

**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 **5:00 PM** on **Monday, October 28, 2024.**

- I. Call to Order
- II. Approve the Minutes
- III. EXCELLENCE IN ACTION: 4K & EC Programs
- IV. Public and Student Comment
- V. Course Approval - Robotics (**Action Requested**)
- VI. Library Plan (**Action Requested**)
- VII. 2024-2025 Student Demographic Report
- VIII. Legal Expense Summary for 1st Quarter
- IX. Health Insurance Update (**Action Requested**)
- X. Approve Student Fees for 2025-2026 (**Action Requested**)
- XI. WASB Recognition
- XII. Adjourn

NOTICE POSTED: Thursday, October 24, 2024, at 12:45 pm

By: _____

NOTICE SENT TO:

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

The Wausau School District does not discriminate on the basis of race, age, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, sex (including transgender status, change of sex, or gender identity), or physical, mental, emotional, or learning disability ("Protected Classes")

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, September 23, 2024, beginning at 5:00 PM in the Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403.

Present: Sarah Brock; Jon Creisher; Pat McKee; Jennifer Paoli; Joanna Reyes; Jane Rusch; Cory Sillars; Lance Trollop.

Absent: James Bouche;

I. Call to Order

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

II. Approve the Minutes

Jennifer Paoli moved to approve the minutes of August 26, 2024, seconded by Pat McKee. The motion carried.

III. EXCELLENCE IN ACTION: Stettin Elementary

Kelly Halvorsen and representatives from Stettin Elementary gave a brief update on the exciting things happening in their school.

IV. Public and Student Comment

There were none.

V. Present District ACP Plan (**Action Requested**)

Jon Winter gave a brief overview of the Academic Career Planning Program.

VI. Follow-up Discussion Title IX Policy

The Board had a brief follow-up discussion from the last Title IX presentation on July 8, 2024, at the Regular Board Meeting.

VII. Elementary Task Force Update

Interim Superintendent Cale Bushman and Coordinator of Communications & Marketing Diana White gave a very brief update on the Elementary Facility Plan Citizen Task Force.

VIII. Referendum Construction Bid Update

Josh Viegut gave a brief update on the recent bid fore the construction project at Montessori and Horace Mann.

IX. Adjourn

Pat McKee moved to adjourn, seconded by Joanna Reyes. The motion carried at 5:46 pm.

Respectfully Submitted,

Jennifer Paoli,
Board Clerk

JP:cp

NEW COURSE IN TECHNOLOGY EDUCATION

INTRODUCTION TO ROBOTICS



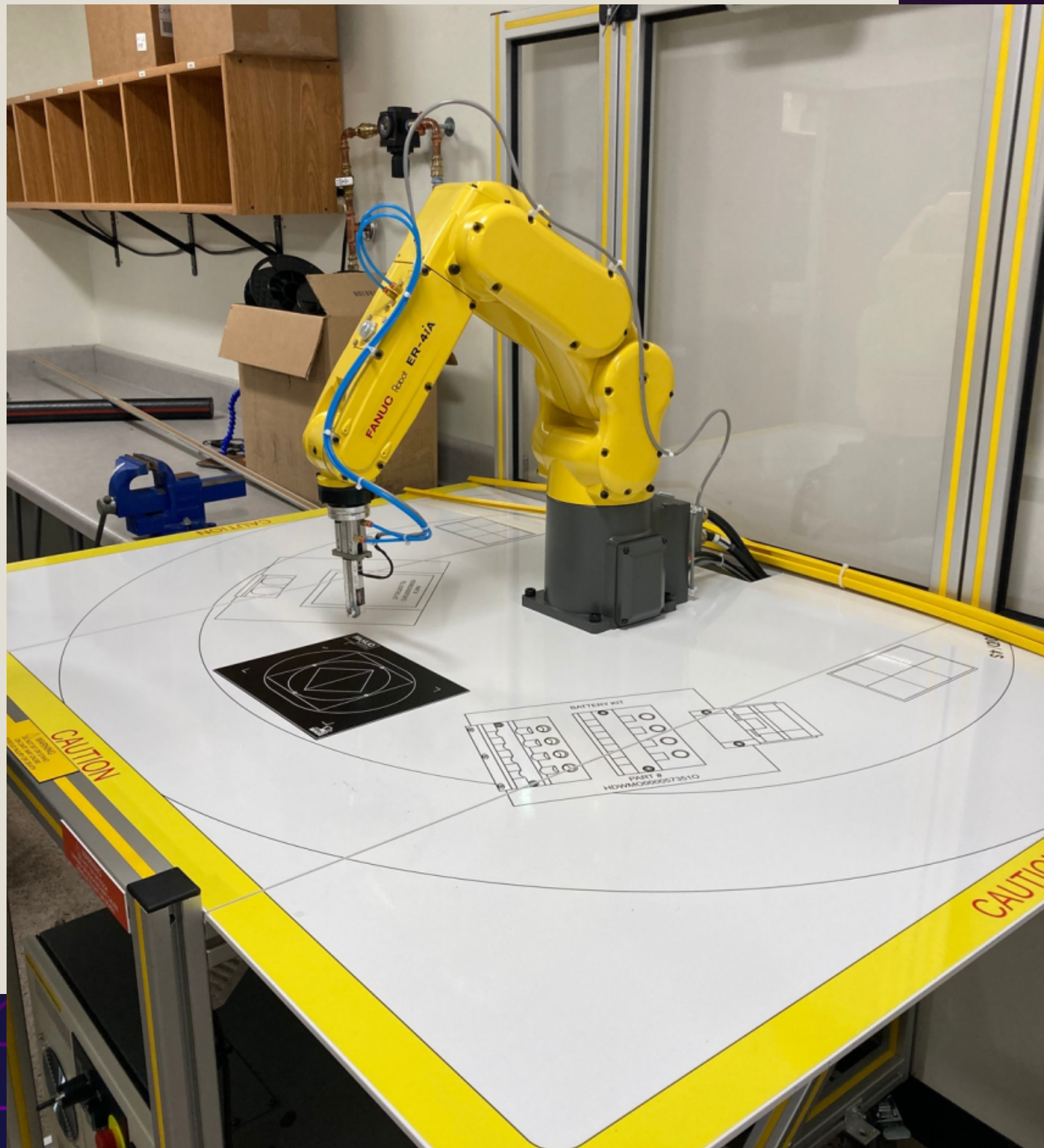
INTRODUCTION TO ROBOTICS

1 Semester Class (0.5 high school elective credits)
Dual Credit with NTC - 1.0 credit to Robotics
Application 1

Students will learn:

- Basic robotic functions and operations
- Robotic programming
- Robotic maintenance

Course mirrors industry training as provided by Fanuc Industrial Robotics. Students will be operating an educational version of an industry-standard robotics platform.



PATHWAYS & COURSE SEQUENCE

Engineering

- Fab Lab 1 (Digital Manufacturing)
- Fab Lab 2 (Automation & Robotics)
 - Introduction to Robotics
- PLTW-Principles of Engineering
- PLTW-Engineering Design and Development

Manufacturing

- Metals 1/Woods 1
- *Metals 2 (Machine Tool)*
- *Woods 2 (Furniture Manufacturing)*
- *Introduction to Welding*
- **Advanced Manufacturing**

Dual Credit (NTC)

HOW IT CAME ABOUT...

Schuette Metals donated \$30K in 2022 and \$38K in 2024 as matching funds towards two rounds of DWD Fast Forward Grants for Technology Education equipment. Those funds were used to purchase two Fanuc Robotic Arms for Wausau West and Wausau East.



TEACHER TRAINING



West's Theran Peterson attended Fanuc Training in Detroit, Michigan in 2023

East's Hunter Rochester & Ryan Schroder are planning to attend training in 2025

COMMUNITY



THANK YOU



LIBRARY ACTION PLAN

2023-2028

K-12 Library Department Goal 1: Literacy & Collection Management

Library Media Services Department Goal 1: *The Wausau School District libraries will provide a wide range of library materials at varying levels of difficulty, with diversity of appeal and the presentation of different points of view to meet the needs of students and teachers. All school libraries will leverage an understanding of school and community needs to identify and invest in both print and digital resources.*

Standards Alignment:

The libraries will focus on the shared foundation of “Curate” within the AASL National School Library Standards framework.

AASL Standards Framework for Librarians:

IV. Curate

A. In accordance with district policy, the school librarian develops and maintains a diverse collection of resources appropriate to the curriculum, the learners, and the teaching styles and instructional strategies used within the school community.

Implementation Strategies

Objective: Librarians will establish and maintain a collection of reading and information materials in various formats that support the diverse developmental, cultural, social, and linguistic needs of the range of learners and their communities.

