

**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

Patrick McKee, President
Karen Vandenberg, Clerk

A Education/Operations Committee Meeting of the BOARD OF EDUCATION will be held in the **Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403 at 5:30 PM or immediately following the previous meeting on Monday, October 25, 2021.**

I. Call to Order	
II. Approve the Minutes	2
III. Public and Student Comment	
IV. 2021-22 Student Demographic Report	4
V. Milwaukee Public School Resolution (Possible Action)	17
VI. Legal Expense Summary for 1st Quarter of 2021-22	19
VII. Review Community Survey Data with Donovan Group	20
VIII. Community Engagement Presentation	39
IX. Adjourn	

NOTICE POSTED: Thursday, October 21, 2021, at 2:45 pm

By: _____

NOTICE SENT TO:

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

Minutes of REGULAR MEETING

The Board of Education Wausau School District

DRAFT

A Education/Operations Committee Meeting of the Board of Education of the Wausau School District was held Monday, September 27, 2021, beginning at 5:00 PM in the John Muir Middle School Auditorium, 1400 West Stewart Ave., Wausau , WI 54401.

Present: James Bouche; Jon Creisher; Ka Lo; Pat McKee; Cody Nikolai; Jane Rusch; Lance Trollop; Karen Vandenberg; and Lee Webster.

I. Call to Order

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

II. Approve the Minutes

Lance Trollop moved to approve the minutes of August 23, 2021, seconded by Cody Nikolai. The motion carried 9-0.

III. Public and Student Comment

The following individuals made public comment: Odessa Ane, Karena Thunderbird, Alton Smart, Bruce Grau, Jaxon seeger, Dylan Prescott, Barbara Munson, Tricia Zunker, Penny Smart, LaTanya Campbell, Biskakne Greg Johnson, Phyllis Smoke, and Alexandria Sulainis.

IV. Community Engagement

Diana White shared information about the upcoming Community Engagement opportunities.

V. Policy 0167.3 - Public Comment at Board Meetings (**Possible Action**)

Ka Lo moved to require the language of a potential Open Meetings violation and the legal opinion from the attorney at the next Regular Board meeting, seconded by Jane Rusch. The motion carried 9-0 via a roll call vote.

Jim Bouché: Yes

Jon Creisher: Yes

Ka Lo: Yes

Cody Nikolai: Yes

Jane Rusch: Yes

Lance Trollop: Yes

Karen Vandenberg: Yes

Lee Webster: Yes

Pat McKee: Yes

VI. Adjourn

Jon Creisher moved to adjourn, seconded by Cody Nikolai. The motion carried at 6:03 pm.

Respectfully Submitted,

Karen Vandenberg,
Board Clerk

KV:cp



STUDENT DEMOGRAPHICS

2021-2022

TABLE OF CONTENTS

<u>TOPICS</u>	<u>PAGE(S)</u>
Executive Summary	3
District Sites	4-5
Third Friday Count	6
K-12 Enrollments	7
District Ethnic Enrollments	8
Free and Reduced Meals	9
Analysis of Transfer Students	10
Open Enrollments	11
Student Movement Trends	12
Home-Based Education	13

TO: Board of Education
Dr. Keith Hilts Superintendent of Schools
FROM: Jon Euting, Director of Technology and Media Services
DATE: October 25, 2021
RE: 2021-2022 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 increased this year by 222 students for a total District enrollment of 7,991.
- ❑ Analysis of available data reveals 597 students moved into the Wausau School District while 326 students moved out of the District. This is a significant shift from last year when 338 students moved into the Wausau School District and 572 students moved out of the District.
- ❑ The overall number of students leaving the Wausau School District through Open Enrollment decreased by 121, for a total of 499 students. Of the 499 students Open Enrolling out, 138 are new applicants this year. The overall number of students entering the Wausau School District through Open Enrollment increased by 14 for a total of 295. Of the 295 students Open Enrolling in, 121 students are new applicants.
- ❑ Kindergarten enrollment continues to attract approximately 88% of available 5-year old students in the Wausau School District area.
- ❑ The Wausau School District continues to support a diverse student body with 36% of students representing a race other than white. Additionally, approximately 10% of students are English Learners and receive support.
- ❑ As of the 2021 Third Friday Count, 183 students are listed at Home Based Education which is a decrease of 2 students.
- ❑ The District Free/Reduced lunch overall average is 54% compared to 53% for 2020-2021 school year.

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

Wausau School District Sites

Elementary Campuses

Franklin Elementary

Grant Elementary

Hawthorn Hills Elementary

Hewitt-Texas Elementary

Thomas Jefferson Elementary

G. D. Jones Elementary

Lincoln Elementary

Maine Elementary

John Marshall Elementary

Rib Mountain Elementary

Riverview Elementary

South Mountain Elementary

Stettin Elementary

Middle School Campuses

Horace Mann Middle School

John Muir Middle School

High School Campuses

Wausau East High School

Wausau West High School

Charter Campuses

Enrich, Excel, Achieve Learning Academy
(EEA)

Wausau Area Montessori Charter School
(Montessori)

Wausau Area Virtual Education
(WAVE)

Alternative Campuses

Prepare Empower Education
Rebuild
(PEER)

Stepping Stones Transition
Education Program 1
(STEP 1)

Stepping Stones Transition
Education Program 2
(STEP 2)

Alternative High School

Wausau School District
Pre - K - 12 Enrollment Information
Third Friday Count
September 17, 2021

