUDER WARE	-	-	-	-	-	-	-	-	-		-
	WISCONSIN ASSOCIATION OF SCHOOL BOARDS	-	-	-	-	-	-	-	-	-		-
	VON BRIESEN & ROPER	-	-	-	-	-	-	-	-	-		-
	STRANG, PATTESON, RENNING, LEWIS & LACY	-	-	-	-	-	-	-	-	-		-
	RENNING, LEWIS & LACY	-	-	-	-	-	-	-	-	-		-
	STRANG LAW	-	-	-	-	-	-	-	-	-		-
	TOTAL	11,329	2,009	37,646	9,018	169	36,481	-	4,495	391		101,536



BUDGET RECONCILIATION PLAN

APRIL 22, 2024





Draft Timeline



Budget Summary

Our current budget deficit is roughly \$3.5 million, assuming the current staffing level and 3% salary adjustments:

- \$1.2 million in positions specifically added in response to COVID that are funded out of ESSER
- A \$716,000 carryover deficit budget from fiscal year 2023-2024
- \$1.5 million additional deficit for fiscal year 2024-2025
- Compounding effect of current budget actions

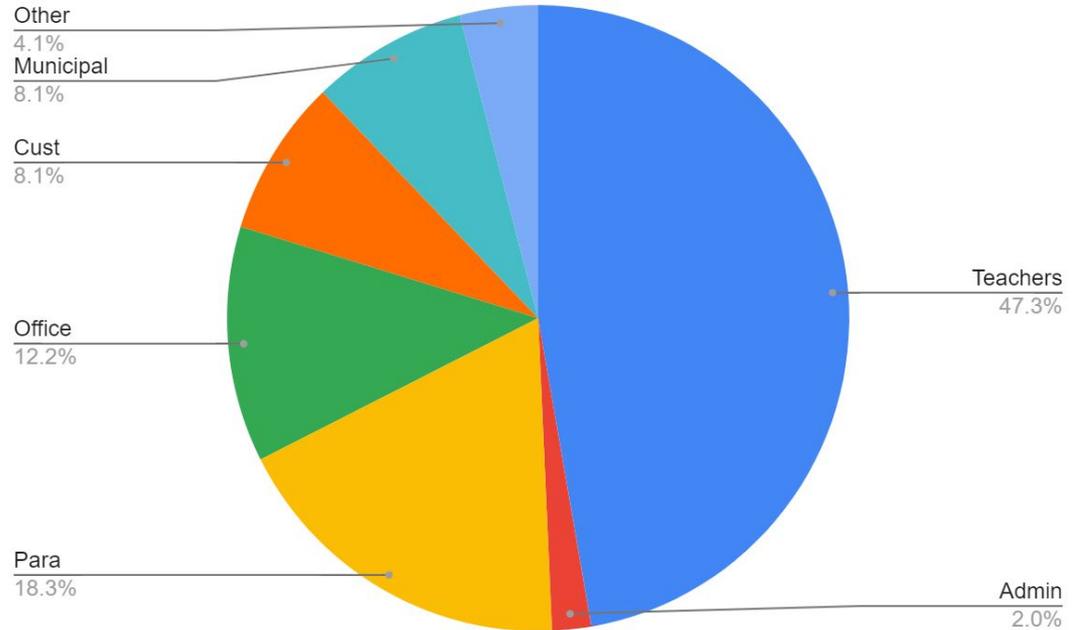
Total Budget Deficit



■ ESSER ■ Carryover ■ FY24-25

Staffing Reductions

- 24.65 FTE (full-time equivalent) total position reductions
- These reductions decrease the budget by \$1.94 million
- 3.3 actual staff FTE are losing positions in this process. All other 21 FTE are the results of retirements, resignations, transfers, and unfilled positions



Do we re-open the retirement window?

