

**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 Special Meeting of the BOARD OF EDUCATION will be held in the **Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403** at **6:30 PM on Monday, April 22, 2024.**

- I. CALL TO ORDER
- II. APPROVE CONSENT AGENDA (**Action Requested**)
 - II.A. Appointments (Additional Staff, Replacement Staff, Contract Increases)
 - II.B. Separations (Resignations, Contract Decreases, Terminations)
 - II.C. Leaves of Absence
 - II.D. Retirements
- III. Lacrosse Co-Op - Add Mosinee (**Action Requested**)
- IV. 2024-25 Budget Reconciliation Plan (**Action Requested**)
- V. REQUEST FOR CLOSED SESSION PURSUANT TO STATE STATUTES
 - V.A. Consideration of contracts for Preliminary Notice of Non-renewal ss. 19.85(1)(c)
 - V.B. Reconvene in Open Session, to take further action if necessary and appropriate
- VI. 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

WAUSAU SCHOOL DISTRICT
HUMAN RESOURCES

TO: Board of Education
 FROM: Tabatha Gundrum
 MEETING: April 22, 2024
 SUBJECT: Staffing Consent Agenda

The Administration respectfully asks that the Board of Education approve the following staffing changes pertaining to the Consent Agenda:

APPOINTMENTS (Additional Staff, Replacement Staff, Contract Increases):

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE
Amy Marquardt	Wausau East & Wausau West HS	1.0 FTE, Science Teacher (.7 Wausau East & .3 Wausau West)	8/26/24
Patricia Zemke	Horace Mann MS, John Muir MS, & WAVE	1.0 FTE, Health Teacher (.4 HMMS, .4 JMMS, & .2 WAVE)	8/26/24
Ann Kleiber	Middle School	1.0 FTE, AE Teacher	8/26/24
Bailey Iwen	Wausau West HS & WAVE	1.0 FTE, Art Teacher (.9 WEST & .1 WAVE)	8/26/24
Robert Grzadzielewski	Horace Mann MS	1.0 FTE, School Counselor	8/26/24
Darci Mick Beversdorf	Horace Mann MS, John Muir MS, & WAVE	1.0 FTE, PE & Health Teacher (.5 HMMS, .35 JMMS, & .15 WAVE)	8/26/24
Alexander Gessler	Wausau West HS & MS	1.0 FTE Tech Ed (.5 Wausau West & .5 MS)	8/26/24
Ramona Winter-Leigh	Wausau East HS	1.0 FTE, AE Teacher	8/26/24
Holly Stanley	Wausau West HS	1.0 FTE, Science Teacher	8/26/24
Madelyn Ickert	South Mountain Elementary	1.0 FTE, Special Education Teacher	8/26/24

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

LIMITED TERM CONTRACTS:

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

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SEPARATIONS (Resignations, Contract Decreases, Terminations):

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE
Chloe Gross	Franklin Elementary	1.0 FTE, 5th Grade Teacher	5/31/24
Heidi Schafer-Edwards	John Marshall Elementary	0.5 FTE, EL Teacher	5/31/24
Danielle Cox	Horace Mann MS	1.0 FTE, FCS Teacher	5/31/24
Shawn Geier	Horace Mann MS	1.0 FTE, Business Ed & Tech Ed	5/31/24

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE
Luke Stachovak	John Muir MS	1.0 FTE, Assistant Principal	6/30/24

LEAVES OF ABSENCE:

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

RETIREMENTS:

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

WAUSAU SCHOOL DISTRICT
HUMAN RESOURCES

TO: Board of Education
 FROM: Tabatha Gundrum
 MEETING: April 22, 2024 ADDENDUM
 SUBJECT: Staffing Consent Agenda

The Administration respectfully asks that the Board of Education approve the following staffing changes pertaining to the Consent Agenda:

APPOINTMENTS (Additional Staff, Replacement Staff, Contract Increases):

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE
Taylor Breyer	Montessori	1.0 FTE, Grade 4-6 Teacher	8/26/24
Lili Vehrs	District	1.0 FTE, School Psychologist	8/26/24
Michayla Swanson	GD Jones & Riverview Elementary	1.0 FTE, Physical Education Teacher	8/26/24
Dawn Huseby	District	1.0 FTE, School Psychologist	8/26/24
Travis Sprague	Hawthorn Hills & Lincoln Elementary	1.0 FTE, Elementary Science Teacher	8/26/24

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

LIMITED TERM CONTRACTS:

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

SEPARATIONS (Resignations, Contract Decreases, Terminations):