	Franklin	Grant	Hawthorn Hills	Hewitt Texas	Thomas Jefferson	G.D. Jones	Lincoln	Maine	4K Outreach Sites	John Marshall	Rib Mountain	Riverview	South Mountain	Stettin	Montessori	Horace Mann	John Muir	EEA	East	West	Wave	2021 Total	3rd Friday 2020	Difference
E3	0	0	7	0	0	21	0	0	0	0	0	4	0	0	0							32	33	-1
E4	0	0	0	0	0	6	0	0	0	0	0	0	0	0	0							6	30	-24
E5	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0							2	0	2
4 Year Old Kindergarten	0	0	53	0	99	101	0	0	119	0	0	61	0	0	0							433	406	27
Kindergarten	36	36	35	14	51	47	36	47		36	31	71	39	49	15						7	550	489	61
First	34	24	32	17	44	48	29	40		35	28	68	41	64	22						14	540	506	34
Second	36	36	23	18	44	51	35	35		38	34	65	39	54	16						17	541	467	74
Third	31	22	21	17	45	47	28	35		34	44	64	35	44	12						9	488	483	5
Fourth	38	27	38	18	51	34	31	32		45	26	67	42	52	11						15	527	562	-35
Fifth	36	30	38	25	51	52	32	42		39	42	83	36	49	10						10	575	564	11
Sixth															3	217	331				23	574	556	18
Seventh																222	342	0			16	580	592	-12
Eighth																232	338	3			12	585	615	-30
Ninth																		2	236	415	17	670	628	42
Tenth																		9	239	357	15	620	577	43
Eleventh																		11	213	336	26	586	635	-49
Twelfth																		22	273	371	16	682	626	56
2021 Total	211	175	247	109	385	409	191	231	119	227	205	483	232	312	89	671	1011	47	961	1479	197	7991	7769	222
2020 Total	211	179	246	87	351	410	193	202	126	213	198	479	212	289	72	683	1018	59	930	1389	222	7769		
Difference	0	-4	1	22	34	-1	-2	29	-7	14	7	4	20	23	17	-12	-7	-12	31	90	-25	222		

2021 Preschool Enrollment	473
2020 Preschool Enrollment	469
Enrollment Difference	4

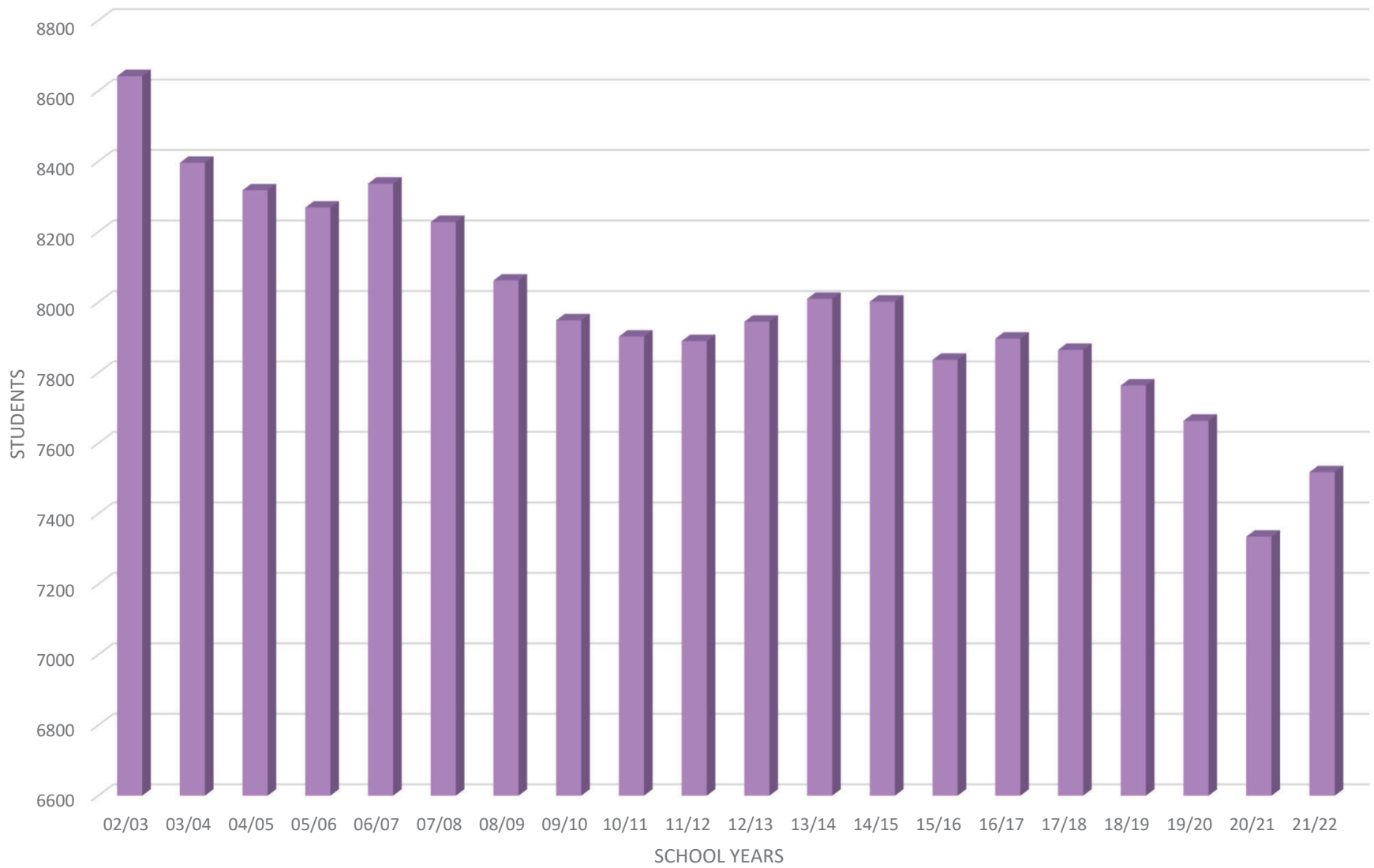
2021 Elementary Enrollment	3221
2020 Elementary Enrollment	3071
Enrollment Difference	150