Activity	Timeline	Resources	Budget	Outcome
Collection Analysis	2023-2028	<ul style="list-style-type: none"> Follett Titlewise Analysis Circulation Statistics 	N/A	Titlewise reports highlighting data such as average age of the collection, percentage between print and digital, reading level, etc. will be submitted annually.
Weeding/Deselection Utilizing CREW (Continuous Review, Evaluation, and Weeding)	2023-2028	<ul style="list-style-type: none"> Titlewise Analysis Circulation Statistics CREW Guidelines 	N/A	<p>A report of weeded books will be submitted annually.</p> <p>Average age of collection will meet CREW guidelines per Titlewise Analysis.</p>
Curate and evaluate available and relevant additions (replacement	2023-2028	<ul style="list-style-type: none"> Professional Review Sources (SLJ, Kirkus, Booklist, etc.) 	<ul style="list-style-type: none"> CSF Allocations 	Report of new title additions through the PO process.

titles, new publications, etc.) to the current collection		<ul style="list-style-type: none"> Professional Organizations (CCBC, NoveList, Follett, JLG, etc.) 		
Purchase and process materials	2023-2028	<ul style="list-style-type: none"> Various Vendors (Follett, Gale, Gumdop, Permabound, Janke, etc.) 	<ul style="list-style-type: none"> CSF Allocations Building supply budget 	<p>MARC records are created and/or uploaded to Follett Destiny catalog.</p> <p>Materials are accessible to students and staff</p>
Display and promote materials	2023-2028	<ul style="list-style-type: none"> ALA Cricut Machine Display stands 	<ul style="list-style-type: none"> Building supply budget Color print budget 	Monthly displays highlighting diversity, themes, lessons, etc.
Digital Resources (eBooks, Audiobook, Subscription Databases, etc.)	2023-2028	<ul style="list-style-type: none"> SORA Digital Subscriptions Follett Destiny WILS (Databases) 	<ul style="list-style-type: none"> CSF Allocations Building budgets 	<p>Continuous 24/7 access</p> <p>Usage statistics of digital resources included in annual library narratives.</p>

K-12 Library Department Goal 2: Makerspaces

Library Media Services Department Goal 2:

The K-12 library media department will create engaging makerspace environments in each library that foster creativity, innovation, collaboration, and problem-solving skills amongst students.

Standards Alignment:

The libraries will focus on the shared foundation of “Explore” within the AASL National School Library Standards framework.

[AASL Standards Framework for Learners:](#)

V. Explore: “Discover and innovate in a growth mindset developed through experience and reflection.”

Implementation Strategies

Objective: The K-12 library media specialists will identify common materials, develop guidelines, and establish procedures for Makerspace learning in the WSD library media centers.

Activity	Timeline	Resources	Budget	Outcome
Identify materials and resources	2023-2024	<ul style="list-style-type: none"> Department Collaboration Time 	<ul style="list-style-type: none"> N/A 	Material inventory completed throughout the course of the school year by each LMS. K-12 Makerspace Inventory
Develop common cataloging practices regarding Makerspace Materials	2023-2024 Benchmark Dates: June 30th, 2024	<ul style="list-style-type: none"> Department Collaboration Time 	<ul style="list-style-type: none"> Subs for small group time. Cataloging materials (Tech) 	Common practices developed and agreed upon. Process of implementation at all levels during the spring of 2024. Makerspace MARC Records
Identify common categories (robotics, coding, etc) for maker activities K-5, 6-8, 9-12	2024-2025 2nd Semester PD Days 2025	<ul style="list-style-type: none"> K-12 Makerspace Inventory Department Collaboration Time 	<ul style="list-style-type: none"> N/A 	Department-wide Makerspace Categories document
Develop purchasing guidelines (common items & building specific)	2024-2025 Benchmark Dates: 2nd Semester	<ul style="list-style-type: none"> Department Collaboration Time 	<ul style="list-style-type: none"> N/A 	A Department Purchasing Guideline policies document

	PD Days 2025			Purchases align with both district requirements and CSF allocation guidelines
Develop department sharing guidelines for maker materials	2024-2025 Benchmark Dates: Fall 2025 PD Days	<ul style="list-style-type: none"> Department Collaboration Time 	<ul style="list-style-type: none"> N/A 	Department Makerspace Sharing Guidelines document.
Purchase needed makerspace materials	2024-2028 Benchmark Dates: PD Days (compare purchases with grade level counterparts)	<ul style="list-style-type: none"> Vendors 	<ul style="list-style-type: none"> CSF & Building Funds District Technology Funds 	Common School Fund Goals and spending as identified in annual library narratives .

Objective: The K-12 library media specialists will offer both independent and guided opportunities for makerspace activities.				
Activity	Timeline	Resources	Budget	Outcome
Identify options/possibilities for makerspace activities (K-5, 6-8, 9-12)	2024-2025 Benchmark Dates: 2nd Semester PD Days 2025	<ul style="list-style-type: none"> K-12 Makerspace Inventory Department Collaboration Time 	<ul style="list-style-type: none"> N/A 	Draft form of outlined Makerspace scope and sequence (formal lessons & independent activities offered) K-5, 6-8, 9-12.
Develop common makerspace lessons and activities (scope & sequence) aligned to library standards	2025-2026 Benchmark Dates: Summer 2025 and/or PD Days 2025-2026	<ul style="list-style-type: none"> Department Collaboration Time 	<ul style="list-style-type: none"> Potential summer curriculum work 	Finalized Makerspace scope and sequence (formal lessons & independent activities offered) K-5, 6-8, 9-12 including linked lesson materials and standards alignment.
Establish routines and procedures for makerspace activities (K-5, 6-8, 9-12)	2025-2026 First Semester PD Days 2026	<ul style="list-style-type: none"> Department Collaboration Time 	<ul style="list-style-type: none"> N/A 	Common makerspace expectations & procedures documents K-5, 6-8, and 9-12.
Implement common makerspace lessons and activities	2026-2028	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> CSF & Building Funds District Technology Funds Curriculum Funds 	Media specialists deliver common makerspace instruction to students K-5, 6-8, and 9-12.

Evaluation Process

Assessment Purpose	Evaluation Tool	Timeline
<p>To ensure the vitality of current library media plan goals, objectives, and activities.</p>	<ul style="list-style-type: none"> ● The library media specialists will work collaboratively to create shared documentation that will identify and develop common materials, language, and procedures for makerspace activities. ● The library media specialists will create a shared scope & sequence outlining the implementation of common makerspace curriculum and activities. ● The library media specialists will annually reflect on and evaluate the success of the makerspace implementation to ensure that it is in alignment with both department goals and AASL Standards. Changes and revisions will be made as necessary. 	<ul style="list-style-type: none"> ● 2023-2025 ● 2025-2027 ● 2023-2028

K-12 Library Department Goal 3: Digital Literacy

Library Media Services Department Goal 3:

The K-12 library media department will create and implement an updated Digital Literacy curriculum that provides learners with the skills to actively participate in the digital world in a safe, respectful, and responsible manner.

Standards Alignment:

The libraries will focus on the shared foundation of “Engage” within the AASL National School Library Standards framework, The Curriculum Instruction, and Assessment pieces within the Future Ready Librarian Framework, as well as the “WSD Technology K-5 I Can Statements”.

[AASL Standards Framework for Learners:](#)

VI. Engage: “Demonstrate safe, legal, and ethical creating and sharing of knowledge products independently while engaging in a community of practice and an interconnected world.”

Future Ready Librarian Framework: [\(Digital Citizenship Curriculum \(Respect, Educate, and Protect\)\)](#)

Wausau School District: [“Technology K-5 I Can Statements”](#)

Implementation Strategies

Objective: The K-12 library media specialists will identify current digital literacy lessons and activities being taught. The K-12 library media specialists will develop an updated common curriculum focusing on digital literacy skills.

