

**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 **Wausau West High School Auditorium, 1200 West Wausau Ave., Wausau, WI 54401 at 5:00 PM** on **Monday, January 23, 2023.**

I. CALL TO ORDER

II. PUBLIC AND STUDENT COMMENT

III. RESTRUCTURING THE WAUSAU SCHOOL DISTRICT (**Possible Action**)

2

IV. 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, January 20, 2023, at 3:30 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

# A New Direction

## A Restructure of the Wausau School District

Improving the experiences for students, their families, and our staff together.

A scenic landscape featuring a paved road that curves through a green field towards a bright sunset. The sun is low on the horizon, creating a lens flare effect. The sky is filled with soft, wispy clouds. In the background, there are dense green trees and a distant mountain range under a clear blue sky.

"...Change is painful. But nothing is  
as painful as staying stuck  
somewhere you don't belong."

-Mindy Hale



Improving the experiences for students, their families, and our staff together.

# Tonight's Agenda



1. Introduction
2. The Problem
3. The Opportunity
4. The Formal Proposal
5. Open Enrollment
6. Project Scope
7. Project Timeline
8. Project Milestones
9. Estimated Budget
10. Risks
11. Success Criteria
12. Project Financials

Improving the experiences for students, their families, and our staff together.

The Wausau School District wants to be



school district for Central Wisconsin!

A reputation we will earn for the right reasons,  
supporting our students and our community.

Improving the experiences for students, their families, and our staff together.

# What Does it Mean to be the PREMIERE School District?

- ★ Students receive the absolute best education available
- ★ Students have the most diverse, challenging, and supportive experiences anywhere in the region and state
- ★ We are the employer of choice for teachers, staff, and education leaders
- ★ We have the highest-quality facilities, programs, and equipment for students and staff
- ★ We offer personalized support for families

Improving the experiences for students, their families, and our staff together.

# Changing Direction

## A Restructure of the Wausau School District

Improving the experiences for students, their families, and our staff together.

# Changing Direction



In order to be the PREMIERE school district in Central Wisconsin, the Wausau School District must expand programming, improve service to families, and be an employer of choice in Wisconsin. These changes require resource investment. State funding, coupled with declining enrollment, has put our District in a tough situation.

Improving the experiences for students, their families, and our staff together.

# Our Why



**A desire to improve service to students, families, and staff through more efficient use of resources.**

*We are concerned about differences in staff, student, and family experiences based on the school one attends or works in the district. That's characterized by changing enrollment trends and future projections within geographic areas; student achievement, programs and course offerings; co-curricular offerings; staffing challenges; scheduling models; physical space and facilities.*





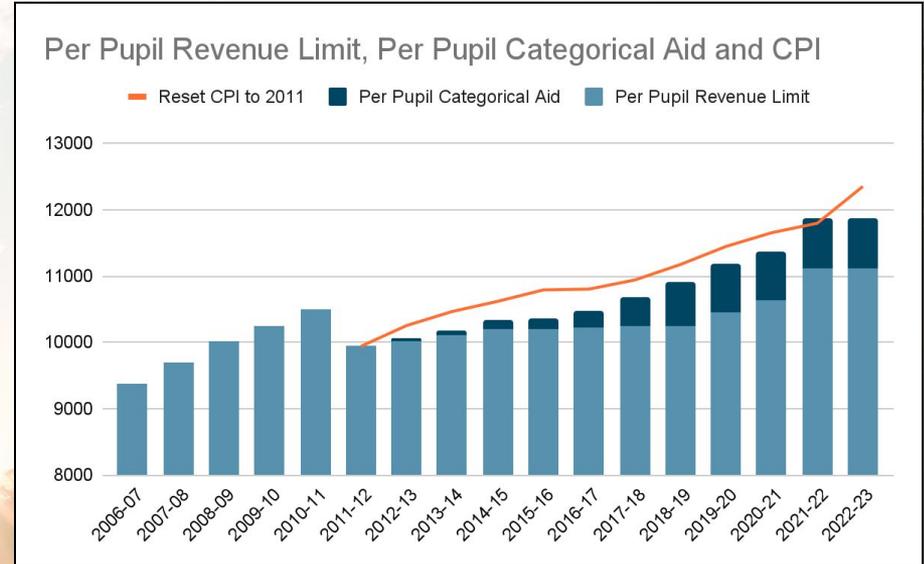
# A Difficult Financial Situation



- 22-23 revenue is **more than \$4 million behind** inflationary pace set in 2011!



- That means over the past 11 years, **we've lost \$25 million!**



\*IMPORTANT NOTE: In 21-22, the district started receiving \$4 million in revenue through a referendum to support pupil services.

Improving the experiences for students, their families, and our staff together.