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE
Dawn Batchelder	Franklin Elementary	1.0 FTE, Special Education Teacher	5/31/24
Samuel Baumgartner	District	1.0 FTE, Adaptive Physical Education Teacher	5/31/24
Jacqueline Thurber	Franklin Elementary	0.5 FTE Special Education - Cross Cat	04/23/2024
Jacqueline Thurber	GD Jones Elementary	0.5 FTE Special Education - Cross Cat (LTC)	04/23/2024

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

LEAVES OF ABSENCE:

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

RETIREMENTS:

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

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

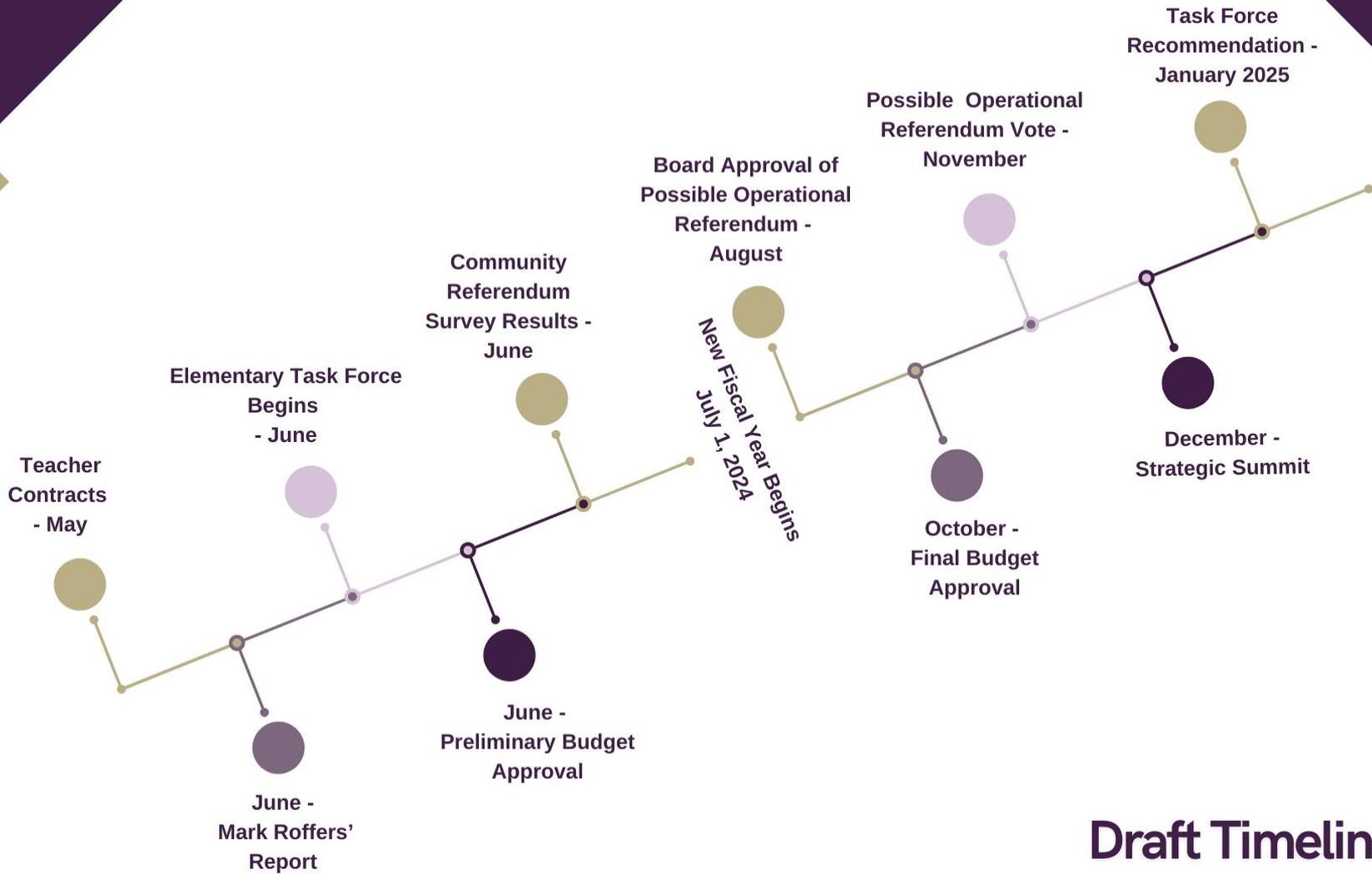




BUDGET RECONCILIATION PLAN

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

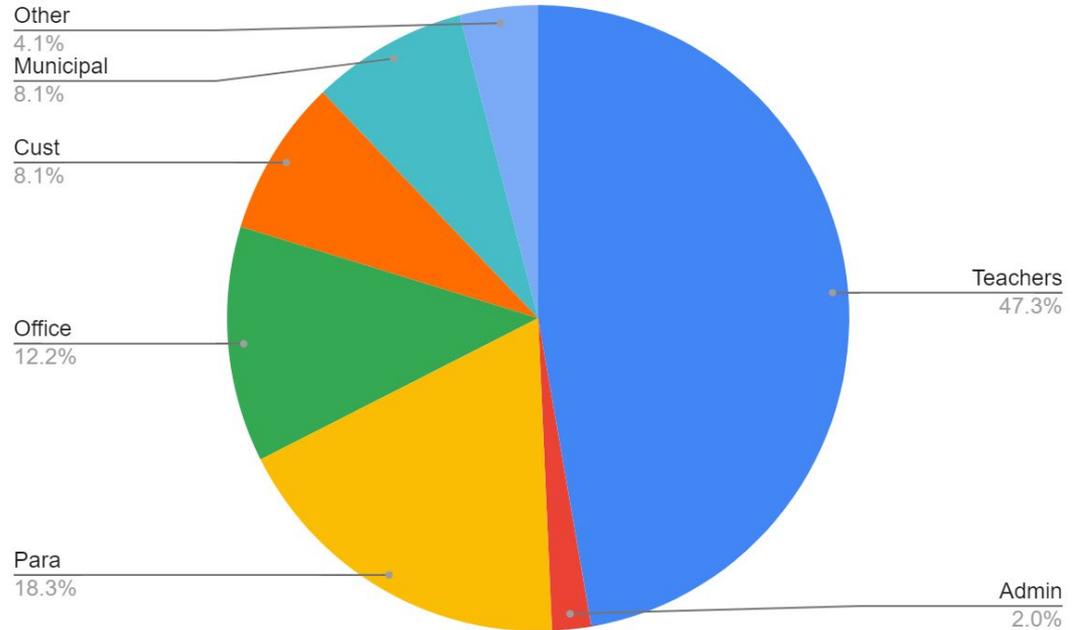
Total Budget Deficit



■ 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

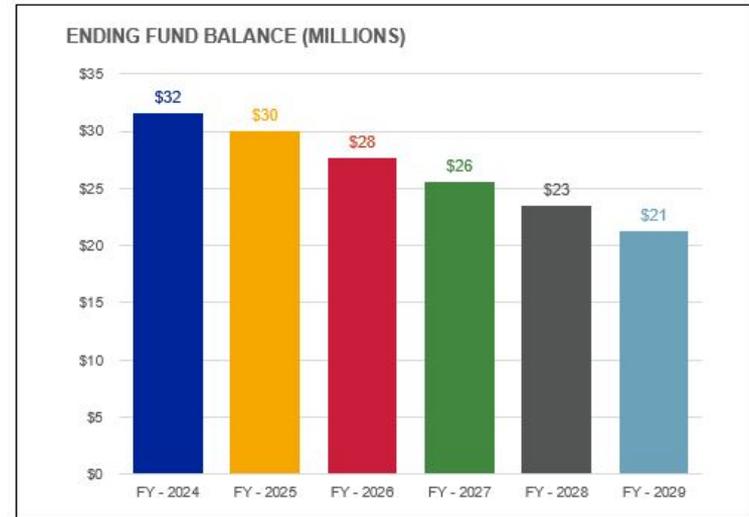
- Budget Deficit Amount
- Short-Term Borrowing
- Health Insurance
- Salary Changes



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.**

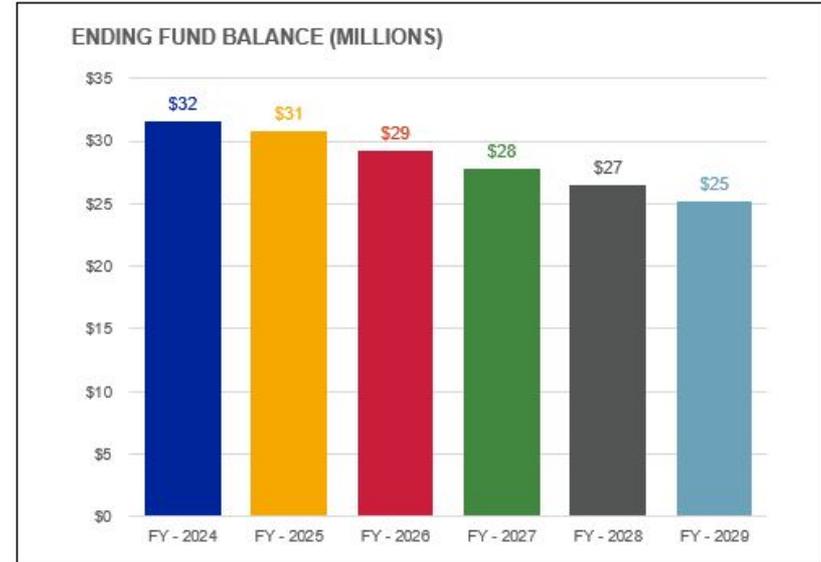


To recommend to the full Board the 2024-25 3% budget reconciliation plan as presented.