Activity	Timeline	Resources	Budget	Outcome
Identify current digital literacy learning targets and lessons (K-5, 6-8, 9-12) being taught	2023-2026 Benchmark Dates: K-5: Summer 2023 5th: Fall 2024 6-8: PD Days 2025-2026 9-12: PD Days 2025-2026	<ul style="list-style-type: none"> • Department Collaboration Time • AASL Standards Framework • Future Ready Framework • WSD K-5 Technology Statements 	<ul style="list-style-type: none"> • <i>Sub-time for small group work</i> 	K-5: Scope & Sequence Semester 1 K-5: Scope & Sequence Semester 2 6-8: Scope & Sequence 9-12: Scope & Sequence
Collaborate on a formal scope and sequence for K-5, 6-8, & 9-12 to identify gaps & scaffolding as aligned to district “I Can” statements and/or Library Standards	2023-2026 Benchmark Dates: K-5: Summer 2023 5th: Fall 2024	<ul style="list-style-type: none"> • Department Collaboration Time • AASL Standards Framework • Future Ready 	<ul style="list-style-type: none"> • <i>Sub-time for small group work</i> • <i>Potential summer curriculum work</i> 	K-5: Scope & Sequence Semester 1 K-5: Scope & Sequence Semester 2 6-8: Scope & Sequence

	6-8: Summer 2026 and/or PD Days 2026-2027 9-12: Summer 2026 and/or PD Days 2026-2027	<ul style="list-style-type: none"> Framework WSD K-5 Technology Statements 		9-12: Scope & Sequence (With an additional column indicating district I Can statement and/or standards alignment.)
Develop updated lessons guided by standards and learning targets and/or I Can statements	Benchmark Dates: K-5: Summer 2023 6-8: 2027-2028 PD Days & PLC Time 9-12: 2027-2028 PD Days & PLC Time	<ul style="list-style-type: none"> District provided technology Department Collaboration Time AASL Standards Framework Future Ready Framework WSD K-5 Technology Statements 	<ul style="list-style-type: none"> N/A 	A common master Canvas Course will be created for K-5, 6-8, and 9-12 for future use and implementation. The Canvas courses will be reviewed annually and updated. <ul style="list-style-type: none"> K-5 Update #1: Fall 2024

Objective: The K-12 library media specialists will implement an updated common curriculum focusing on digital literacy skills.				
Activity	Timeline	Resources	Budget	Outcome
Utilize the Canvas modules to deliver common instruction to students	K-5: Fall 2025-2028 6-12: Fall 2027-2028	<ul style="list-style-type: none"> Collaboration Time <ul style="list-style-type: none"> Department Tech Integrationist District LMS (Canvas) 	<ul style="list-style-type: none"> N/A 	Media specialists utilize Digital Citizenship Canvas courses to deliver common instruction to students K-5, 6-8, and 9-12.
Utilize the Canvas modules to monitor student progress toward learning targets and/or I Can statements	K-5: Fall 2025-2028 6-12: Fall 2027-2028	<ul style="list-style-type: none"> District LMS (Canvas) 	<ul style="list-style-type: none"> N/A 	Media specialists utilize Digital Citizenship Canvas courses to monitor and assess common Digital Literacy instruction to students K-5, 6-8, and 9-12.
Reflectively re-evaluate our collaborative definition of “digital	Benchmark Dates:	<ul style="list-style-type: none"> Department Collaboration Time 	<ul style="list-style-type: none"> N/A 	Department common Digital Literacy definition document

literacy” curriculum elements (“safe, respectful, and responsible manner”) based on the updated AASL and ITLS standards as technology will continue to change	Spring 2028 PD Days	<ul style="list-style-type: none"> • AASL Standards Framework • Future Ready Framework • WSD K-5 Technology Statements 		Curriculum reviewed and updated as needed.
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Evaluation Process

Assessment Purpose	Evaluation Tool	Timeline
To ensure the vitality of current library media plan goals, objectives, and activities.	<ul style="list-style-type: none"> • The library media specialists will create a K-12 scope & sequence outlining the WSD Digital Literacy Curriculum to use as a guide for the fidelity of implementation. • The library media specialists will annually reflect on and evaluate the success of the digital literacy skills curriculum implementation to ensure that it is in alignment with district and content standards. Changes and revisions will be made as necessary. 	<ul style="list-style-type: none"> • Spring 2028 • 2023-2028

A woman with dark hair and glasses is reading a book in a library. The background is filled with bookshelves. The image has a blue tint and a semi-transparent orange overlay where the text is located.

WSD Library Media Plan

2023-2028

Elementary Librarians

 **Tonya Strandberg-Bauer**
John Marshall & Grant

 **Jen Moore**
Jefferson & Hewitt

 **Chris Mallee**
Franklin & Montessori

 **Johanna Nelson**
Riverview & WAVE

 **Julie Gaskey**
Rib Mountain & Stettin

 **Abbey Mattek**
G.D. Jones

 **Kim Gilbertson**
Hawthorn & Lincoln

 **Marie Martens**
South Mountain & Maine

Secondary Librarians



Kathy Rodziewicz

Horace Mann Middle School



Tiffany Braunel

John Muir Middle School



Paula Hase

Wausau East High School



Jen Eder

Wausau West High School

Administrative Team



Jon Euting

Assistant Superintendent of Academics



Ralph Williams

Media & Technology Director

01

Foundations

Mission, Vision, and
Philosophy of the WSD
Library Media Program

02

Program Analysis

Analysis of program and
needs assessment

03

Goals

Goals based on needs and
aligned with other district
initiatives

04

Budget

Budget that includes
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related to library programming

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Foundations

Vision & Mission

Vision Statement

The Wausau School District library media program proudly leads and supports traditional literacy, information literacy, and digital literacy for all students and staff.

Mission Statement

It is the mission of the Wausau School District Library Media Program to provide equal access to literature, information resources, and experiences that enhance the enjoyment of reading and lifelong learning opportunities for all.



Philosophy

Teachers, parents, and administrators should recognize the essential reason for the existence of public schools is the students' right to know and to become educated citizens.

The Wausau School Board subscribes in principle to the statement of policy on library philosophy as expressed in The American Library Association Library Bill Of Rights.

Students shall be provided access to a current, balanced collection of books, basic reference materials, electronic resources, periodicals, and audiovisual materials that depict in an accurate and unbiased way the cultural diversity and pluralistic nature of American society.

The library media program supplements classroom activity and is an integral part of the curriculum, paralleling it at all points and in all departments. The Library Media Center exists primarily for educational purposes. It offers enrichment for the students and resource material for the faculty. Its materials are selected from all forms of media available for interest, vocabulary, maturity, and ability levels of all students within the school served.

The library media program provides additional materials to attract students to reading, viewing, and listening to foster reading and learning as lifelong activities.

The library media program provides opportunities for students to develop personal interests and encourage growth in positive social skills and attitudes.

The library media program helps students to become skillful and discriminating users of libraries and print and non-print materials.



Library Media Standards

AASL National
Library Standards



Future Ready
Library Framework



AASL and Future Ready
Library Crosswalk



02

Program Analysis

WSD Library Narratives

Annually, the library media specialists prepare a library narrative for each library media center. These narratives serve as a program analysis and needs assessment for each building.

The narratives detail common focus areas for each school library:

- Mission & Vision
- About the Library
- Schedule
- Circulation
- Collection Development
- Databases/Online Resources
- Expenditure of the Common School Fund
- Program Strengths
- Future Outlook

WSD Library Narratives





03

Goals

Wausau School District K-12 Library Program Goals

Goal One: Literacy & Collection Management

The Wausau School District libraries will provide a wide range of library materials at varying levels of difficulty, with diversity of appeal and the presentation of different points of view to meet the needs of students and teachers. All school libraries will leverage an understanding of school and community needs to identify and invest in both print and digital resources.

Goal Two: Makerspaces

The K-12 Library Media Department will create engaging makerspace environments in each library that foster creativity, innovation, collaboration, and problem-solving skills amongst students.

Goal Three: Digital Literacy

The K-12 Library Media Department will create and implement an updated Digital Literacy Curriculum that provides learners with the skills to actively participate in the digital world in a safe, respectful, and responsible manner.

Complete Action Plan

The school library media program works to directly support and reflect district and building goals as well as align with [national school library standards](#).





04

Budget

Common School Fund Expenditures



WI Statute 43.70(3)

Wisconsin Statute 43.70(3) provides that money generated by the Common School Fund (CSF) be used for the purchase of library books and other instructional materials for school libraries and for the purchase of instructional materials from the state historical society for use in teaching Wisconsin history.

WI Administrative Code PI 8.01(2)(h)

In addition, a school district may use CSF received in a fiscal year to purchase school library computers and related software if the school board consults with the person who supervises the school district's libraries and the computers and software are housed in the school library. The person who supervises the school libraries is the district's designated certified library media coordinator as per Wisconsin Administrative Code PI 8.01(2)(h).

CSF Guidelines

- Purchases are limited to library books, instructional materials for school libraries, and school library computers
- Purchases are for the school library media program
- Items are purchased by the district after consultation with the DPI licensed library media specialist
- All purchases shall be aligned to the district's written, long-range plan for library services. All Common School Fund purchased materials shall be universally accessible to all students and staff within the respective school building.

WI Common School Fund

[Common School Fund Annual Allotment](#)
[WI School Libraries: Common School Fund](#)

WSD Common School Fund Spending

“The policy of the Wausau School District Board of Education is to provide a wide range of library materials at varying levels of difficulty, with diversity of appeal and the presentation of different points of view to meet the needs of students and teachers.”

Effective school libraries “leverage an understanding of school and community needs to identify and invest in print and digital resources such as books and ebooks to support student learning.”