# Declining Enrollment



- 02-03 Enrollment: about 8,600 students (4K-12)



- 22-23 enrollment: 7,873 students (4K-12)

**That's a drop of more than 700 students over a 20-year period**

**=**

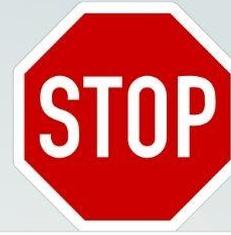
**A decrease in revenue limit authority of about \$7 million each year going forward!**



Improving the experiences for students, their families, and our staff together.



# Misalignment of Enrollment & Staffing



2015-2022

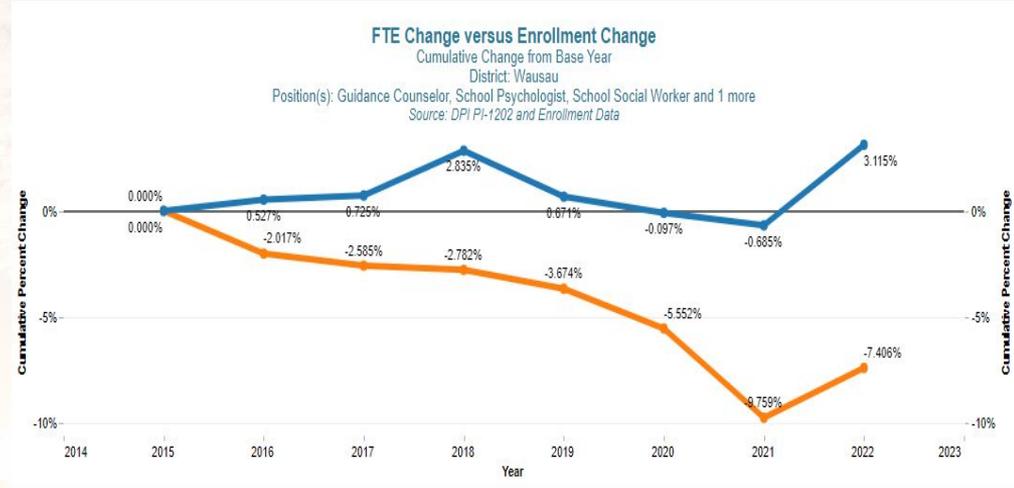


3.115% increase in full-time equivalent staff.



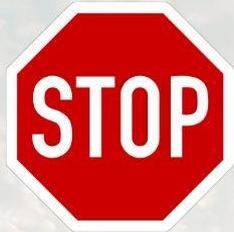
Decrease in student enrollment between 2015-2022: -7.406%

An inability to match staff to enrollment trends.

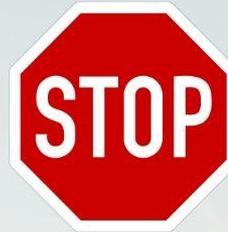


- Before 2021, the number of full-time staff was lower (-0.7%) compared to 2015.
- The increase in full-time staff between 21-22 was due to the pupil services staffing increase supported by a referendum.

Improving the experiences for students, their families, and our staff together.

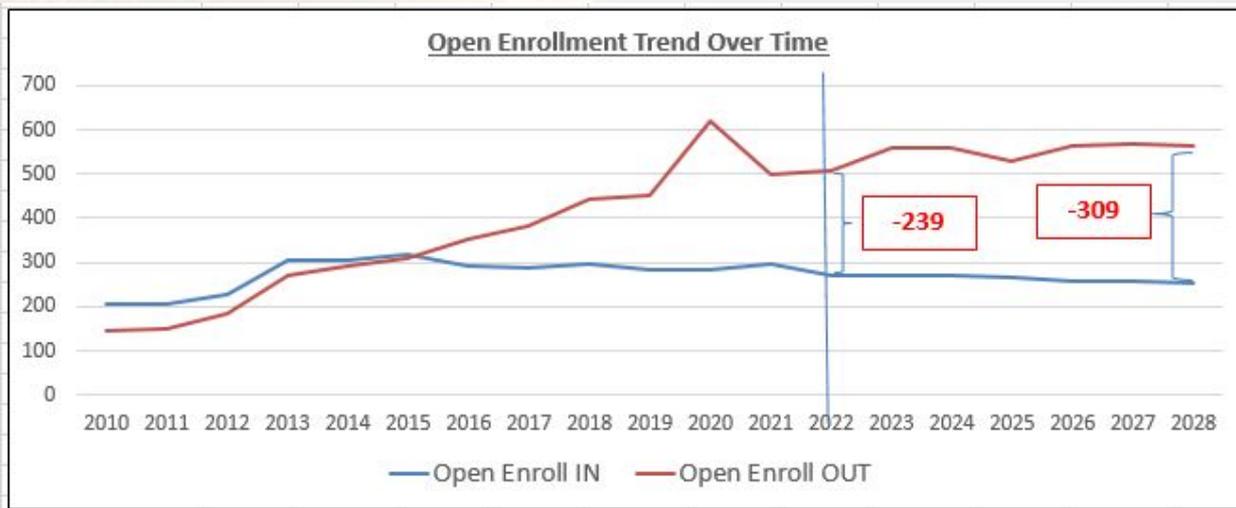


# Open Enrollment Out



At the start of 2022-2023 School Year:

**239 MORE students** open enrolled out to other school districts = **\$1.97 million in lost revenue**



**The projected 2028 open enrollment represents \$2.54 million in lost revenue!**

Improving the experiences for students, their families, and our staff together.

# Long-Term Concerns That Need to be Addressed Proactively

-  Inconsistent student success and access to programming
-  Inconsistent staffing across schools
-  Inconsistent staff working conditions across schools
-  Challenges with attracting and retaining quality staff
-  Declining enrollment
-  Unfavorable open enrollment trends
-  Continued long-term financial challenges

Improving the experiences for students, their families, and our staff together.



# The Opportunity

## **A Restructure of the Wausau School District**

Improving the experiences for students, their families, and our staff together.



# **Opportunity: Turning our largest weakness into our strength through consolidation.**

Consolidating allows us to reallocate our resources to improve student outcomes, family experiences, and become a more attractive employer.

Improving the experiences for students, their families, and our staff together.

# Guest Speakers

## **A Restructure of the Wausau School District**

Improving the experiences for students, their families, and our staff together.

# What impact will restructuring have on elementary students, staff, and families?



Improving the experiences for students, their families, and our staff together.

# ★ IMPORTANT NOTE ★

AGR and Title 1 Schools will retain their status

**Franklin/Hawthorn Hills**  
**Lincoln/G.D. Jones**  
**Grant/Thomas Jefferson**



**AGR and Title 1 Schools**

John Marshall will remain a Title 1 School



# Rib Mountain Elementary Pilot Study

## 1 Intervention Teacher



**The additional academic interventions improved students' skills and decreased the number of referrals for more intensive services like special education.**



**On the 20-21 state report card, Rib Mountain earned an overall score of 67.1. On the 21-22 report card, their score jumped to 78.4!**

Improving the experiences for students, their families, and our staff together.

# Combining Elementary Schools

- ★ Less travel for staff
- ★ Greater student grouping options
- ★ Greater staff collaboration
- ★ Average class size change of one

Special Education, EL, and Title 1 will maintain their student/teacher ratios.

Improving the experiences for students, their families, and our staff together.

# The Story: Elementary Student



Students (and staff, too!) will have more support for behavioral and mental health



Will experience elevated instruction and assessments because larger teacher teams can collaborate



Will get the support they need from specialized staff in real time. Will not need to wait for their teachers to be available.



WIN (What I Need) times are more effective due to increased collaboration and more opportunities for tailored WIN times.

Improving the experiences for students, their families, and our staff together.

# What impact will restructuring have on middle school students, staff, and families?



Improving the experiences for students, their families, and our staff together.

# The Story: Middle School Student



Students will experience  
greater academic  
opportunities.

Students will experience  
greater co-curricular  
opportunities.

Greater opportunities  
for continued skill  
development.

Access to new and  
expanded career  
exploration.

Improving the experiences for students, their families, and our staff together.

# What impact will restructuring have on high school students, staff, and families?



Improving the experiences for students, their families, and our staff together.

# The Story: High School Student

Equal access to ALL  
programs!  
Ex.: Engineering &  
Automotive classes

More access to their  
teachers (the number  
of staff who have to  
travel because they're  
split across schools will  
be reduced)

Access to elevated  
academic & co-  
curricular experiences  
(less duplication &  
greater investments)