- Possible motion: Open the Wausau School District retirement window until May 9, 2024.
 - Same eligibility criteria



Salary & Budget Considerations

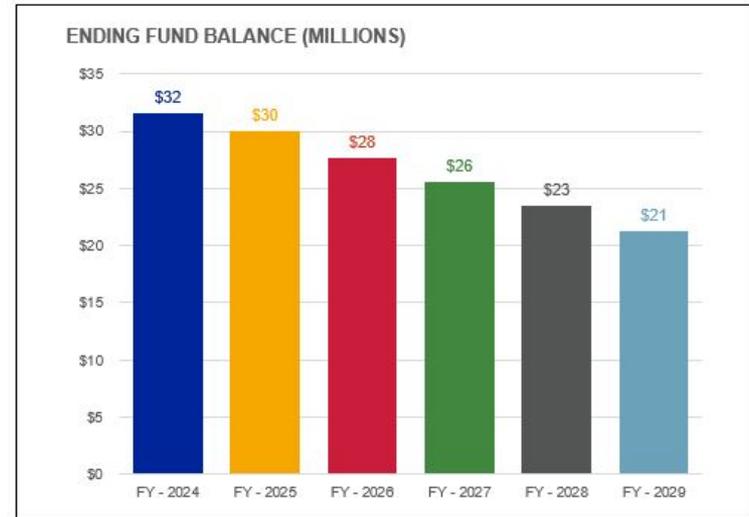
- Budget Deficit Amount
- Short-Term Borrowing
- Health Insurance
- Salary Changes



2024-25 Budget Reconciliation Plan & Recommended Action

3% Option

- **Accept the assumptions built into the presented projection model, including the following for the 2024-25 district budget cycle:**
 - \$325 per pupil revenue limit increase
 - 33% special education cost reimbursement (same as current reimbursement)
 - 3% salary /wage increase for employee groups
 - \$1.9 million in staffing reductions
 - Each percentage change in salary impacts the budget approximately \$760,000
- **Accept expenditures exceeding revenues in this reconciliation plan by \$1,522,000.**

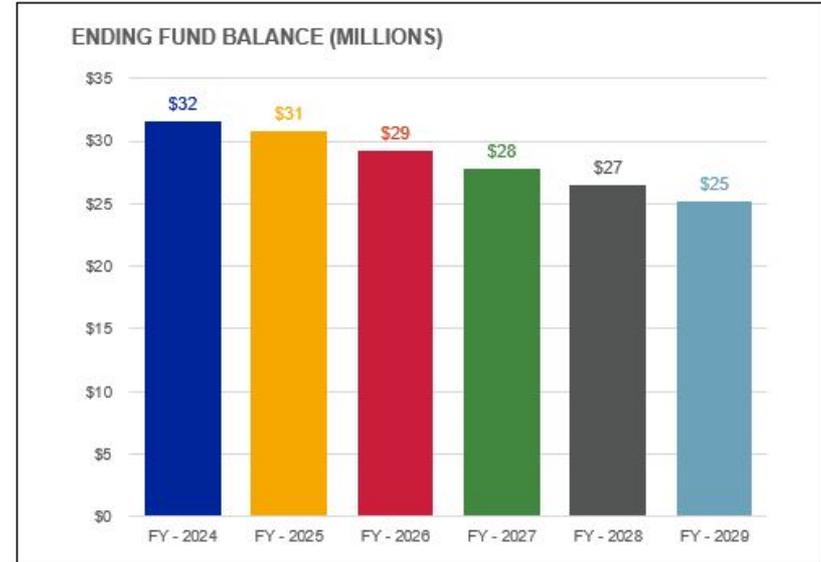


To recommend to the full Board the 2024-25 3% budget reconciliation plan as presented.