05

Policies & Procedures



WSD Library Policies & Procedures

Copyright

[2531 - COPYRIGHTED WORKS](#)

Library Selection Policy

[2521D - LIBRARY SELECTION POLICY](#)

Instructional Media Centers

[2522 - INSTRUCTIONAL MEDIA CENTERS](#)



06

Timeline for Implementation & Revision

Timeline

To ensure the vitality of current library media plan goals, objectives, and activities it will be continually monitored and assessed.



**Assessment
Purpose**

The library director and district librarians will annually review the outlined plan and make adjustments as needed.



**Annual
Review**

The current goals and objectives of this library media plan are focused on the upcoming three years (2023-2028).



5-Year Plan

Ultimately, the best library media plans are integrated with district level strategic planning. This library media plan will evolve with district goals and initiatives.



**Long-Range
Planning**



A hand with a ring on the ring finger rests on a stack of books. The background is a warm, orange-toned image of many books. A semi-transparent purple horizontal band is overlaid across the middle of the image, containing the text.

Thank you!

Any Questions?



STUDENT DEMOGRAPHICS

2024-2025

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TO: Board of Education
Cale Bushman, Superintendent of Schools
FROM: Ralph Williams, Interim Director of Technology and Media Services
DATE: October 22, 2024
RE: 2024-2025 Student Demographics

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

Important highlights from the full report follow:

- ❑ Enrollment in grades 4K-12 decreased this year by 54 students for a total District enrollment of 7,722.
- ❑ Analysis of available data reveals 444 students moved into the Wausau School District while 341 students moved out of the District. These numbers are very similar to the 2022-2023 school year. The number of students moving out of the District decreased slightly compared to last year's 345.
- ❑ The overall number of students leaving the Wausau School District through Open Enrollment increased by 12, for a total of 520 students. Of the 508 students Open Enrolling out, 125 are new applicants this year. The overall number of students entering the Wausau School District through Open Enrollment increased by 16 for a total of 275. Of the 275 students Open Enrolling in, 88 students are new applicants.
- ❑ Kindergarten enrollment continues to attract approximately 85% of available 5-year old students in the Wausau School District area.
- ❑ The Wausau School District continues to support a diverse student body with 38% of students representing a race other than white. Additionally, approximately 8.8% of students are English Learners and receive support.
- ❑ As of the 2023 Third Friday Count, 113 students are listed at Home Based Education which is a decrease of 10 students.
- ❑ The District Free/Reduced lunch overall average is 49.83% compared to 52% for 2023-2024 school year.

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

Wausau School District Sites

Elementary Campuses

Franklin
Thomas Jefferson
John Marshall
Stettin

Grant
G.D. Jones
Rib Mountain

Hawthorn
Lincoln
Riverview

Hewitt-Texas
Maine
South Mountain

Middle School Campuses

Horace Mann

John Muir

High School Campuses

Wausau East

Wausau West

Charter Campuses

Enrich, Excel, Achieve, Learning Academy (EEA)

Wausau Area Montessori Charter School (Montessori)

Red Granite Charter School
(Red Granite)

Wausau Area Virtual Education
(WAVE)

Alternative Campuses

Prepare, Empower, Education,
Rebuild
(PEER)

Project LIFE
18-21 Transition Program

Alternative High School

Wausau School District
Pre - K - 12 Enrollment Information
Third Friday Count
September 20, 2024

	Franklin	Grant	Hawthorn Hills	Hewitt Texas	Thomas Jefferson	G.D. Jones	Lincoln	Maine	4K Outreach Sites	John Marshall	Red Granite	Rib Mountain	Riverview	South Mountain	Stettin	Montessori	Horace Mann	John Muir	EEA	East	West	Wave	2024 Total	3rd Friday 2023	Difference
E3	0	0	5	0	0	24	0	0	0	0	0	3	0	0	0								32	45	-13
E4	0	0	0	0	0	15	0	0	0	0	0	0	0	0	0								15	14	1
E5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								0	0	0
4 Year Old Kindergarten	0	0	35	0	80	91	0	0	95	0	15	0	56	0	0	7							379	387	-8
Kindergarten	27	33	25	16	48	35	30	36		46	13	25	45	37	48	16						4	484	482	2
First	31	27	36	11	43	42	31	30		29	12	36	52	38	46	15						4	483	508	-25
Second	31	29	34	7	53	48	29	34		31	4	32	67	42	53	14						4	512	568	-56
Third	30	36	36	15	52	42	47	45		43	7	37	72	35	52	18						2	569	546	23
Fourth	38	31	28	19	44	52	29	44		39		25	74	42	70	17						4	556	551	5
Fifth	24	33	28	17	52	48	38	40		43		39	76	41	58	23						1	561	515	46
Sixth																4	192	314	1			6	517	519	-2
Seventh																4	205	306	2			7	524	577	-53
Eighth																3	236	346	6			9	600	582	18
Ninth																			3	227	362	12	604	595	9
Tenth																			12	220	359	27	618	593	25
Eleventh																			10	226	342	31	609	658	-49
Twelfth																			4	219	397	39	659	636	23
2024 Total	181	189	227	85	372	397	204	229	95	231		194	445	235	327	121	633	966	38	892	1460	150	7722	7776	-54
2023 Total	191	172	198	87	375	440	221	240	107	223		209	495	223	313	101	662	973	33	896	1442	175	7776		
Difference	-10	17	29	-2	-3	-43	-17	-11	-12	8	0	-15	-50	12	14	20	-29	-7	5	-4	18	-25	-54		

2024 Preschool Enrollment	426
2023 Preschool Enrollment	446
Enrollment Difference	-20

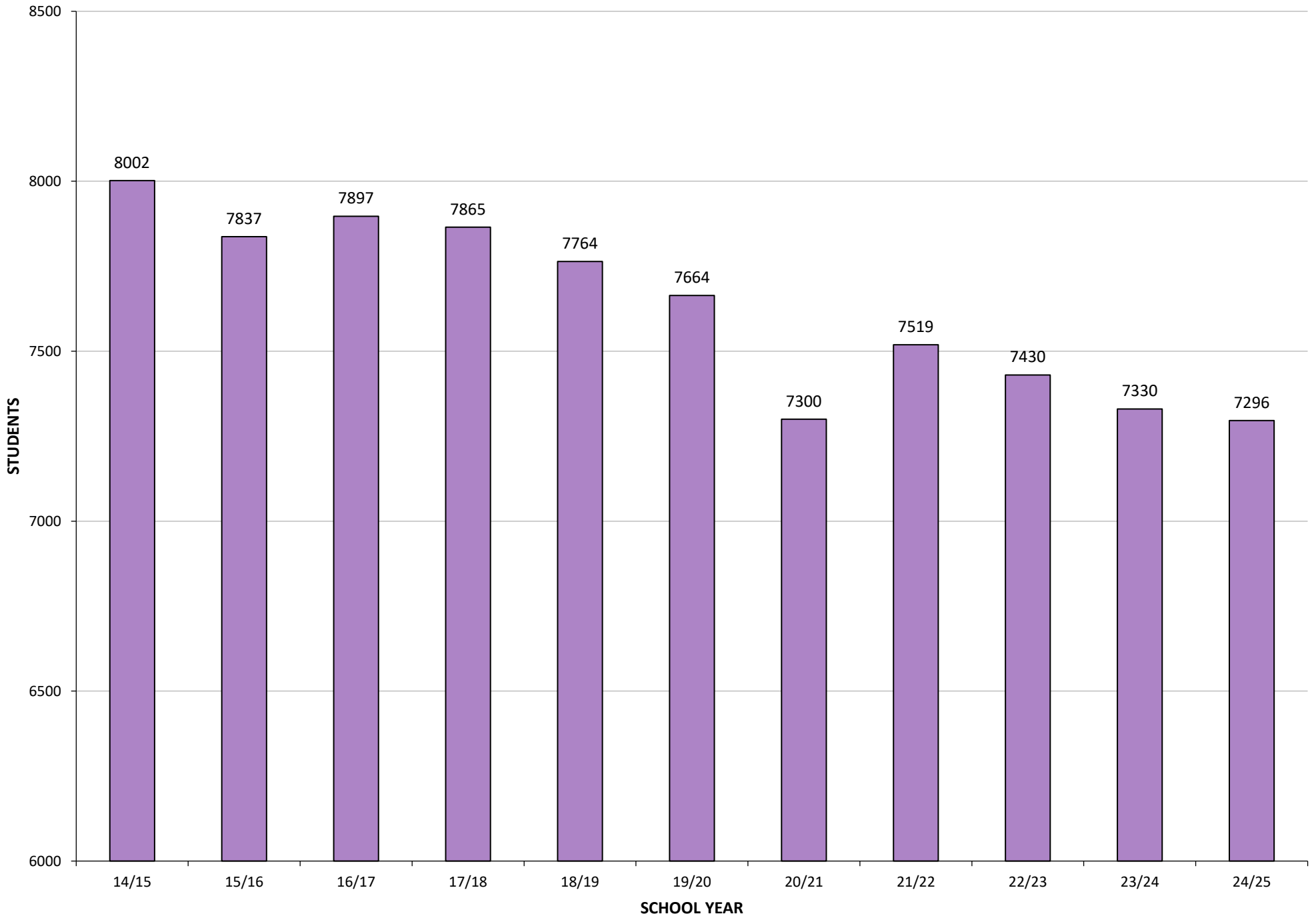
2024 Elementary Enrollment	3165
2023 Elementary Enrollment	3170
Enrollment Difference	-5