2021 Middle School Enrollment	1739
2020 Middle School Enrollment	1763
Enrollment Difference	-24

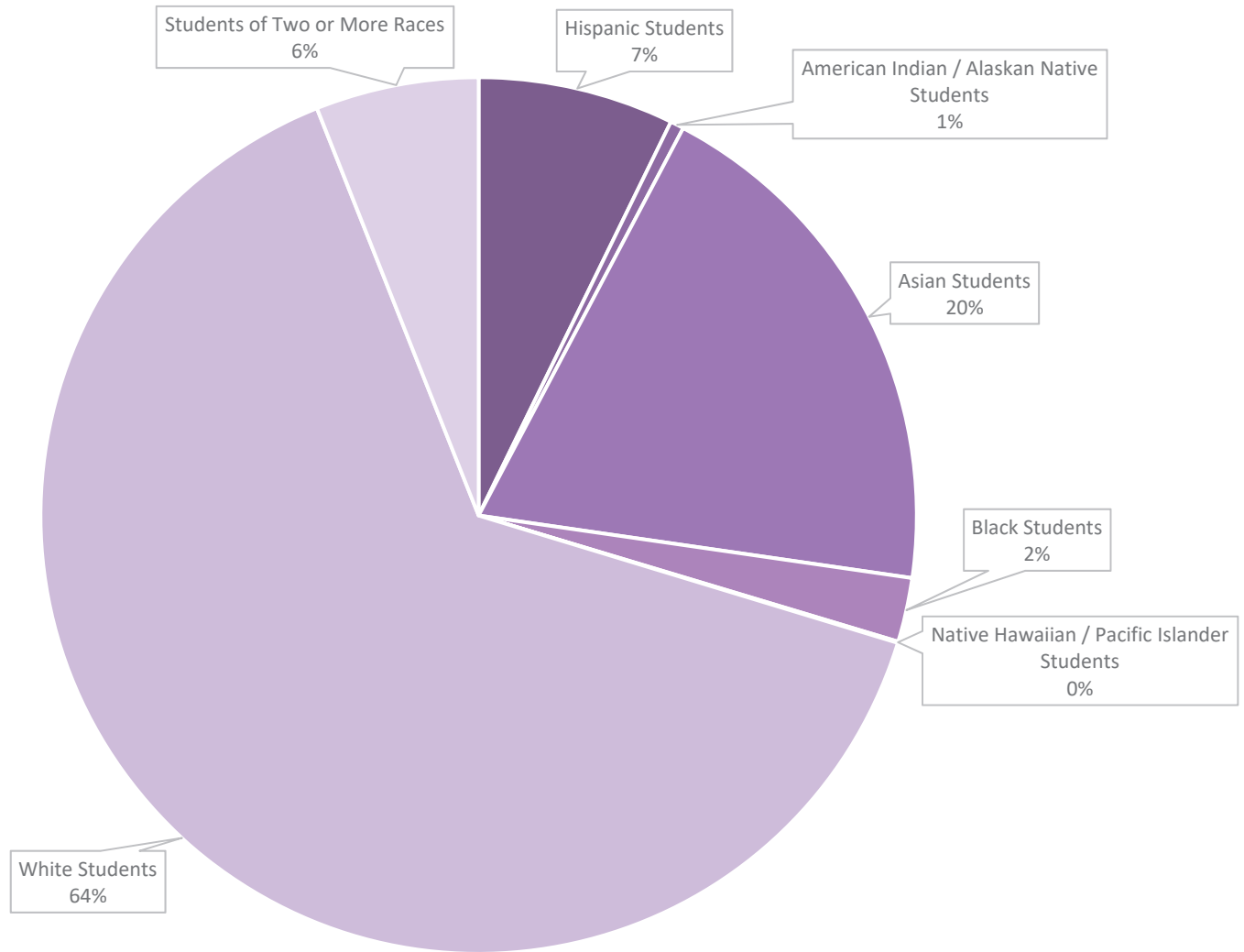
2021 High School Enrollment	2558
2020 High School Enrollment	2466
Enrollment Difference	92