2024-25 Budget Reconciliation Plan & Recommended Action

2% Option

- **Accept the assumptions built into the presented projection model, including the following for the 2024-25 district budget cycle:**
 - \$325 per pupil revenue limit increase
 - 33% special education cost reimbursement (same as current reimbursement)
 - 2% salary /wage increase for employee groups
 - \$1.9 million in staffing reductions
 - Each percentage change in salary impacts the budget approximately \$760,000
- **Accept expenditures exceeding revenues in this reconciliation plan by \$755,000.**

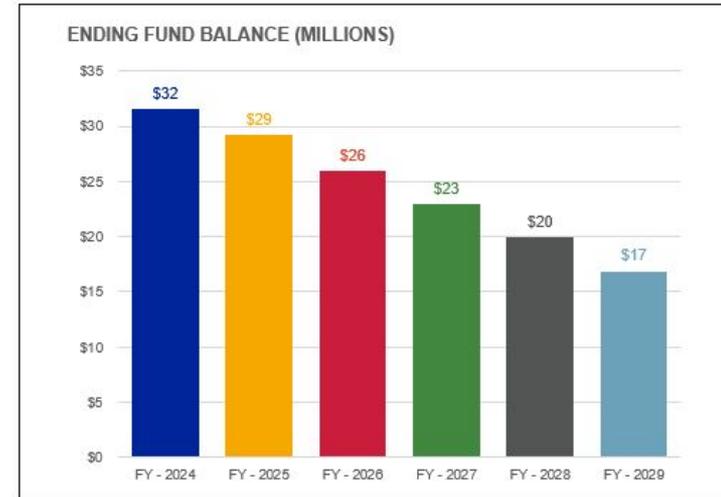


To recommend to the full Board the 2024-25 2% budget reconciliation plan as presented.

2024-25 Budget Reconciliation Plan & Recommended Action

4.12% Option

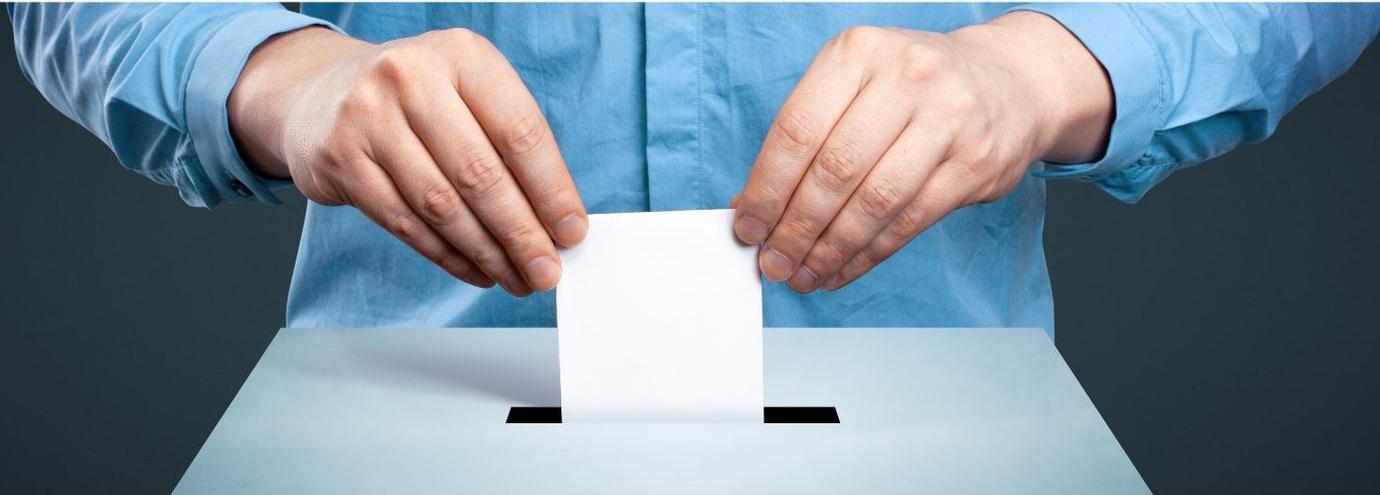
- **Accept the assumptions built into the presented projection model, including the following for the 2024-25 district budget cycle:**
 - \$325 per pupil revenue limit increase
 - 33% special education cost reimbursement (same as current reimbursement)
 - 4.12% salary /wage increase for employee groups
 - \$1.9 million in staffing reductions
 - Each percentage change in salary impacts the budget approximately \$760,000
- **Accept expenditures exceeding revenues in this reconciliation plan by \$2,390,000.**



To recommend to the full Board the 2024-25 4.12% budget reconciliation plan as presented.