2024 Middle School Enrollment	1641
2023 Middle School Enrollment	1678
Enrollment Difference	-37

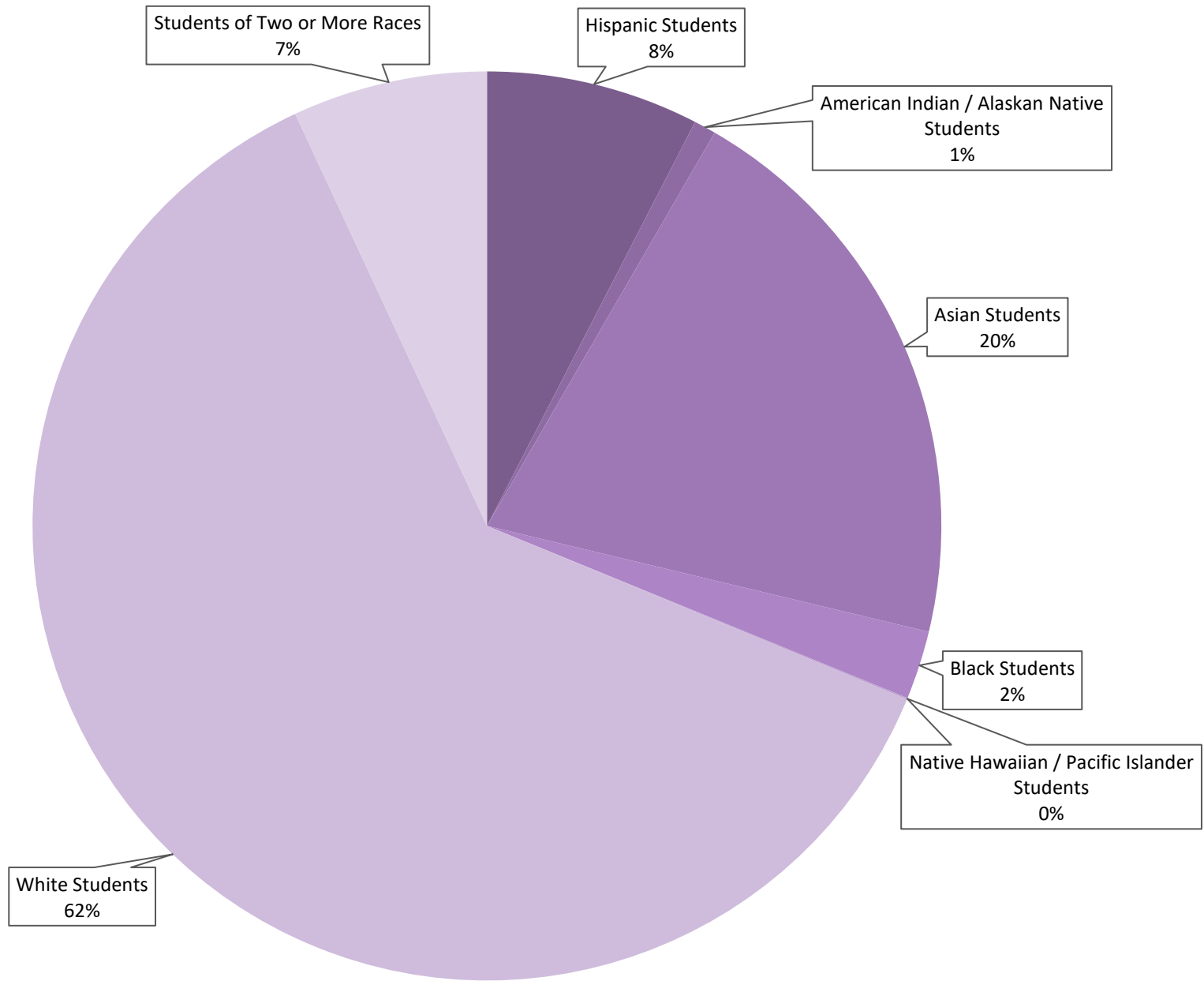
2024 High School Enrollment	2490
2023 High School Enrollment	2482
Enrollment Difference	8

2024 K-12 Enrollment	7296
2023 K-12 Enrollment	7330
Enrollment Difference	-34

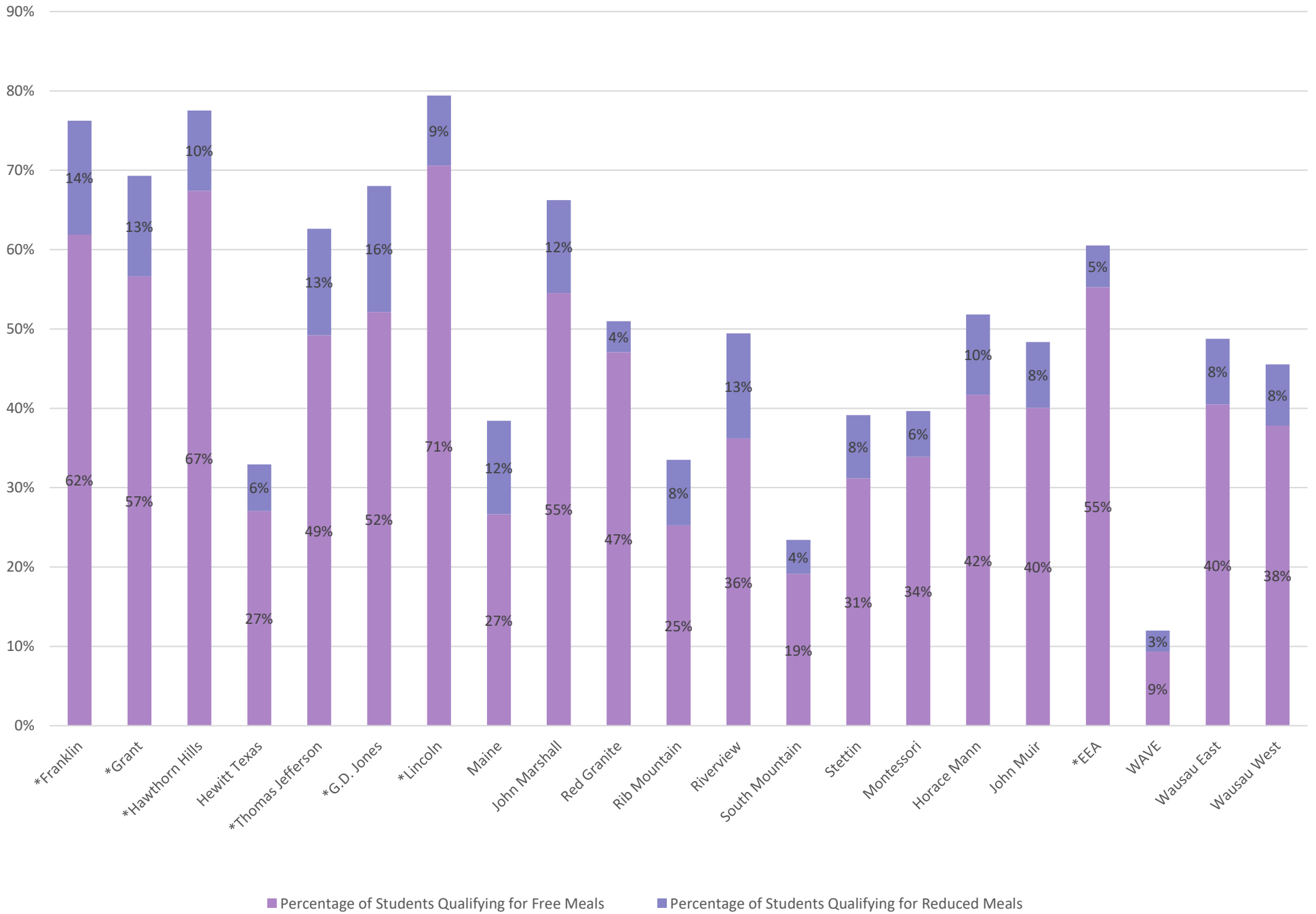
Wausau School District
K-12 Enrollments
September 20, 2024



Wausau School District
Ethnicity Percentages
September 20, 2024



Wausau School District Free and Reduced Meal Percentages September 20, 2024



Wausau School District Analysis of Transfer Student September 20, 2024

Moving INTO the District FROM:

Moving OUT OF the District TO:

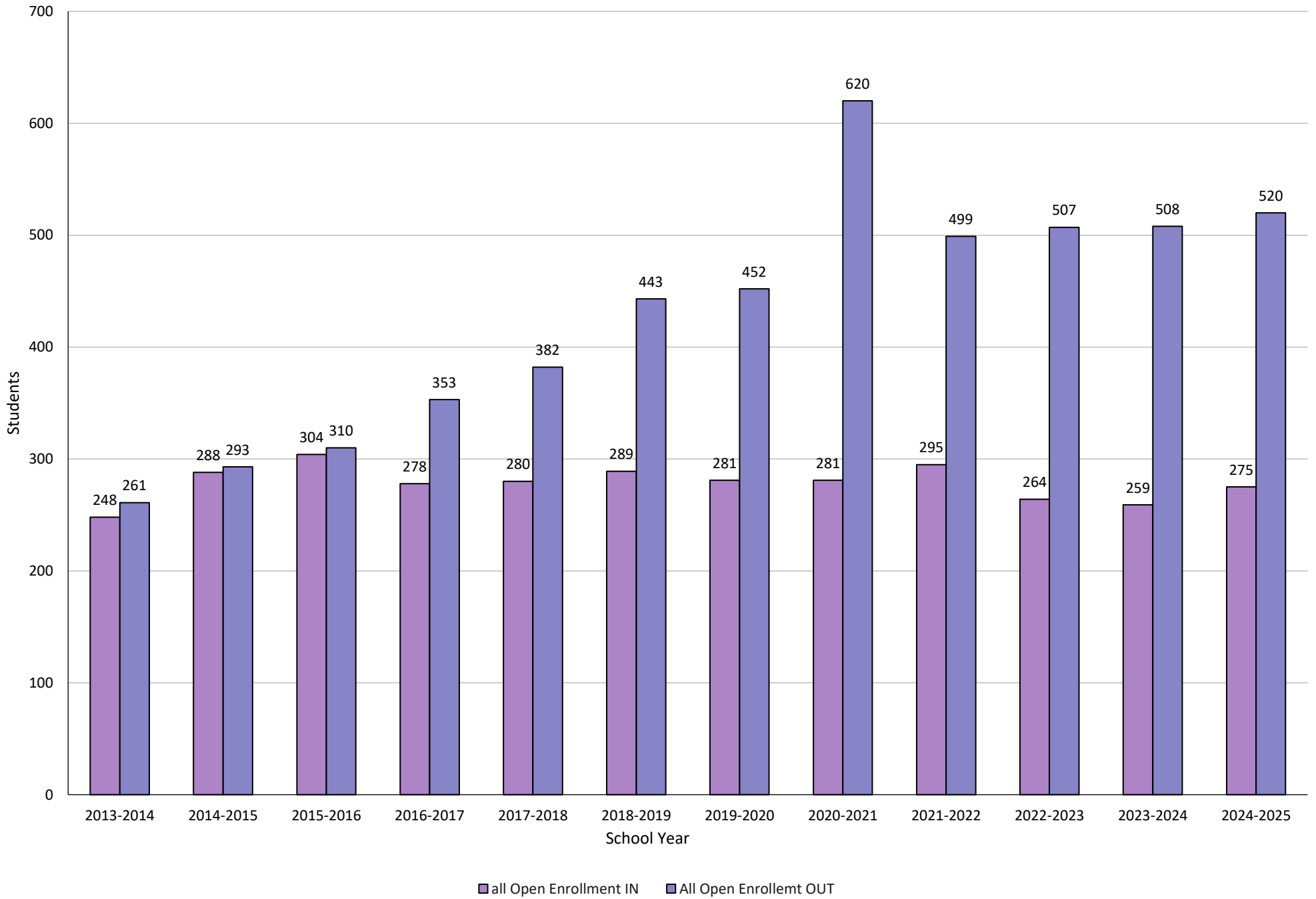
Elementary School	Middle School	High School	FROM or TO	Elementary School	Middle School	High School
95	10	26	Private School	66	5	4
39	9	24	DC Everest	45	16	5
5	3	4	Mosinee	11	3	1
8	2	6	Merrill	7	1	2
2	0	2	Marathon	0	1	0
8	7	6	Home Based Ed.	10	3	2
45	19	33	Other WI School Districts	48	19	25
28	21	15	Out of State	40	12	11
17	3	7	Out of Country	3	1	0
0	0	0	Out of Country	0	0	0
247	74	123		230	61	50

Total	444
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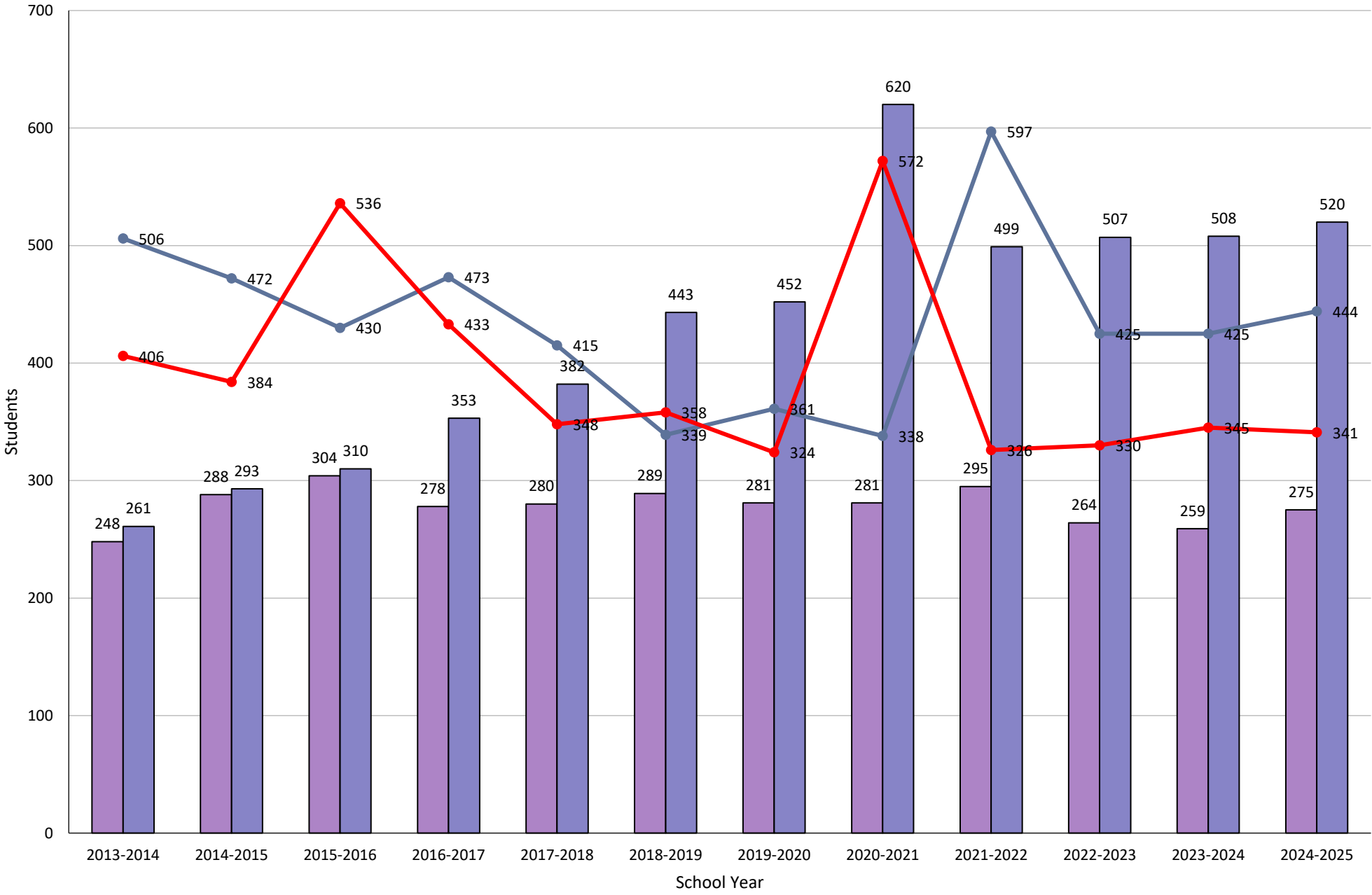
Total	341
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*Includes students who attended the Wausau School District for at least one school day.