2021 K-12 Enrollment	7518
2020 K-12 Enrollment	7300
Enrollment Difference	218

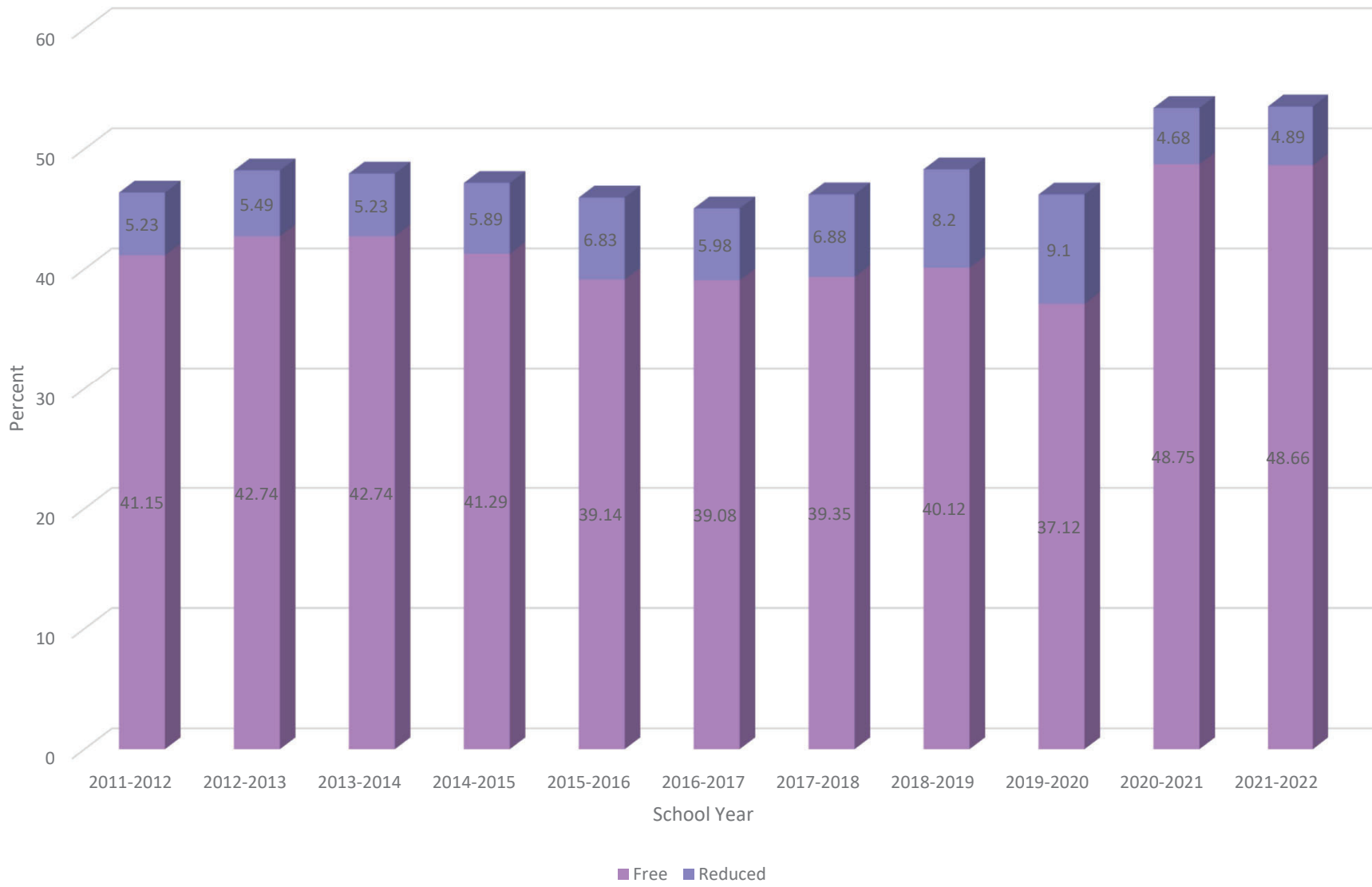
Wausau School District
K-12 Enrollments
September 17, 2021



Wausau School District
Ethnicity Percentages
September 17, 2021



Wausau School District Free and Reduced Meal Percentages September 17, 2021



Wausau School District
 Analysis of Transfer Students
 September 17, 2021

Moving INTO the District FROM:

Moving OUT OF the District TO:

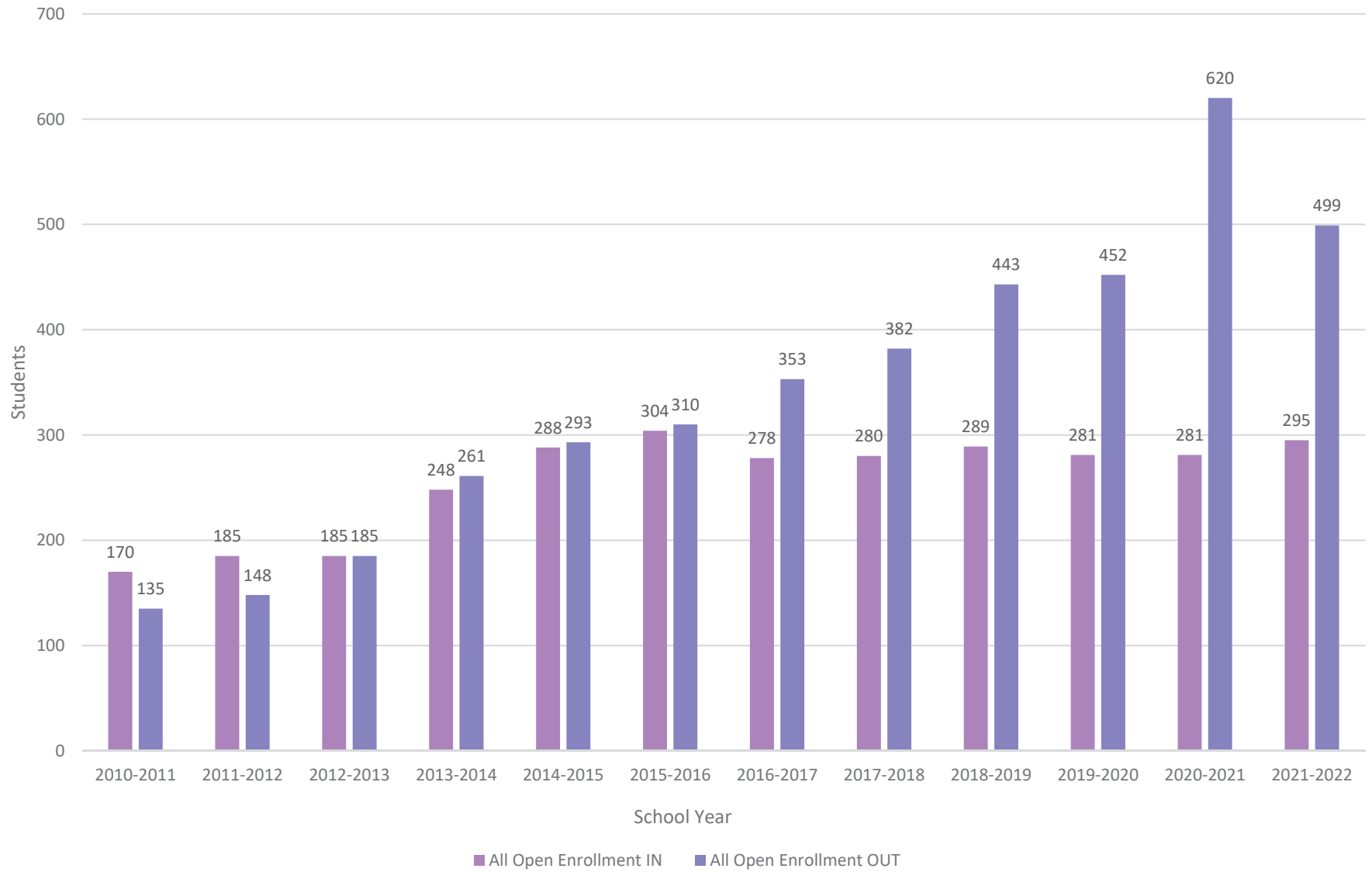
Elementary School	Middle School	High School	FROM or TO	Elementary School	Middle School	High School
40	25	37	Private School	16	4	2
83	21	9	DC Everest	58	22	12
11	6	6	Mosinee	5	3	3
11	4	10	Merrill	5	1	3
5	3	1	Marathon	5	2	4
44	20	10	Home Based Ed.	0	6	1
76	34	46	Other WI School Districts	40	30	22
41	22	32	Out of State	32	18	15
0	0	0	Unknown	2	1	14
311	135	151		163	87	76

