

**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 meeting of the **AUDIT OF THE BILLS COMMITTEE** will be held in the **Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403 at 6:30 PM on Monday, April 25, 2022.**

I. Call to Order	
II. Approve the Minutes	2
III. Public and Student Comment	
IV. Legal Expense Summary for 3rd Quarter	4
V. 2022-23 Budget Reconciliation Plan (Action Requested)	5
VI. 2022-23 Teacher Contract Approvals (Action Requested)	
VII. Share "Next Steps" in Response to WIPPS College & Career Study	16
VIII. Formation of Board Sub-Committees to Review Elementary and Secondary School Structures (Action Requested)	22
IX. Middle School Math Update	29
X. Adjourn	

NOTICE IS HEREBY GIVEN THAT SCHOOL BOARD MEMBERS WHO ARE NOT MEMBERS OF THE AUDIT OF THE BILLS COMMITTEE MAY ATTEND THIS COMMITTEE MEETING AS TO CONSTITUTE A QUORUM OF THE BOARD OF EDUCATION. ANY SUCH BOARD MEMBER ATTENDANCE WILL BE FOR INFORMATION GATHERING, DISCUSSION, AND/OR RELATED PURPOSES AND WILL NOT RESULT IN DIRECT DECISION MAKING BY THE BOARD OF EDUCATION AT THE COMMITTEE MEETING.

Action Item*

NOTICE POSTED: Friday, April 22, 2022, at 12:00 pm

By: _____

NOTICE SENT TO:

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Minutes of REGULAR MEETING

The Board of Education Wausau School District

DRAFT

A Education/Operations Committee Meeting of the Board of Education of the Wausau School District was held Monday, March 28, 2022, beginning at 5:00 PM in the Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403.

Present: James Bouche; Jon Creisher; Pat McKee; Cody Nikolai (via web-ex); Jane Rusch; Lance Trollop; Karen Vandenberg; and Lee Webster.

Absent: Ka Lo;

I. Call to Order

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

II. Approve the Minutes

Karen Vandenberg moved to approve the minutes of February 28, 2022, seconded by Lance Trollop. The motion carried 8-0.

III. Public and Student Comment

There was none.

IV. "Life After High School" Study Presentation

Dr. Sharon Belton of WIPPS, shared the findings from their recent study regarding college and career readiness. This item will be brought back to the April Education/Operations Committee meeting for further review.

V. Wisconsin School Nutrition Purchasing Cooperative Agreement (**Action Requested**)

Jane Rusch moved to recommend to the full Board of Education to continue membership in the Wisconsin School Nutrition Purchasing Cooperative (WiSNP Co-Op Food Buying Group) by passing the presented resolution and agreeing to the 2022-23, 66.0301 cooperative agreement, seconded by Lance Trollop. The motion carried 8-0.

VI. 3-5 ELA Resource Adoption (**Action Requested**)

Jim Bouche moved to approve the adoption of new 3-5 English Language Arts curricular resources as presented, seconded by Jane Rusch. The motion failed 4-4. It will be brought back to the April Regular meeting for further review.

VII. WASB Online Learning Platform (**Possible Action**)

Lee Webster moved to recommend to the full Board the expenditure of \$995 for access to the WASB Online Learning Platform, seconded by Jane Rusch. The motion carried 7-0-1, with Jim Bouche abstaining.

VIII. Adjourn

Karen Vandenberg moved to adjourn, seconded by Lance Trollop. The motion carried at 7:09 pm.

Respectfully Submitted,

Karen Vandenberg,
Board Clerk

KV:cp



MEMO

TO: Operations Committee

FROM: Bob Tess, Chief Finance and Business Services Officer

DATE: April 25, 2022

RE: Legal Expenses for 3rd 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 third quarter of 2021-22 for which the District was billed.