Possible Operational Referendum Considerations

- Community survey opens next month
- Results will be available in June
- The board would need to take official action no later August 20, 2024
- The next opportunity for a referendum question is in November



Possible Action Summary

- Motion to approve reopening the teacher retirement window
- Motion to approve 2%, 3%, or 4.12% budget reconciliation plans





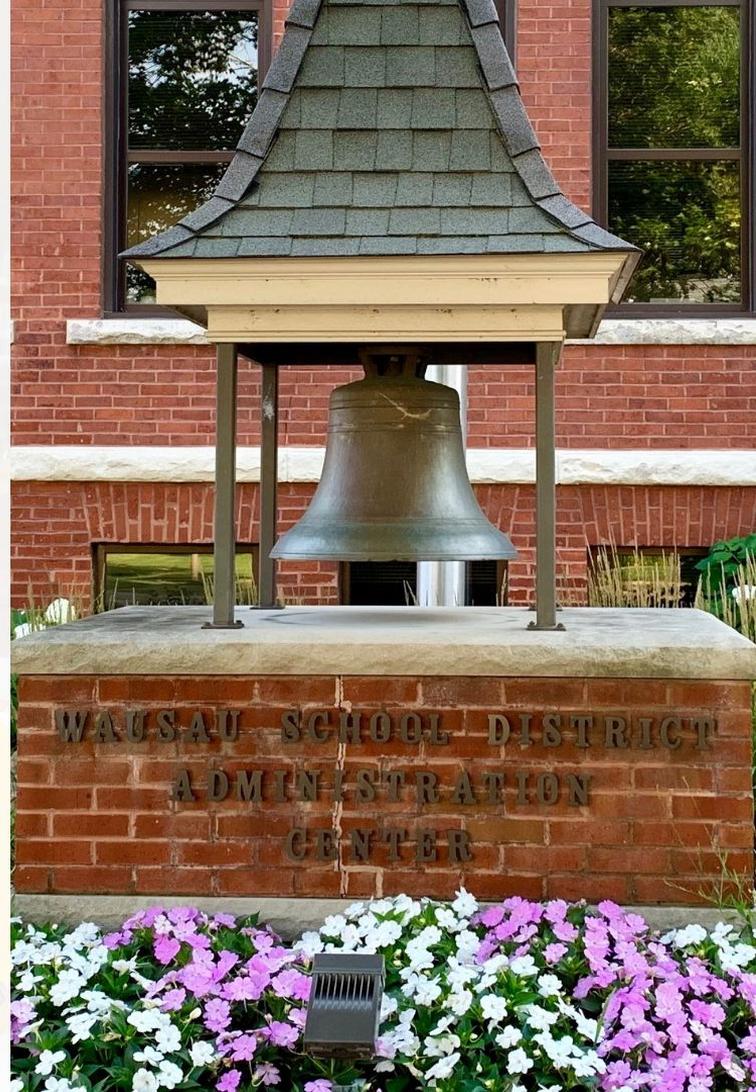
**THANK
YOU!**





LONGFELLOW ADMINISTRATIVE TEAM REORGANIZATION

APRIL 22, 2024



Organizational Models

2023-24 Organizational Model

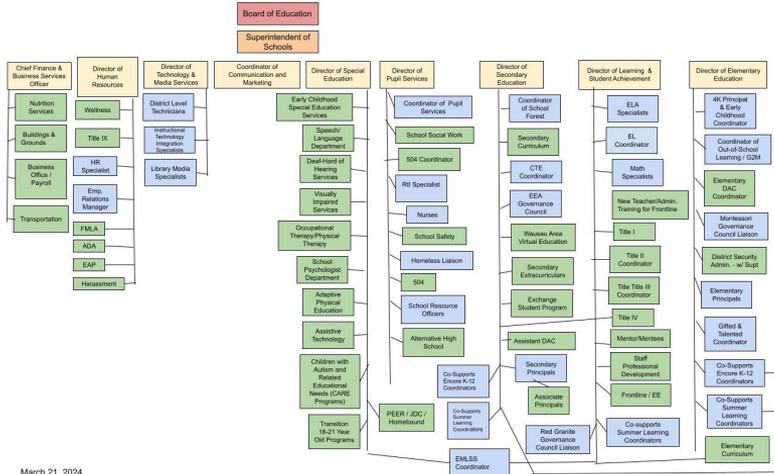


2024-25 Organizational Model



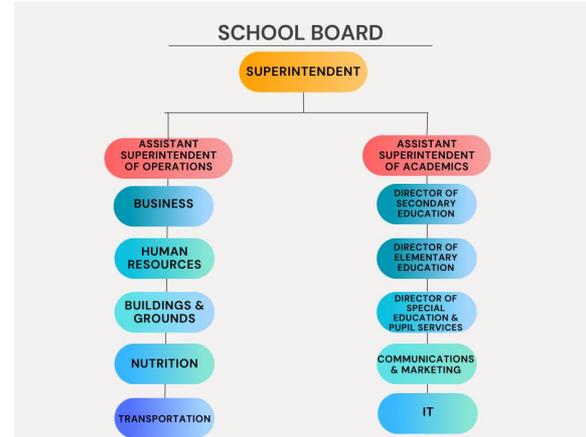
ADMINISTRATIVE Guideline Organizational Chart

AG Policy 1230.01



March 21, 2024

23/24 ORGANIZATIONAL CHART



24/25 ORGANIZATIONAL CHART



LONGFELLOW ADMINISTRATIVE TEAM REORGANIZATION

- Restructure of the Longfellow Administrative Team (LAT)
- Net result of reducing 1 full-time administrator from LAT
- Job responsibilities from reduction will be absorbed throughout the administrative team
- Reclassification of current Director of Pupil Services position to Assistant Superintendent of Academics, Achievement, and Acceleration
- Post for the Assistant Superintendent of Academics position as a 1-year contract for the 2024-25 school year