Total	597
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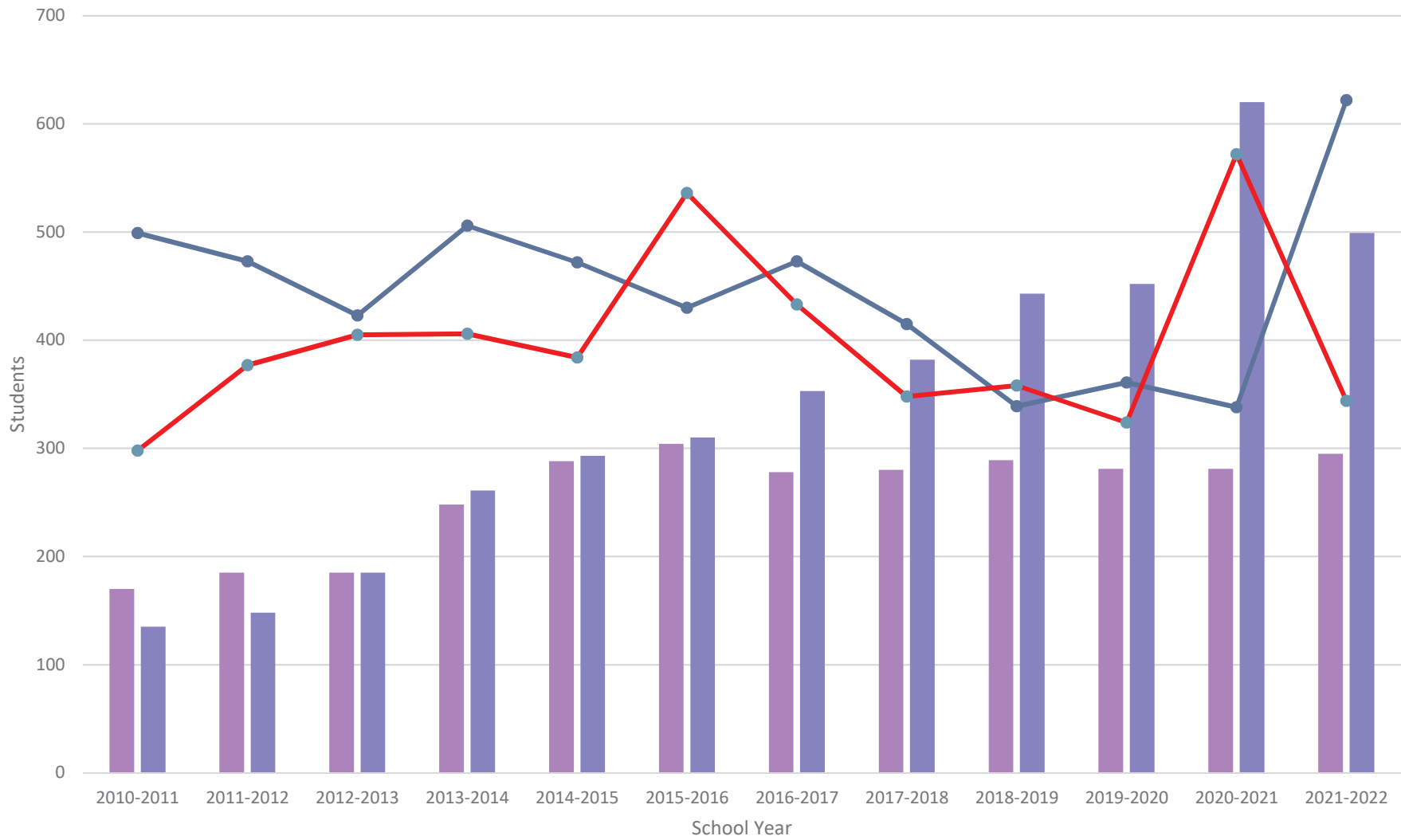
Total	326
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*Includes students who attended the Wausau School District for at least one school day.