		2021 - 2022 WSD 3rd 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
1/1/22 to 3/31/22	FIRM											
	BOARDMAN & CLARK LLP	413										413
	BUELOW VETTER BUIKEMA			1,654	375							2,029
	QUARLES AND BRADY											-
	RUDER WARE											-
	WISCONSIN ASSOCIATION OF SCHOOL BOARDS											-
	VON BRIESEN & ROPER											-
	STRANG, PATTESON, RENNING, LEWIS & LACY											-
	RENNING, LEWIS & LACY	636										636
	STRANG LAW											-
TOTAL	1,049	-	1,654	375	-	-	-	-	-	-	3,078	
		2021 - 2022 Year to Date 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
7/1/21 to 3/31/22	FIRM											
	BOARDMAN & CLARK LLP	1,289	-	-	-	-	-	-	-	-	-	1,289
	BUELOW VETTER BUIKEMA	-	1,447	19,082	795	-	-	250	-	1,713	-	23,287
	QUARLES AND BRADY	-	-	-	-	-	-	-	-	-	-	-
	RUDER WARE	-	-	-	-	-	-	-	-	-	-	-
	WISCONSIN ASSOCIATION OF SCHOOL BOARDS	-	-	-	-	-	-	-	-	-	-	-
	VON BRIESEN & ROPER	-	-	-	-	-	-	-	-	-	-	-
	STRANG, PATTESON, RENNING, LEWIS & LACY	106	-	-	-	-	-	11,949	-	-	-	12,055
	RENNING, LEWIS & LACY	1,961	-	-	-	-	-	-	-	-	-	1,961
	STRANG LAW	-	-	-	-	-	-	2,308	-	-	-	2,308
TOTAL	3,356	1,447	19,082	795	-	-	14,507	-	1,713	-	40,900	

2022-2023 District Budget Reconciliation Plan

Education/Operations Committee of the Whole
April 25, 2022



Our Mission ... To advance student learning, achievement, and success.

Goals for the 2022-23 budget cycle



- Being Proactive: Making a significant strategic investment in our current and prospective workforce.
- Beginning with the End in Mind and Putting First Things First: Strategically reducing non-personnel spending.

Challenges during the 2022-23 budget cycle



- Current State biennial budget includes a zero dollar per student revenue limit increase as well as a zero dollar per student categorical aid increase. Since 2011-12 this has only occurred during one other biennial budget.
- We are in the midst of a nation-wide labor shortage that makes attracting and retaining a high quality workforce of leaders that much more important.
- The rate of inflation is higher than it has been in more than a generation. The March 2022 rate is 8.54% and has been recently trending upward.
- One-time ESSER III funding is available during the upcoming budget cycle for certain operational expenses. It will be difficult to balance the Federal expectation that these funds be used strictly for pandemic recovery and preparedness, with the State expectation that we use these funds to mitigate the damage of a weak biennial State budget.
- ESSER funding runs out following the 2023-24 budget and careful planning must include a combination of eliminating expenses funded with ESSER funds and determining alternative funding sources.

Opportunities during the 2022-23 budget cycle



- Significant ESSER funding has yet to be committed.
- The recent success of a pair of referendum questions over the last two years offers some opportunity inside the general fund budget.
 - 2021 question allowing for an additional \$4MM in revenue limit capacity
 - 2022 question allowing for borrowing \$119.8MM for facility improvements
- Health insurance premiums are projected to remain flat for the 9th time in the last 10 years.
- The difficult labor market has led to some unfilled positions and budget savings during 2021-22 with some temporary budget relief also expected for 2022-23.
- A strong fund balance will help us achieve low interest rates during our upcoming debt issues while offering a level of comfort in considering a deficit budget for 2022-23.



Current Version of Reconciliation Plan Leverages Opportunity While Addressing Challenges and Focus on Priorities

- Staffing plan is initially established and includes some additional staff in high need areas with some re-allocation to address immediate needs.
- Additional referendum revenue limit authority by way of the 2021 operational referendum continues to be allocated to pupil services staff, safety and security operational expenses, short term asset replacement, and budget support for areas underfunded over the past several years.
- An eye on immediate resource allocation funding our highest priorities with a long term strategic lens.
- Salary/wage increases of at least 4.50% for all employment groups.



Highlights of the employee compensation portion of the reconciliation plan

- **Nutritional Services group** increase of **6.23%** that includes all employees receiving a \$0.95/hr. wage increase or 4.5%, whichever is greater.
- **Administrative and Educational Support** increase of **5.78%** that includes all employees receiving a \$0.95/hr. wage increase or 4.5%, whichever is greater.
- **Maintenance and Custodial** group increase of **4.82%** that includes all employees receiving a \$0.95/hr. wage increase or 4.5%, whichever is greater.
- **Teacher group** salary increases of **4.70%** that includes an increase to the single lane salary matrix of 2.51% per cell.
- **Municipal group** increase of **4.57%** that includes all employees receiving a \$0.95/hr. wage increase or 4.50%, whichever is greater.
- **Administration group** increase of **4.50%**.