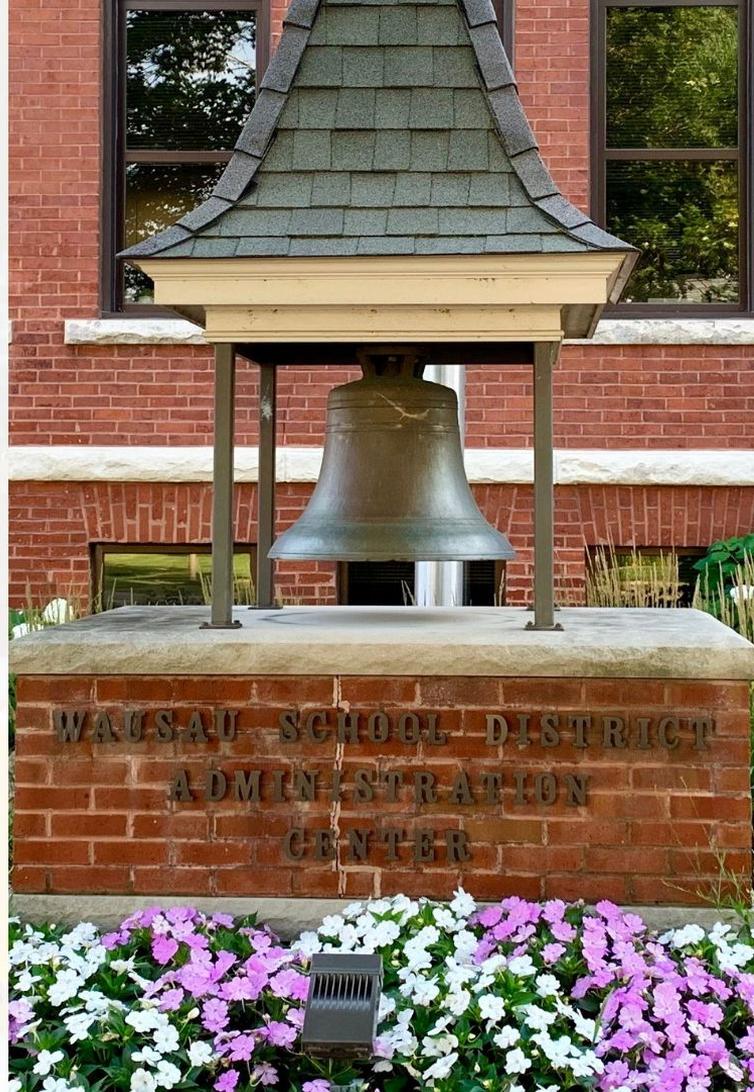
Request for Action

Move to approve the Longfellow Administrative Team (LAT) reorganization plan as presented, including accepting the Assistant Superintendent of Academics job description.





THANK YOU!



WAUSAU SCHOOL DISTRICT JOB DESCRIPTION

DATE: April 2024

WORKDAYS PER YEAR: 260

POSITION TITLE: Assistant Superintendent of Academics, Achievement and Acceleration

JOB OBJECTIVE:

The Assistant Superintendent of Academics will be responsible for administrative leadership in the planning, evaluation and direction of all district curricular, instructional and student based programs.

ESSENTIAL JOB FUNCTIONS:

- Assists the Superintendent in development, implementation and evaluation of Districtwide administrative goals and objectives.
- Implements Board policies and procedures relating to educational and student based programs.
- Oversees and evaluates all educational, academic and student based programs.
- Regularly involved in the development and administration surrounding the district budget as a whole, with specific emphasis on educational and student based programs.
- Oversees the planning, organization, and direction of long-range staff development.
- Communication with the Superintendent and Board concerning the status of the district educational and student based programs.
- Coordinates and participates in regular meetings of the administrative staff, School Board, and committees as assigned.
- In collaboration with appropriate district personnel, advises and makes determinations regarding district staffing needs,
- Counsels with administrators, employees, parents, personnel from community agencies or school districts, DPI personnel, or others to resolve complaints and sensitive problems.
- Selects and evaluates assigned leadership staff.
- Assumes the leadership responsibility of the district in the absence of the Superintendent, as assigned.
- Performs other duties as assigned by the Superintendent or as appropriate to the job assignment.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Ability to exhibit a growth mindset.