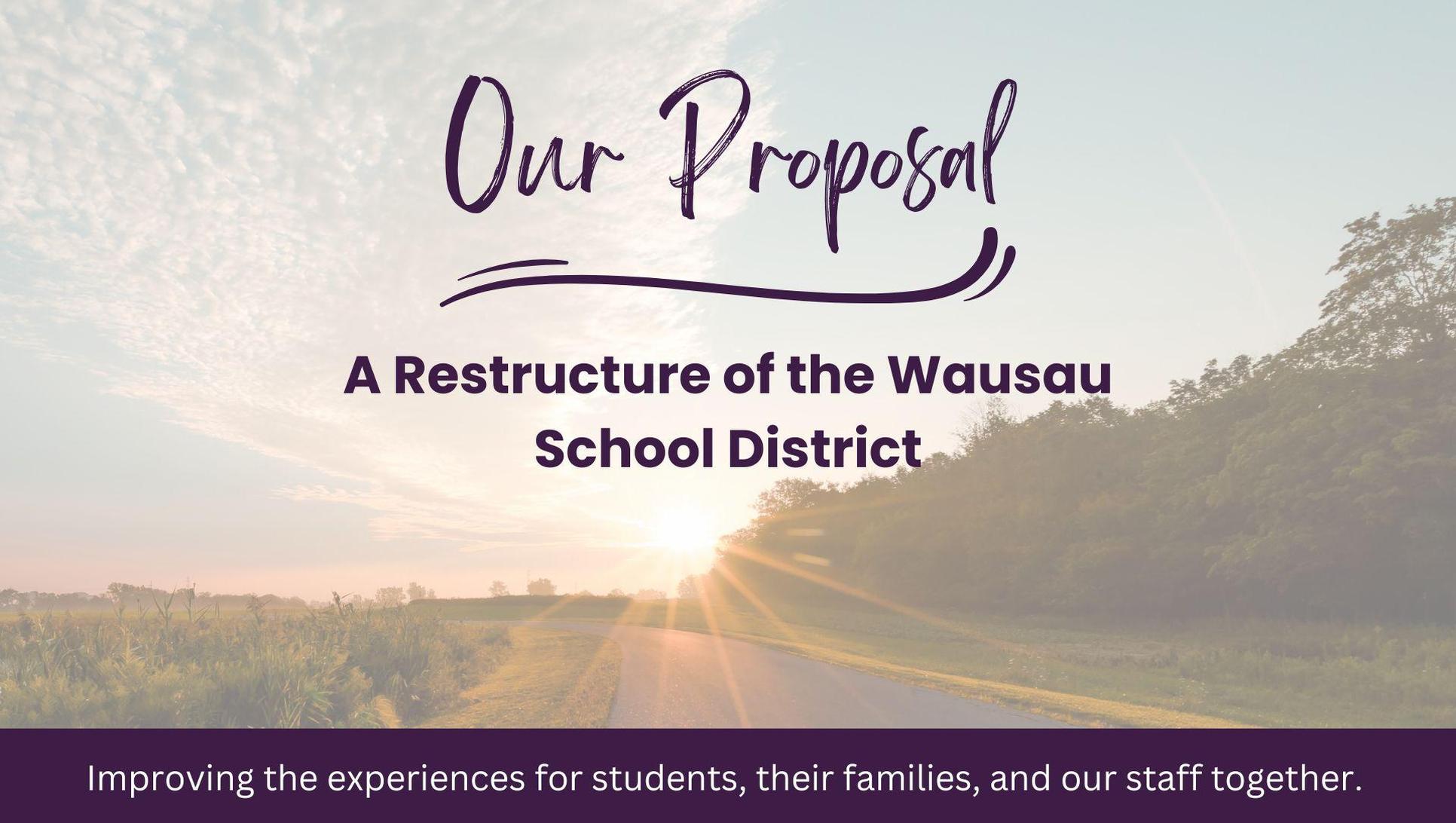
More competitive co-  
curricular experiences

Intramural sports  
opportunities



You mean I could  
have access to  
both AP & IB?!

Improving the experiences for students, their families, and our staff together.



# Our Proposal

## **A Restructure of the Wausau School District**

Improving the experiences for students, their families, and our staff together.

# Our Vision

Elementary  
PK-4

Building Confident  
Learners & Developing  
Skills

Middle School  
5-7

Continued Skill  
Development and  
Exploration

Junior High  
8-9

Inspiration and  
Planning

Senior High  
10-12

Post High School Plan  
Completion  
*"Prepared for Life after High  
School"*

## Creating Spaces for Students and Staff to Thrive



# 13 Elementary Schools



**Close 5**



Hewitt-Texas

Grant

Franklin  
or  
Hawthorn

Rib  
Mountain

Lincoln

1 school into environmental charter school, if approved.  
(Likely Hewitt-Texas)