Highlights of the employee compensation portion of the reconciliation plan



Summary of wage/salary increases for all employee groups

<u>Group</u>	<u>Total % inc.</u>	<u>Variable cost beyond 4.7%</u>
Nutritional Services	6.23%	16,209
Admin. Educ. Support	5.78%	66,852
Maintenance, Custodial	4.82%	4,587
Teachers	4.70%	-
Municipal	4.57%	(2,840)
Administration	4.50%	(9,856)
Total cost of variable plan beyond aggregate 4.7%		74,950

Goals for the 2022-23 budget cycle



- Being Proactive: Making a significant strategic investment in our current and prospective workforce.

Increase all wages/salaries from 2.3% that was initially assumed in the projection model to 4.7% for each employee group (exceptions for non-teacher groups in the next item)

Variable pay increase plan offering all non-teachers a .95/hr increase or 4.5% whichever is greater

- Beginning with the End in Mind and Putting First Things First: Strategically reducing non-personnel spending.

Reduce non-personnel budgets by 7%

Budget Reconciliation Plan



Type	Brief Description	Request/Reduction Amount	Running Net Total of Requests/Reductions	Running Commentary
Assumption modification	Increase all wages/salaries from 2.3%, that was initially assumed in the projection model, to 4.7% for each employee group (exceptions for non-teacher groups in the next item)	1,520,000	1,520,000	Must reduce additional 3,175,000
Assumption modification	Variable pay increase plan offering all non-certified staff a .95/hr increase or 4.5% whichever is greater	75,000	1,595,000	Must reduce additional 3,250,000
Assumption modification	Modify 20 retiree assumption down to 14	133,800	1,728,800	Must reduce additional 3,383,800
Assumption modification	Further leverage ESSER funding for operational budget relief by temporarily funding certain personnel costs	-1,000,000	728,800	Must reduce additional 2,383,800
Expense reduction	Reduce non-personnel budgets by 7%	-910,000	-181,200	Must reduce additional 1,473,800
Expense reduction	Reduce staffing where enrollments are lower	-100,000	-281,200	Must reduce additional 1,373,800
Assumption modification	Agressively anticipate unfilled positions	-200,000	-481,200	Must reduce additional 1,173,800
Expense reduction	Reduce various insurance premiums (not employee offered benefits)	-23,300	-504,500	Must reduce additional 1,150,500
Assumption modification	Adjust assumptions to reflect the reduced expense by way of Q1 B&G, Tech, and capital items decreasing by \$450,000 offset by Q1 personnel costs increasing by \$135,500.	-314,500	-819,000	Must reduce additional 836,000
			-819,000	Must reduce additional 836,000

Recommended Motion



- To recommend to the full Board the 2022-2023 budget reconciliation plan as presented.

**Wausau School District
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www.wausauschools.org

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Our Mission ... To advance student learning, achievement, and success.

Academic & Career Planning in Wausau School District

How Are We Doing? How Can We Improve?



"If we create a culture where every [educator] believes they need to improve, not because they are not good enough, but because they can be even better, there is no limit to what we can achieve." ~Dylan William

Our Team

WSD Educators

- Principals
- Associate Principals
- School Counselors
- Teachers
- Specialists
- Coordinators

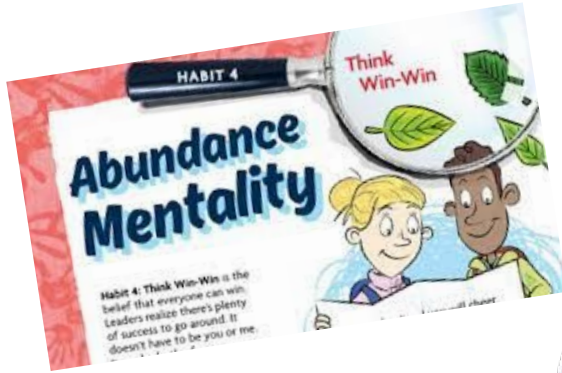


Community Partners

- Business & Industry
- Chamber of Commerce
- Nonprofit Organizations
- Service Organizations
- Hmong American Center
- Post-Secondary Schools