Wausau School District Open Enrollments September 20, 2024

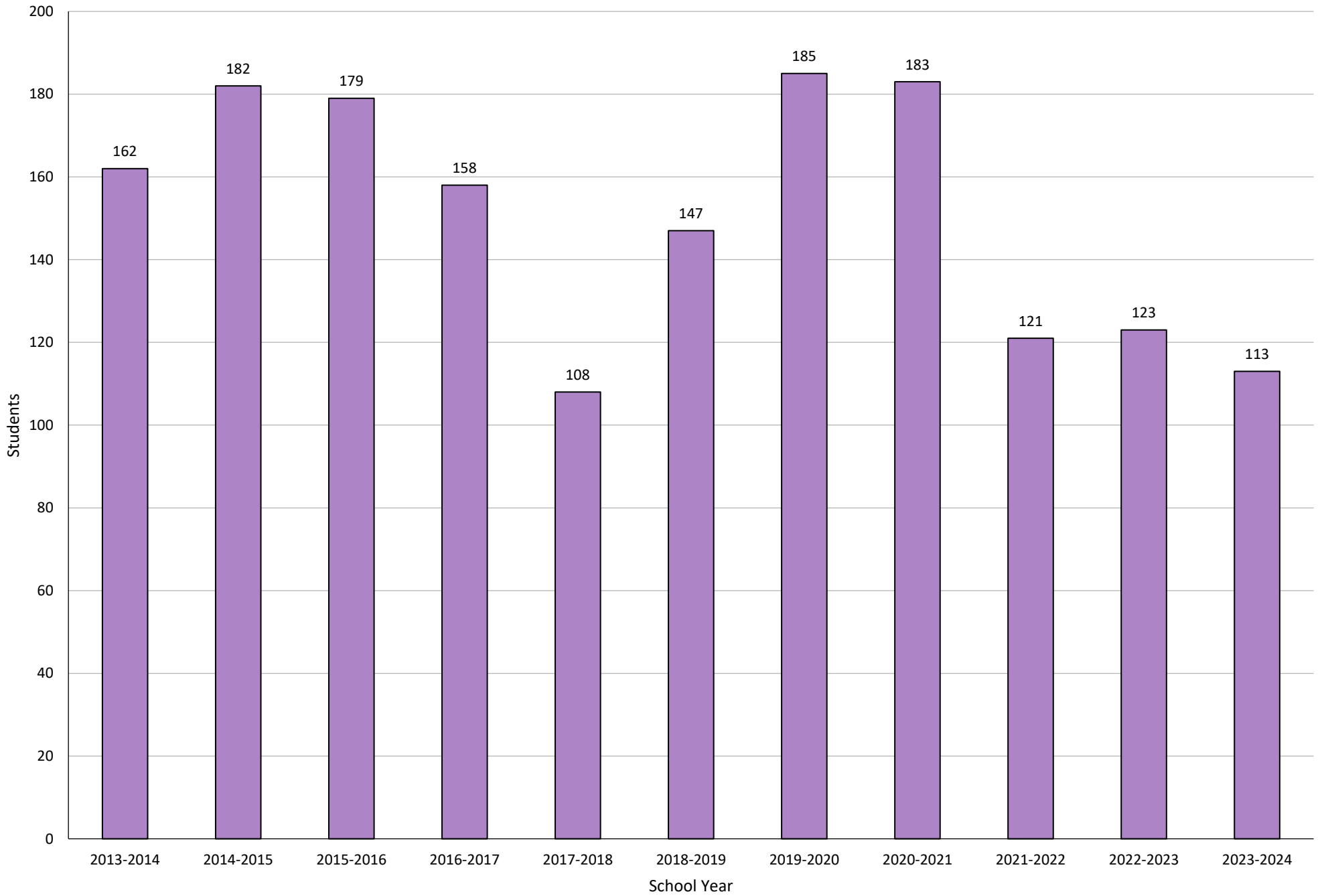


Wausau School District Student Movement Trends September 20, 2024



All Open Enrollment IN
 All Open Enrollment OUT
 Transfer IN
 Transfer OUT

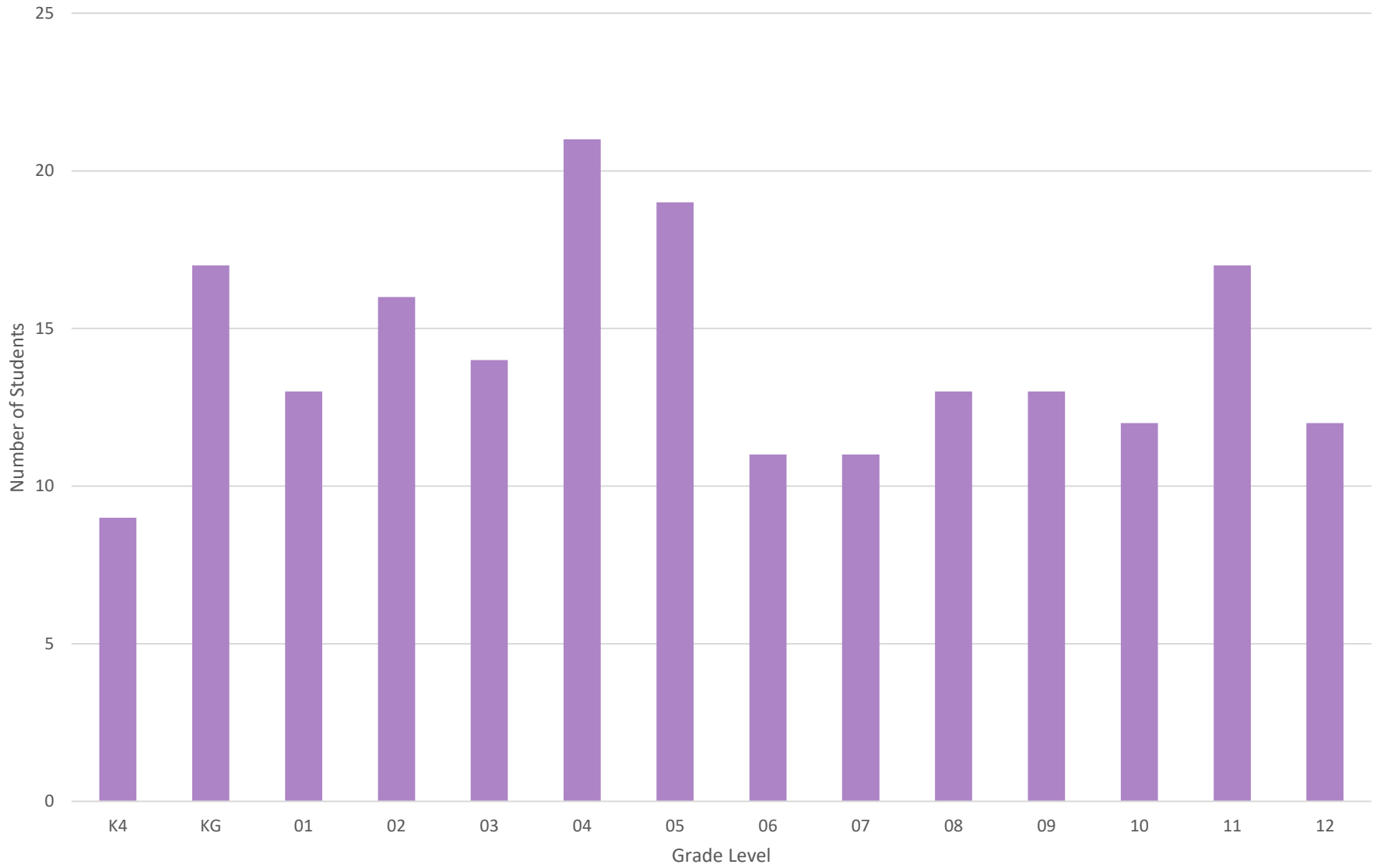
Wausau School District
Home-Based Education Students
2024-2025



Wausau School District
Immigrant/Refugee Student
2024-2025

Country Of Origin	Number of Students
Afghanistan	34
Mexico	23
Nicaragua	11
Congo (Democratic Republic of the)	10
Laos	10
Bangladesh	7
Honduras	7
Malaysia	7
Vietnam	7
Tanzania, United Republic of	6
Venezuela	6
India	5
Malawi	5
Zambia	5
Albania	4
Philippines	4
Somalia	4
Ukraine	4
Uganda	4
Brazil	3
Burma	3
Colombia	3
Cuba	3
Jordan	3
Nepal	3
Central African Republic	2
China	2
Myanmar	2
Syrian Arab Republic	2
Zambia	2
Ethiopia	1
Indonesia	1
South Korea	1
Sri Lanka	1
Netherlands	1
Peru	1
South Africa	1
Total Number of Students	198

Wausau School District
Immigrant/Refugee Students
2024-2025





MEMO

TO: Education/Operations Committee of the Whole
 FROM: Josh Viegut, Assistant Superintendent of Operations
 DATE: October 28, 2024

RE: Legal Expenses for 1st Quarter of 2024-25

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 2024-25 for which the District was billed as well as a year to date total.