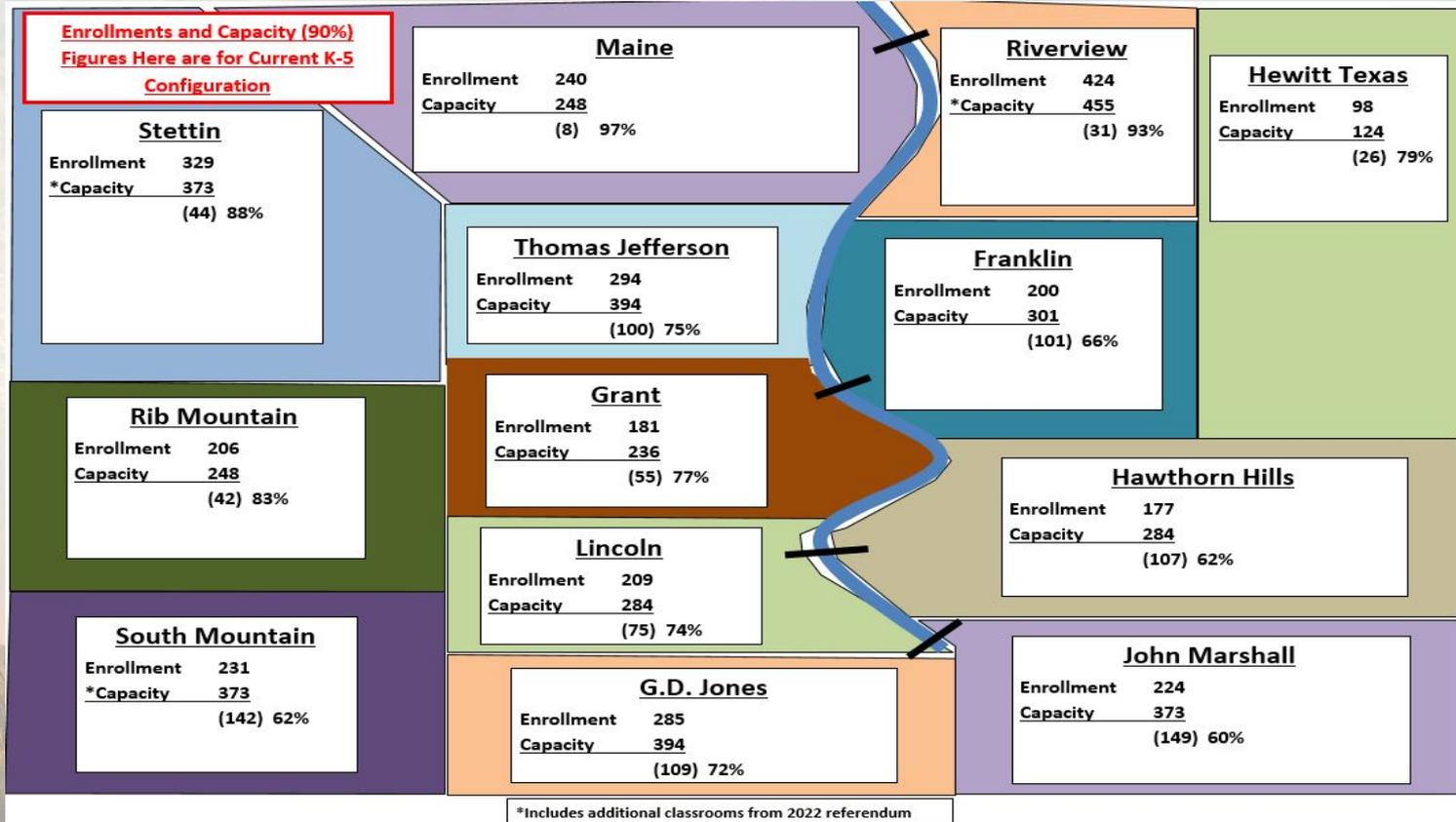
1 school converted into 4K-8 Montessori

Use 2 schools for early learning centers (birth to 5)  
  