Wausau School District
Open Enrollments
September 17, 2021

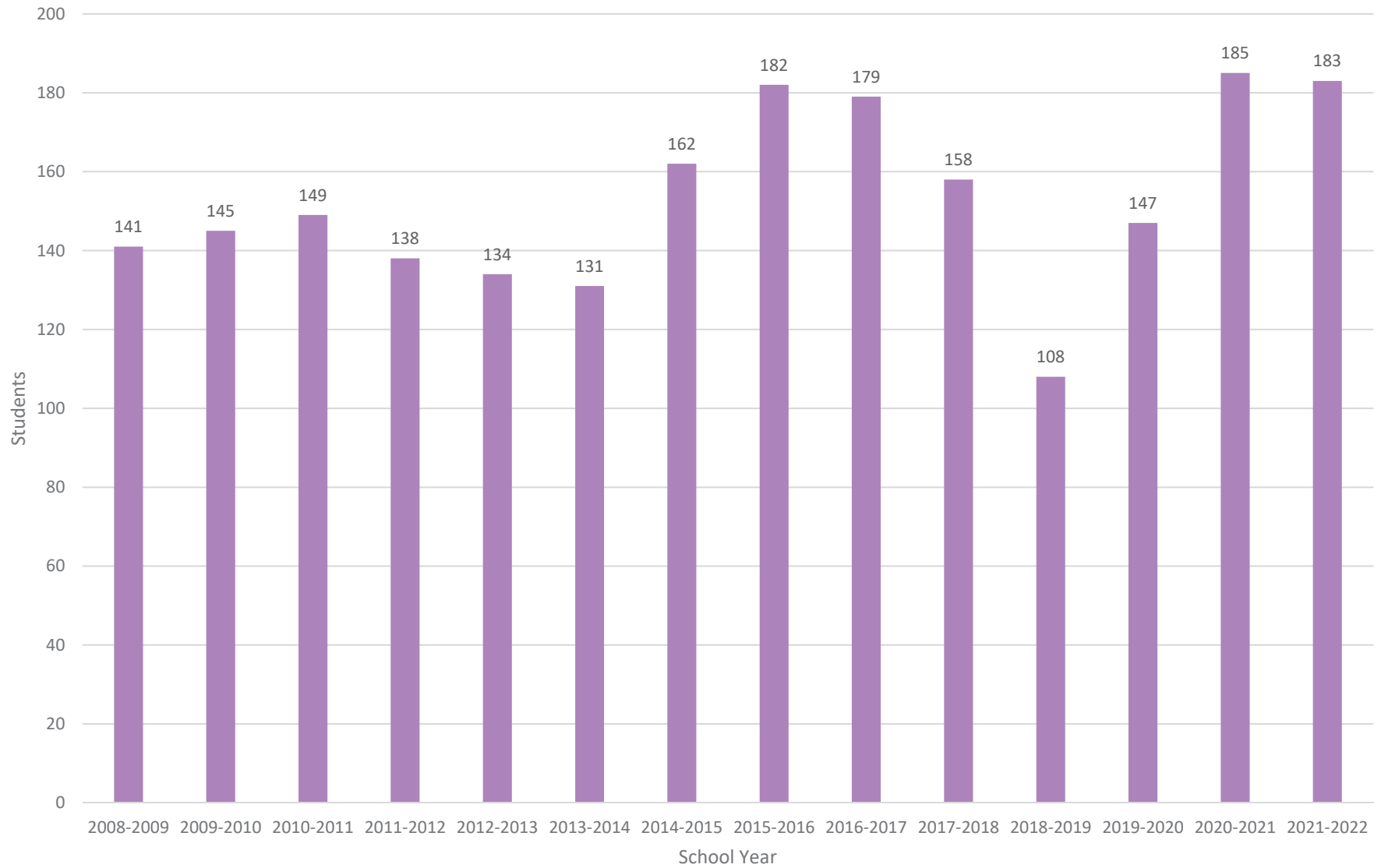


Wausau School District
 Student Movement Trends
 September 17, 2021



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

Wausau School District
Home-Based Education Students
September 17, 2021



Resolution 2122R-014

By Directors Garcia and Gokalgandhi

WHEREAS, The Milwaukee Board of School Directors is the one and only member of Region 14 of the Wisconsin Association of School Boards (WASB); and

WHEREAS, WASB has designated a process to submit 2022 resolution proposals to be considered by the WASB Policy and Resolutions Committee; and

WHEREAS, According to the WASB, 2022 Resolution Proposals process, all proposed resolutions must be officially approved at a meeting of the respective school board prior to submission; and

WHEREAS, According to the WASB 2022 Resolution Proposals process, for a resolution to be considered at the 2022 Legislative Issues Conference, it must be submitted to WASB’s Policy and Resolutions Committee by September 15, 2021 or be submitted on the floor at the Assembly; and

WHEREAS, All WASB 2022 Resolution Proposals must be in the prescribed format used below; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors approve the following Resolution Proposal for inclusion in the 2022 MPS Legislative Agenda and for submission to the WASB Delegate Assembly; and be it

FURTHER RESOLVED, That the Board direct the Office of Board Governance to send a copy to WASB’s Policy and Resolutions Committee for consideration on the floor during the Assembly.

-----PROPOSAL FOR THE 2022 DELEGATE ASSEMBLY -----

Subject: Curriculum and Professional Training on Asian Americans & Pacific Islanders

Submitted by: Marcela (Xela) Garcia and Jilly Gokalgandhi, Milwaukee Board of School Directors

Resolution: Resolved that the Wisconsin Association of School Boards encourages Wisconsin public schools to develop an educational curriculum and professional training to teach the history, culture and contributions of Asian Americans & Pacific Islanders to the economic, cultural and social development of Wisconsin and the USA.

Rationale:

“Asian Americans & Pacific Islanders (AAPI)” refers to those persons who trace their origins and ancestries back to the countries of East Asia, Southeast Asia, South Asia or the Pacific Islands. Wisconsin’s recently released 2020 Census reports that there are 5.9 million people in Wisconsin, of which the largest group of 4.7 million (80%) self-identify as white, where the largest ethnic identities are known to be Germans, Irish, Polish, Norwegian, and English, and records that the AAPI (Asian American & Pacific Islander) population of 177,900+ people (3%), where the largest groups are Hmong/Lao, Asian Indian, and Chinese, primarily live in the counties of Milwaukee, Dane, Waukesha, Marathon, Brown and Sheboygan.