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.**

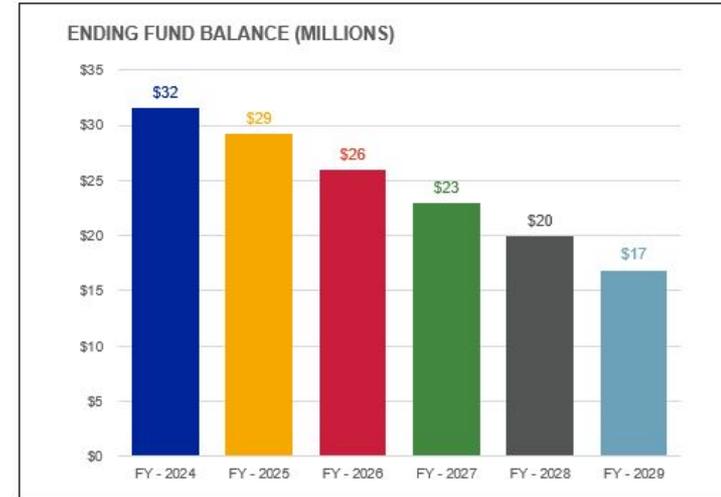


To recommend to the full Board the 2024-25 2% budget reconciliation plan as presented.

2024-25 Budget Reconciliation Plan & Recommended Action

4.12% Option

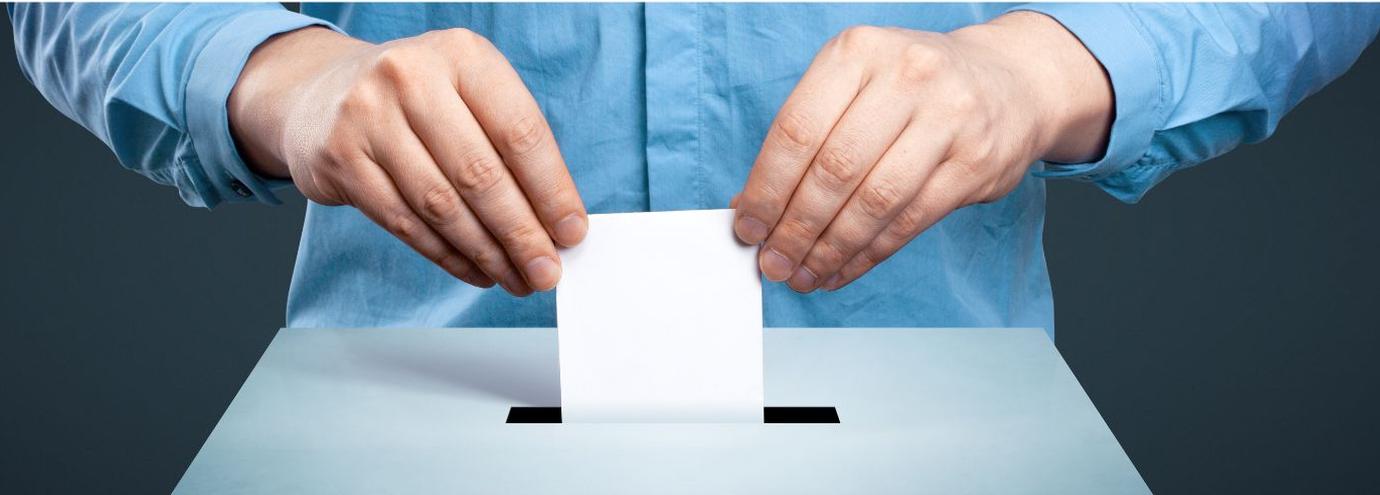
- **Accept the assumptions built into the presented projection model, including the following for the 2024-25 district budget cycle:**
 - \$325 per pupil revenue limit increase
 - 33% special education cost reimbursement (same as current reimbursement)
 - 4.12% salary /wage increase for employee groups
 - \$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!**