-or-  
  
Use 1 school if we only desire a 4K center

Underutilized spaces at other schools evaluated for future programming

Sell unused elementary schools

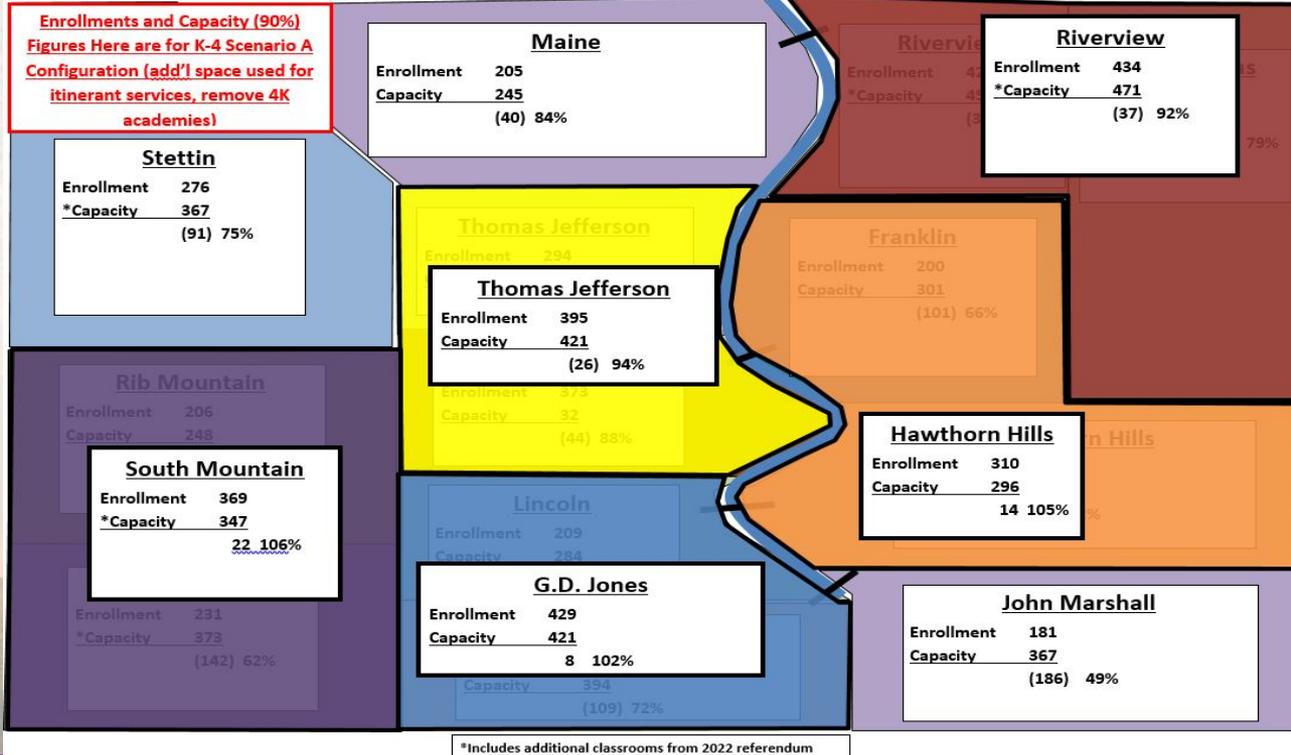
# Elementary School Merger Plan



Improving the experiences for students, their families, and our staff together.

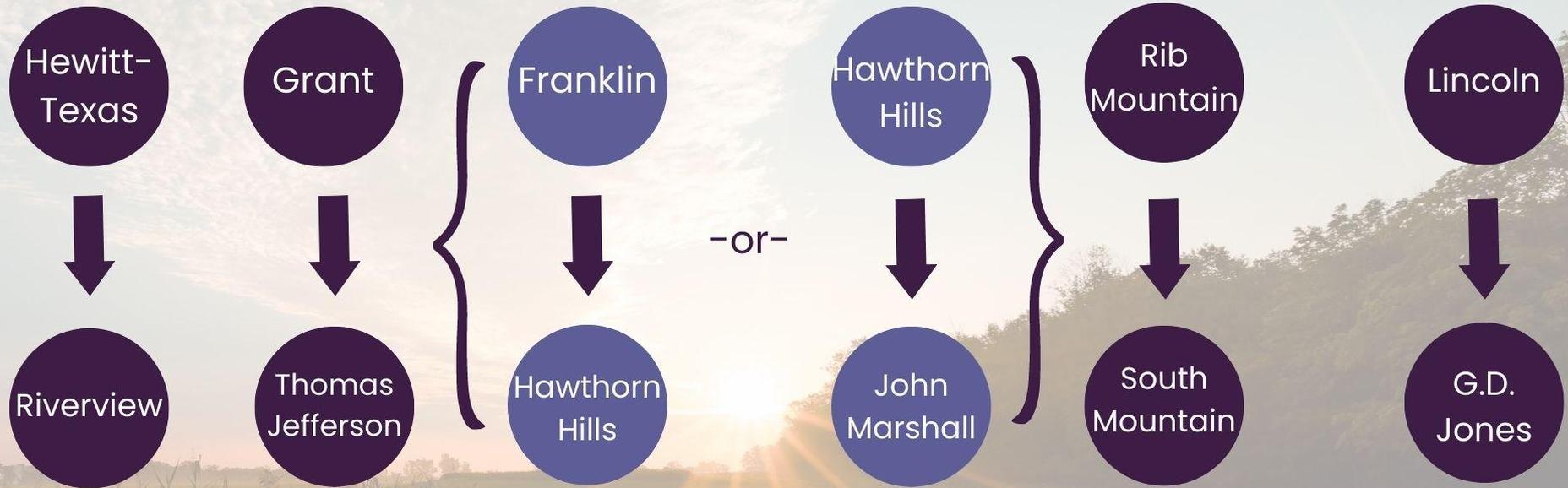
# Why Are These Schools Merged?

## Location & Capacity



Improving the experiences for students, their families, and our staff together.

# Elementary School Merger Plan



- **Develop more effective facilities for charter schools and other specialized programming**
- **Pursue further community partnerships to create 2 'early learning centers' for birth to 5 years for staff and community, including 4K and Early Childhood**

Improving the experiences for students, their families, and our staff together.