"If we create a culture where every [educator] believes they need to improve, not because they are not good enough, but because they can be even better, there is no limit to what we can achieve." ~Dylan William

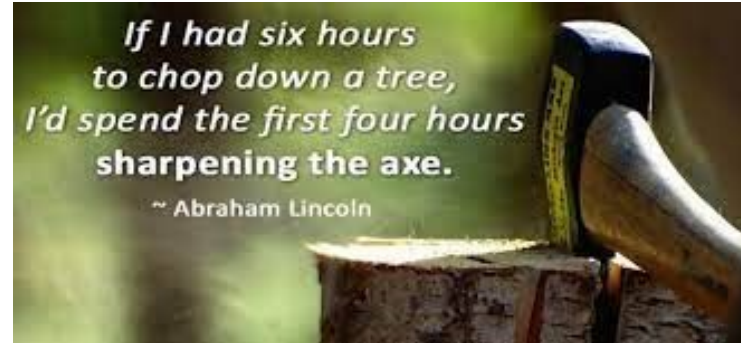
Our Opportunities



"If we create a culture where every [educator] believes they need to improve, not because they are not good enough, but because they can be even better, there is no limit to what we can achieve." ~Dylan Wiliam

Our Actions

- Share Information at School Events
- Publish Grade Level Checklists
- Offer Multiple, In-Person Events
- Develop Guest Speaker Directory
- Improve Use of Xello
- Increase Professional Learning
- Update Curriculum
- Expand Dual Credit
- Seek & Respond to Feedback



"If we create a culture where every [educator] believes they need to improve, not because they are not good enough, but because they can be even better, there is no limit to what we can achieve." ~Dylan William

Questions?

Wausau School District Strategic Plan ■ 2019-2023

Whole Child - Whole Wausau

Our Mission ... To advance student learning, achievement, and success.



Know • Explore • Plan • Go!



School Board Sub-Committees

Community Conversations Around **Possible** Restructuring



Our Mission ... To advance student learning, achievement, and success.

Possible District Restructuring Conversations

- Strong opinions
- Decisions need to be made
- The conversations need to be thorough, transparent, and based in facts
- True dialogue has been hindered by the pandemic

Proposed Process

- Create two concurrently operating school board subcommittees:
 - K-5 Committee
 - 9-12 Committee
- Led by the Directors of Secondary and Elementary Education
- School Board representatives on both committees
- Limited membership ~ 15
- Professional facilitator
- While actual membership is small, broad input will be sought from all stakeholders:
 - Surveys
 - Listening sessions
 - Focus groups
- Possible solutions by the Fall of 2022

Transparency

- School board subcommittee meetings are subject to the same open meetings laws as other school board meetings.
 - Post meetings for public attendance
 - Closed sessions can be used for statutory reasons
- Committee updates after each meeting
- Minutes will be kept
- Supporting documents will be shared

Outline of Committee Work

- Committee members need to be fully educated about issues driving the conversations:
 - Staffing
 - Programming
 - Financials
 - Demographics
 - Other
- All necessary information requested by the committees will be developed or collected through regular communication processes.
- Once the committee has the required information, they will generate and evaluate possible solutions.
- The committees will report directly to the school board.
- Recommendations brought for school board consideration Fall of 2022.

Motion: Approve the creation of two school board subcommittees to explore solutions for various concerns related to staffing, programming, and financial issues at our elementary and high schools.

Questions?

WSD Mathematics Pathways

Jennifer Rauscher, Director of Secondary Education
Mark Schommer, MTSS/Math Specialist

April 2022



Our Mission ... To advance student learning, achievement, and success.

Put First Things First

Learning, Achievement, and Success

- Students experience what they need, when they need it in order to keep learning and growing
- Students and families are able to make informed decisions
- Schools and families collaborate to understand and meet students' needs
- Students graduate college, career, and life ready



Begin with the End in Mind

Mathematics

- Every student leaves middle school ready for Algebra I or beyond
- Every student successfully completes Algebra II before graduating
- Every student enrolls in a relevant math course during senior year



Synergy

Mathematics Sequencing Team

Who & How

- 23 Staff: Math Teachers and Department Leaders, Special Education Teachers, Gifted and Talented Specialist, Administrators
- 4 Meetings 1st Semester (1.5 hours each)
- Additional Department/PLC Meetings