		2024 - 2025 WSD 1st 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
7/1/24 to 9/30/24	FIRM											
	ATTOLLES LAW											-
	BOARDMAN & CLARK LLP		71						240			311
	BUELOW VETTER BUIKEMA											-
	QUARLES AND BRADY											-
	RUDER WARE											-
	WISCONSIN ASSOCIATION OF SCHOOL BOARDS											-
	VON BRIESEN & ROPER											-
	STRANG, PATTESON, RENNING, LEWIS & LACY											-
	RENNING, LEWIS & LACY	1,541	1,407						576			3,524
	STRANG LAW											-
	TOTAL	1,541	1,478	-	-	-	-	-	-	816	-	3,835



HEALTH INSURANCE UPDATE

OCTOBER 28, 2024





Health Insurance Overview

- Self insured
- Plan overview/competitiveness
- Health Insurance Committee





Current Challenges

- The last two years have eroded district health insurance fund balance
- Insurance currently running at 112%
- If our projection holds, health insurance fund balance will be essentially \$0 at the end of the 24-25 fiscal year
- No room in current budget to absorb these additional costs





Recent Insurance Updates

- July 2023: Increase of premiums of 4%
- January 2024: Changes to deductible & maximum out-of-pocket
- July 2024: Increase in premiums of 4%
- January 2025: Changes to deductible & maximize out-of-pocket





Direct Primary Care

- Update: District held initial interviews with primary care providers over the summer
- Next steps: Survey to all staff on their preferences regarding Direct Primary Care
- Timeline: Potential to have Direct Primary Care in place by July 1, 2025





PROPOSED PLAN CHANGES & PROJECTED IMPACT

- Increase deductible
- Increase maximum out-of-pocket



		Traditional Plan Signature Network	HSA Qualified HDHP Signature Network	HSA Qualified HDHP Freedom Network
Deductible				
	Current	\$600 Single \$1,200 Family	\$1,600 Single \$3,200 Family	\$1,600 Single \$3,200 Family
	Proposed	\$1,000 Single \$2,000 Family	\$2,000 Single \$4,000 Family	\$2,000 Single \$4,000 Family
Maximum Out-of-Pocket				
	Current	\$3,000 Single \$6,000 Family	\$3,000 Single \$6,000 Family	\$3,000 Single \$6,000 Family
	Proposed	\$4,000 Single \$8,000 Family	\$4,000 Single \$8,000 Family	\$4,000 Single \$8,000 Family
Note: Coinsurance on all plans would remain 80%/20%				



QUESTIONS?





Action:

Move to adopt the proposed changes to Wausau School District health insurance effective January 1, 2025.



2024-2025 High School Student Fees (Policy 6152)

Department	East	West
ACTIVITY CODE FEE	\$25.00/activity	\$25.00/activity
AGRISCIENCE		
Intro to Agriscience	\$5.00/semester	\$5.00/semester
Conservation	\$5.00/semester	\$5.00/semester
Vet Science	\$5.00/semester	\$5.00/semester
Horticulture	\$5.00/semester	\$5.00/semester
Advanced Conservation	\$5.00/semester	\$5.00/semester
ART		
Art Foundations	\$11.00/semester	\$11.00/semester
Art Classes	\$11.00/semester	\$11.00/semester
Art Fellows/Studio Art	\$11.00/semester	N/A
Ceramics I, II, III	\$15.00/semester	\$15.00/semester
IB Art	\$11.00/semester	N/A
AP/Art Studio	N/A	\$15.00/semester
ATHLETIC USER FEE	\$50.00/sport	\$50.00/sport
INTRAMURAL FEE	\$5.00/sport - \$10.00/year	\$5.00/sport - \$10.00/year
BUSINESS EDUCATION		
Accounting I, II		
Accounting III, IV		
Recordkeeping I, II		
COMPUTER SCIENCE		

Physical Computing	N/A	\$40.00/year
Computer Science Topics	N/A	NTC Textbook
Web Design	N/A	NTC Textbook
ENGLISH		
English 9 - Consumable Materials	N/A	\$15.00
English 9 - ACT Workbook	\$8.25	N/A
Composition		\$2.00
Creative Writing		\$2.00
Multi-Cultural Lit	\$2.00	\$2.00
E9 Accelerated	\$2.00	N/A
World Lit	\$2.00	N/A
Contemporary American Lit	\$2.00	N/A
English 10 American Studies & Comp		\$5.00
Broadcasting - Oral Communication		\$10.00
FAMILY & CONSUMER SCIENCE		
Foods I, II, III	\$25.00/course	\$25.00/course
Foods Core	N/A	\$25.00
Food Science	\$25.00	\$25.00
Fashion & Interior Design	\$10.00	\$15.00
Child Development	\$10.00	\$10.00
Family Relations	\$6.00	\$6.00
Early Childhood Services	\$10.00	\$10.00
Money Matters	\$5.00	\$5.00
Aspiring Educators & Internship	\$10.00	\$10.00
Medical Terminology (East)	\$80.00/cost of textbook (depending on vendor cost)	\$79.00/cost of book
Medical Terminology (East)	\$5.00/lab fee	\$5.00/lab fee
GLOBAL LANGUAGES		
Spanish I & II		
Spanish III & IV	\$3.00/workbook	

Spanish IB I	\$20.00/workbook	N/A
Spanish IB II	\$20.00/workbook (unless student purchased workbook as a junior, then no fee)	N/A
Spanish AP	N/A	
French I, II, III, IV		
French Pre-IB, IB I, IB		N/A
II French AP		
German I, II, III, IV		
German Pre-IB, IB I, IB II		N/A
German AP	N/A	
MUSIC		
School Instrument Rental	\$30.00/year	\$30.00/year
Band	\$35.00/year	\$35.00/year
Orchestra	\$10.00/year	\$10.00/year
MATH		
Pre-Algebra	N/A	\$3.00/course
Algebra I, 1a, 1b, II, 2 IB	\$3.00/course	\$3.00/course
Intermediate Algebra	\$3.00/course	N/A
Algebra III	N/A	\$3.00/course
Geometry (Regular & Extended)	\$3.00/course	\$3.00/course
PSYCHOLOGY		
Psychology		
AP Psychology	N/A	
PHYSICAL EDUCATION		
Lifetime Activities	\$15.00	N/A
Bowling/Golf	N/A	\$45.00/course
Young Adult Medicine	\$5.00	\$5.00

Health	\$3.00	\$3.00
P.E. Lock		\$7.50/lock
SCIENCE		
All Science Courses Lab Fee	\$5.00/course	\$5.00/semester
Semester Classes	\$3.00/semester	See Agriculture
Medical Terminology (West)	\$80.00/cost of textbook (depending on vendor cost)	\$79.00/cost of textbook
Medical Terminology Lab Fee (West)	\$5.00/lab fee	\$5.00/lab fee
TECHNOLOGY & ENGINEERING EDUCATION		
Auto Awareness		
Buildings Trades I		
Building Trades II		
Intro to CAD		
PLTW-Intro to Engineering Design (IED)		
PLTW-Principles of Engineering (POE)		
Graphic Communications I		
Graphic Communications II		
Graphic Communications III		
Occupational Mechanics I		
Occupations Mechanics II		
Advanced Manufacturing		
Metals Materials & Processes		
Woods I		
Woods II		
Intro to Power Mechanics		
Metals II		
PLTW-Engineering Design & Development (EDD)		
Intro to Welding		
PLTW-Civil Engineering & Architecture (CEA)		
PLTW-Computer Integrated Manufacturing (CIM)		

Exploring Technology, Transportation, and Trades		
STUDENT PARKING	\$20.00/semester	\$20.00/semester
2024-2025 ENRICH EXCEL ACHIEVE ACADEMY (EEA)		
Student Parking - \$20/semester		
2024-2025 WAUSAU AREA VIRTUAL EDUCATION (WAVE)		
K-5 Social Outings - \$1-\$15 depending on the event and supplies needed		
2024-2025 Middle School Student Fees (Policy 6152)		
	HORACE MANN	JOHN MUIR
SCHOOL ACTIVITY FEE	\$25.00/year	\$25.00/year
The school activity fee is used to fund the following items: Physical Education, Student Council, Activity Account, District Activities		
ACTIVITY USER FEE		
Outdoor Club	N/A	\$10.00/year
Intramural Sports	\$10.00/activity	\$10.00/activity
WIAA Athletic User Fee	\$30.00/sport	\$30.00/sport
MUSIC		
School Instrument Rental Fee	\$30.00/year	\$30.00/year
G2M Out of School Learning		
Enrichment Programs	\$10.00/student or \$25.00/family	\$10.00/student or \$25.00/family
2024-2025 Elementary Student Fees		

MUSIC	
Recorder - Grade 3	\$10.00
G2M Out of School Learning	
Enrichment Programs	\$10.00/student or \$25.00/family
2024-2025 4K & Early Childhood Student Fees	
Snack & Activity Fee	\$45.00/year