# Out of School Time Programming (G2M)

- ★ Extending learning and supports
- ★ A district merger allows the opportunity to provide G2M programming to more students and at more elementary schools.

Improving the experiences for students, their families, and our staff together.

# Early Learning Centers



- Since the creation of our 4K Academies, there's been a tremendous loss of childcare in our community.
- The Wausau School District wants to be part of the solution.
- Early Learning Centers serve pre-school children from birth to age 5.
- We recommend creating 2 Early Learning Centers by committing two of our newly vacated elementary schools to this purpose.
- High-quality early learning is vital to the success of our children, our businesses, and our community.
- Prepares the District to be ready to offer full-day 4K.

Improving the experiences for students, their families, and our staff together.



# Proposal for a Secondary Restructure

5th Grade Moves into Middle School



Horace Mann & John Muir  
Grades 5-7



Reconfigure  
our 2 High  
Schools



Junior High  
School  
(Grades 8-9)



Senior High  
School  
(Grades 10-12)

# 5th Graders in a Middle School



- Both Horace Mann & John Muir will serve grades 5-7 in a "Team Concept"
- Create a district 5-12 scope and sequence in all content areas
- Recreate the middle school schedule according to previous feedback
- Incorporate required middle school rotations to facilitate exploration
- Support students' later exploration of electives

Improving the experiences for students, their families, and our staff together.

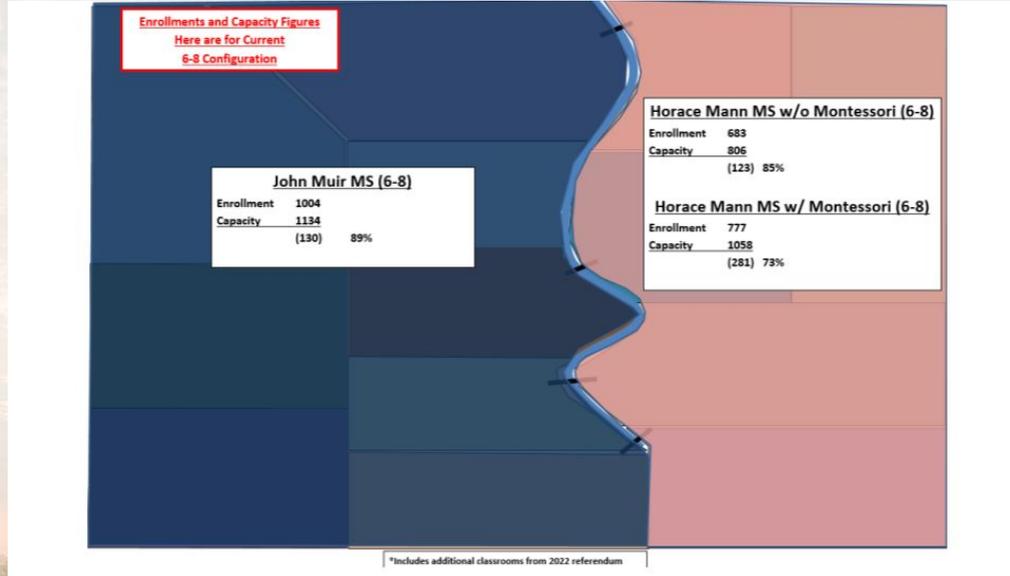
# Current Middle School Capacities & Enrollments

## John Muir

Enrollment: 1,004

Capacity: 1,134

(130) 89%



## Horace Mann

Enrollment w/o  
Montessori: 683

Capacity w/o  
Montessori: 806

(123) 85%

Enrollment w/  
Montessori: 777

Capacity w/  
Montessori: 1,058

(281) 73%

Improving the experiences for students, their families, and our staff together.