Think Win-Win

Mathematics Sequencing Team

2021-2022 Accomplishments

- Reviewed Goals, Analyzed Student Data
- Engaged in Professional Learning
- Unanimous decision to Revise Offerings



Habit 4

Think Win Win

- ▶ Habit 4 - think win-win is about always looking for ways to cooperate with others so that everyone benefits. This means changing a common view that someone always has to win. You have to **balance courage in what you believe in with consideration for others.**

Think Win-Win: Mathematics Offerings

	Current	2022-23	2023-24+
6th Grade	Basic Math 6 Math 6	Math 6	To Be Determined by Math Course Sequencing Team
7th Grade	Basic Math 7 Math 7 Enriched Math 7* Pre-Algebra**	Math 7 Pre-Algebra***	
8th Grade	Basic Math 8 Math 8 Enriched Math 8* Algebra 1	Math 8 Algebra 1	

*John Muir Only

**In-person and WAVE options

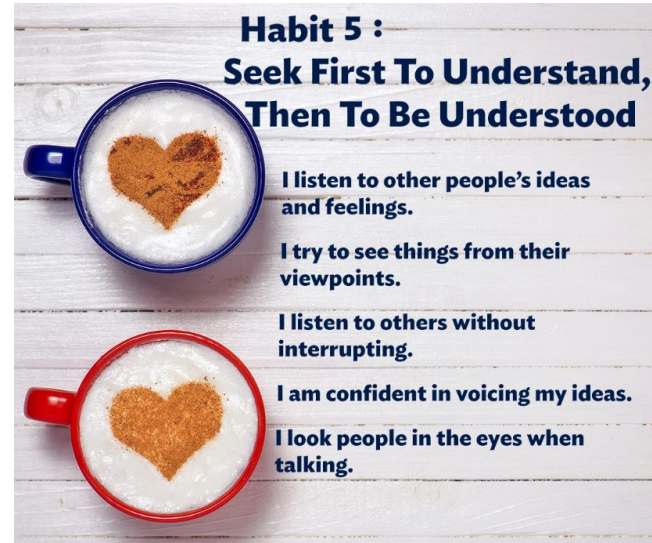
***WAVE with support during the school day



Seek First to Understand

Common Questions

- It looks like fewer options. How will my student get what he/she needs?
- Who will support my student?
- What resources are available?
- How will teachers be supported?
- How will we know if it's working?



Sharpen the Saw

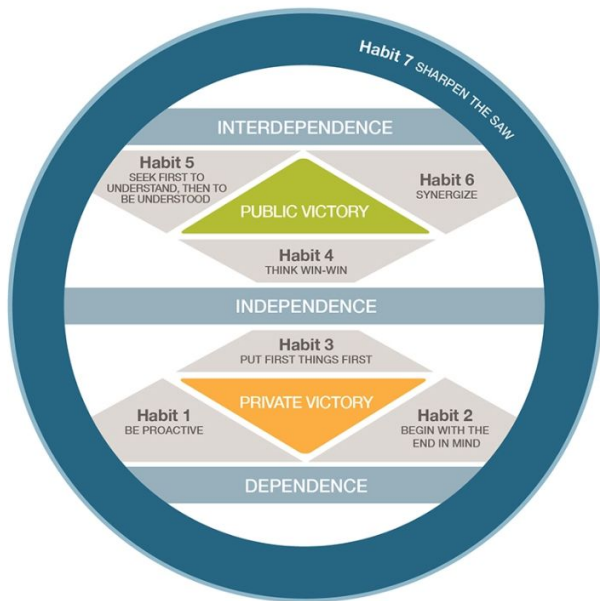
Mathematics Sequencing Team

2022-2023

- Continue Team Process with Middle School Offerings
- Expand Team Process to High School Offerings
- Continue Professional Learning
- Continue Data Gathering & Analysis



Questions?



WISCONSIN VISION FOR MATHEMATICS

Mathematics is a human activity of experiencing, interacting with, and relating to the world.



Every student is a knower and doer of mathematics.



Wondering, reasoning, and understanding are at the heart of mathematics.



Developing positive dispositions towards mathematics cultivates self-efficacy and lifelong interactions with mathematics.



Mathematics provides a lens for reflecting upon and appreciating the beauty in everyday practices in families, communities, and the world.



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