Between the 2010 to the 2020 Census periods, the population of Asian Americans & Pacific Islanders in Wisconsin grew 36% from 131,061 to 177,901 (consistent with the nationwide trend of 35.5% growth) - faster than the entire state’s growth of 3.6% from 5,686,986 to 5,893,718 people. This level of growth notwithstanding, the fact is that Asian Americans & Pacific Islanders have lived and worked in Wisconsin for over 100 years, and have greatly contributed to our state’s rich history, culture, economy, and public service. Most notably:

- Southeast Asians (predominantly Hmong/Lao, Vietnamese, and Cambodian) came to Wisconsin as refugees starting in the mid-1970s having fought for the USA in the Secret War in Laos during the Vietnam War, with recent refugees coming from Burma/Myanmar ; and

- Asian Americans & Pacific Islanders have become elected leaders throughout the Midwest including – Mee Moua, Laos-born, Appleton-raised became Minnesota’s first Hmong American state senator; Kashoua Kristy Yang, Laos-born, Sheboygan-raised became the nation’s first elected Hmong American woman judge in Milwaukee County; Francesca Hong became the first AAPI and Korean American Wisconsin Assemblywoman; and

The COVID-19 Pandemic and the Delta variant have engendered the targeting of Asian Americans & Pacific Islanders in WI and the USA with Anti-Asian hate and harassment (*Stop AAPI Hate* reports that the total number of anti-Asian hate incidents from March 2020 to June 2021 is 9,081 across the USA, with 4,533 in January-June 2021 alone).

In 2021 our state legislators have taken action to recognize the contributions of AAPI in Wisconsin, including:

- Passage of joint Resolution 48 by the State Legislature, by which May 2021 was recognized as Asian Pacific Islander Desi American (APIDA) Heritage Month across Wisconsin, with bipartisan support;
- Passage of Assembly Bill 154 by both houses, which designated May 14 as Hmong-Lao Veterans Day on an annual basis, also with bipartisan support.

September 30, 2021



MEMO

TO: Operations Committee

FROM: Bob Tess, Chief Finance and Business Services Officer

DATE: October 25, 2021

RE: Legal Expenses for 1st Quarter of 2021-22

In an effort to inform the Board of all legal expenses incurred during the fiscal year, the following report captures all legal costs separated by category and law firm. This summary report represents a quarterly review for all legal expenses incurred during the first quarter of 2021-22 for which the District was billed.

7/1/21 to 9/30/21	FIRM	2021 - 2022 WSD 1st Quarter Legal Expenses										
		Student Services	HR Management and Administration	HR Personnel Issues	Contract Review	Audit Related	Tax Sheltered Annuities	Board of Education	Insurance Issues	Open Records	Misc.	TOTAL
	BOARDMAN & CLARK LLP	876										876
	BUELOW VETTER BUIKEMA		495	13,066				250				13,811
	QUARLES AND BRADY											-
	RUDER WARE											-
	WISCONSIN ASSOCIATION OF SCHOOL BOARDS											-
	VON BRIESEN & ROPER											-
	STRANG, PATTESON, RENNING, LEWIS & LACY	106						9,891				9,997
	RENNING, LEWIS & LACY											-
	STRANG LAW											-
	TOTAL	982	495	13,066	-	-	-	10,141	-	-	-	24,684

FACILITIES SURVEY REPORT

Wausau School District
OCTOBER 2021

Joe Donovan, Donovan Group



Survey Review: Limitations

Please note:

The following data points are not based on a scientific sample.

Because we used a convenience sample, it would be methodologically inappropriate to conduct regression analysis or attempt to calculate error.

Survey Review: Methodology

The survey opened on September 27, 2021

- The purpose of the survey was to gather feedback from staff, parents of school-aged children, and other community members as the Board of Education works to find a solution to the district's facility needs.
- A total of 2,543 respondents completed the survey.
- Of these, 707 were placed in a comparison group (about 28% of total respondents) made up of district residents who are not current parents of preschool or school-aged students, employees or students.

22

The survey closed on October 15, 2021.

Survey Review: Results (Question 10)

How familiar are you with the school district's facility needs and the process the Board is using to find solutions?

	All	Comparison ²³
I am very well informed of the needs and process	26.16%	23.46%
I have some familiarity with the needs and process	59.40%	66.52%
I have no knowledge of the needs and process	14.44%	10.01%

Survey Review: Results (Question 11)

I believe the district's facility needs must be addressed now.

	All	Comparison
Strongly agree	35.01%	22.89%
Agree	45.28%	41.06%
Disagree	14.99%	26.18%
Strongly disagree	4.72%	9.87%

Survey Review: Results (Question 12)

I would vote “yes” on a referendum question to address Outdated Facility Systems and Deferred Maintenance needs, as described.

25

	All	Comparison
Strongly agree	42.68%	28.90%
Agree	41.23%	42.92%
Disagree	10.35%	16.60%
Strongly disagree	5.74%	11.59%

Survey Review: Results (Question 13)

I would vote “yes” on a referendum question to address Safety and Security needs, as described.

	All	Comparison
Strongly agree	42.92%	29.04%
Agree	39.06%	40.92%
Disagree	12.51%	19.74%
Strongly disagree	5.51%	10.30%

Survey Review: Results (Question 14)

I would vote “yes” on a referendum question to address Outdated Instructional Environment needs, as described.

	All	Comparison
Strongly agree	39.61%	26.04%
Agree	37.88%	35.34%
Disagree	15.85%	26.18%
Strongly disagree	6.65%	12.45%

Survey Review: Results (Question 15)

I would vote “yes” on a referendum question to address solutions for Co-Curricular and Fine Arts Facilities needs, as described.

28

	All	Comparison
Strongly agree	32.10%	22.46%
Agree	34.70%	27.61%
Disagree	21.36%	30.90%
Strongly disagree	11.84%	19.03%

Survey Review: Results (Question 16)

I would vote “yes” on a referendum question if I felt it was the correct solution to address the district’s needs and it had no tax increase over the current year, based on the information presented above.

29

	All	Comparison
Strongly agree	42.33%	28.61%
Agree	43.08%	46.92%
Disagree	9.56%	14.02%
Strongly disagree	5.04%	10.44%

Survey Review: Results (Question 17)

I would vote “yes” on a referendum question if I felt it was the correct solution to address the district’s needs and additional facility needs and it had a tax impact of \$35 over the current taxes for every \$100,000 of equalized value based on the information presented above.