- Direct and/or plan activities of others.
- Ability to make reasonable independent judgements and decisions.
- Ability to function as a team member.
- Ability to handle confidential matters properly.
- Ability to work independently with minimal supervision.
- Ability to interact effectively with others.
- Demonstrate effective organizational skills.
- Exhibit strong public relations skills.
- Communicate effectively with staff, students, parents, and other district residents.
- Positively Influence people in their opinions, attitudes, and judgments.

- Perform a wide variety of duties.
- Perform effectively under stress.
- Demonstrated abilities as a systems thinker.

EDUCATION:

Required: Master's Degree with coursework in school administration or educational leadership.

LICENSING:

Superintendent Licensed preferred, but not required

Legal requirements for certification established by Wisconsin Statutes and DPI

Valid Wisconsin Driver's License

WORK EXPERIENCE:

Demonstrated abilities and expertise in comprehensive school based leadership.

Demonstrated ability to develop positive constructive relations with students, staff and public.

Minimum of three years of successful teaching experience.

Minimum of three years of administrative experience.

TERMS OF EMPLOYMENT:

- Salary to be determined based on qualifications and experience.
- All insurance and fringe benefits provided by the individual administrator contract.
- Reimbursement for all actual and necessary expenses legitimately incurred in the performance of duties and included in the budget.

Co-Op Request



Girls and Boys Lacrosse
April 22, 2024

Addition Request: Girls Lacrosse (East/West/DCE)

- Wausau Wolfpack Inaugural WIAA Season
- Preserves Student Opportunities at East, West, DCE
- Mosinee is requesting to be added
 - Played for the Wolfpack when they were a club.



Addition Request: Boys Lacrosse (East/West/DCE)

- Wausau Wild Inaugural WIAA Season
- Preserves Student Opportunities at East, West, DCE
- Mosinee is requesting to be added
 - Part of the youth program
- Hope to grow the program and be able to split into two teams in the future