30

	All	Comparison
Strongly agree	33.01%	22.03%
Agree	35.37%	30.19%
Disagree	21.05%	29.18%
Strongly disagree	10.58%	18.60%

Survey Review: Results (Question 18)

I would vote “yes” on Option #1, a \$150 million investment question having a tax impact of \$0 increase over current year, based on the information presented above.

31

	All	Comparison
Strongly agree	41.35%	29.33%
Agree	39.58%	40.77%
Disagree	11.84%	16.45%
Strongly disagree	7.24%	13.45%

Survey Review: Results (Question 19)

I would vote “yes” on Option #2, a \$200 million investment question based on the option outlined above, having a tax impact of \$35 over current taxes for every \$100,000 of equalized value, based on the information presented above.

32

	All	Comparison
Strongly agree	30.21%	19.46%
Agree	33.60%	28.33%
Disagree	23.76%	31.19%
Strongly disagree	12.43%	21.03%

Survey Review: Results (Question 20)

It is critically important that all students have access to all high school programming.

	All	Comparison
Strongly agree	49.45%	39.06%
Agree	39.65%	44.64%
Disagree	7.55%	11.73%
Strongly disagree	3.34%	4.58%

Survey Review: Results (Question 21)

It is critically important that all students have access to all high school co-curricular programs.

	All	Comparison
Strongly agree	43.98%	33.48%
Agree	40.13%	43.92%
Disagree	11.53%	16.74%
Strongly disagree	4.37%	5.87%

Survey Review: Results (Question 22)

I would support a dual-campus model, based on the description above, to ensure all high school students have access to the same level of programming.

35

	All	Comparison
Strongly agree	29.98%	24.03%
Agree	35.25%	38.63%
Disagree	18.33%	22.32%
Strongly disagree	16.44%	15.02%

Survey Review: Results (Question 23)

I would support merging two or more elementary schools to accomplish the goals listed above.

	All	Comparison
Strongly agree	21.52%	17.59%
Agree	35.44%	39.66%
Disagree	25.54%	28.20%
Strongly disagree	17.50%	15.55%

Survey Review: Results (Question 24)

I would support merging two or more elementary schools to accomplish the goals listed above even if it impacts the school(s) where children from my family attend.

37

	All	Comparison
Strongly agree	19.25%	15.43%
Agree	34.55%	38.43%
Disagree	26.58%	28.78%
Strongly disagree	19.61%	17.36%

THANK YOU!

38

Questions?

Community Engagement Session

Wausau School District

How We Got Here...



How We Got Here...

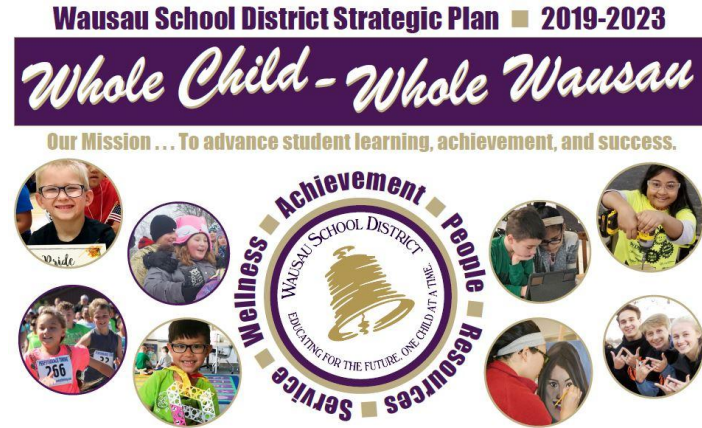
- **2018 Listening Sessions**

- Meet students' needs
- Recruit and maintain the highest quality staff members

- **2019 Whole Child-Whole Wausau Strategic Plan Approved**

- Academic Achievement
- Optimization of Resources
- Wellness
- Service
- People

- **2020 and 2021 Referendums**



**But, we still
have unmet
needs...**



Deferred Maintenance

- Inefficient and outdated heating and cooling systems
- Electrical systems not conducive to modern classroom use
- Inefficient lighting
- Inefficient single-pane windows
- Worn-out floor coverings and ceilings
- Aging roofs
- Pavement that needs replacement



43

We do have a maintenance budget to cover some of these costs, but under the Wisconsin school finance system, most districts are not able to set aside enough money to cover big-ticket items like those listed.

Safety & Security

- While our schools are safe, we want to enhance security and make our entrances more welcoming. We also want to address:
 - Fire alarms
 - Mass notification systems
 - Video surveillance
 - Traffic issues



Outdated Co-Curricular & Fine Arts Facilities

- Programs have limited access to practice and performance spaces
 - Increased participation in co-curricular activities
 - Wear and tear
 - Some inadequate facilities



**Looking
Forward
Together...**



Possible Solutions...

- Questions:
 - \$150 million investment with a \$0 tax impact over current year
 - \$200 million investment with a \$35 tax impact over current year for every \$100,000 of equalized value
- Possible restructuring of the District
 - Dual campus high school
 - Merging 2 or more elementary schools

47



QUESTIONS?



2021 Community Engagement Session Format



- **Introductions**
 - Session will be facilitated by Yengyee Lor , strategic coach and consultant
- **Presentation by Dr. Keith Hilts**
- **Question and Answer Session**
- **Group Engagement**
 - **Facilitator will ask 3 questions:**
 - *Now that you have learned about the District's facility challenges, what do you think? What is your gut reaction to what we have covered so far?*
 - *Now, let's get a bit more specific. As the Board continues its work in the way indicated tonight, what do you want the board to keep in mind? What do you think is important for the board to consider?*
 - *One last question: School board members have made it clear that they are interested in your thoughts and feedback. What additional information would you like to provide them? What have we missed?*
- **Discussion within groups/reporting out**
- **Closing**