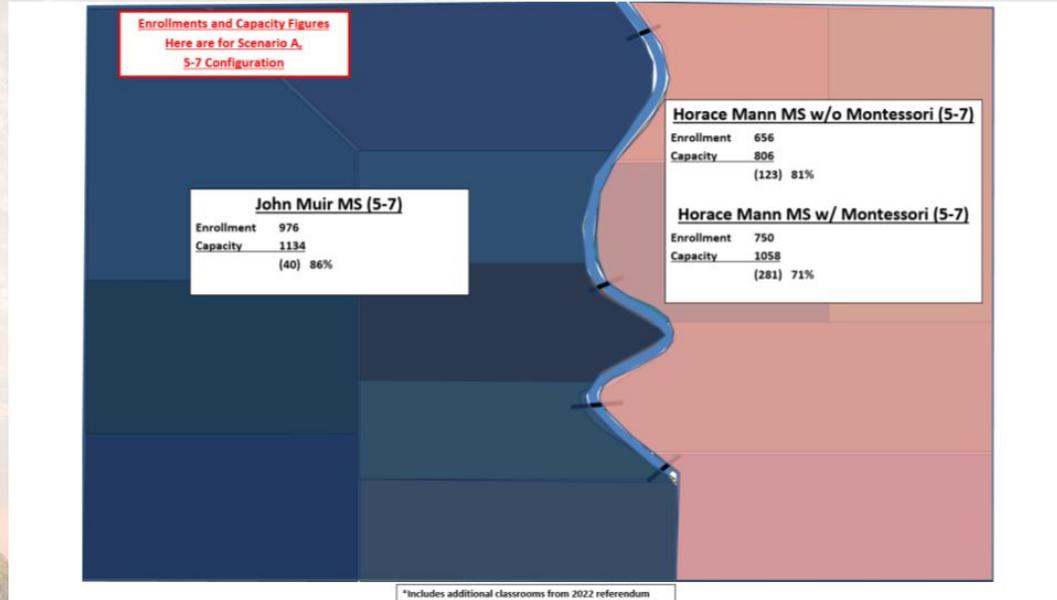
# Projected Middle School Capacities & Enrollments After Restructuring (Grades 5-7)

## John Muir

Enrollment: 976

Capacity: 1134

(40) 86%



## Horace Mann

Enrollment w/o  
Montessori: 656

Capacity w/o  
Montessori: 806

(123) 81%

Enrollment w/  
Montessori: 750

Capacity w/  
Montessori: 1,058

(281) 71%

\*Develop more effective facilities for charter schools and other specialized programming.

# High School Outcomes: Redefining Ready



## Wausau East: Our Story

### International Baccalaureate®

Wausau East High School is proud to be one of the International Baccalaureate's (IB) oldest high schools in the United States. The advanced coursework promotes good study habits, outstanding research and writing skills, and the development of improved creative and critical thinking structured around an inquiry-based curriculum. The program's mission is to "develop inquiring, knowledgeable, and caring young people who help create a better and more peaceful world." Students may challenge themselves as full IB Diploma candidates or may select specific IB classes according to their interests and abilities. Upon completion of an IB course, students may take exams to earn college credits.

### Co-Curricular Activities

Wausau East offers a wide array of student co-curricular participation opportunities. Wausau East has more than 20 clubs and activities for students to join, as well as 28 organized athletic teams for students to participate in.

### C.A.F.E.

Each May, the Wausau community has the opportunity to participate in the Cultural Arts Festival at Wausau East (C.A.F.E.). Wausau East High School opens its doors to celebrate art, music, food, and much more! Wausau East Art students fill the hallways with their innovative and imaginative creations completed during the school year. This cumulative exhibit includes paintings, ceramics, and sculptures, along with numerous drawings and designs. Every student taking an art course has something on display. Many students sit with their display to greet guests and share their works. For the past several years, the Art Department has also sold donated works to raise money for various charities. C.A.F.E. also has wonderful musical performances - both choral and instrumental, as well as, ethnic foods served up with a smile by the Global Languages Department, F.A.C.E. Department, and Youth Culture Club. In addition, the Technology Education Department hosts an open house with a car show and the greenhouse has a plant sale.



**Wausau East High School**  
2607 N. 18th St.  
Wausau, WI, 54403  
715-261-0650  
Principal: Deb Foster

### Technical Education

In addition to having a state-of-the-art facility, the Wausau East Technical Education Department has three student-run businesses in the areas of Graphic Arts, Manufacturing, and Transportation Repair that perform customer-driven work for the district and the community. Wausau East's Transportation Program works with the volunteer organization Wheels to Work to repair vehicles, which support income-eligible households in acquiring safe, reliable transportation so adults may get to and from work. In the past year, East's SkilledUSA organization had 6 state qualifiers in the following competitions: Job Interview, Graphic Arts, CAD, and Team Engineering. The East Technology Education Department offers up to 8 DRAFT dual credit options with Northcentral Technical College and Fox Valley Technical College in the areas of Diesel/Automotive Repair, Collision Repair, CAD, and Graphics. The East Technology Education Department utilizes modern industry standard equipment while modeling industry 4.0 standards in its curriculum.

### Teacher Education

Our classroom instructors at Wausau East have an average of 13.9 years of teaching experience inside our hallways and classrooms, including 26 teachers who have 20 or more years of tenure at East.

### Scholarships & Community

Our charitable and giving Wausau East community provides significant donations each year to our students and graduating seniors. During the 2020-2021 school year, students received more than \$100,000 - \$130,000 in scholarships. In addition, donations routinely occur throughout the school year in support of our student body. In turn, our school community routinely donates back to the community through programs like Zoo's Party, student food drives, Lumberjack Closet, blood drives and many, many more.



2021-2022 Report Card for  
**Wausau East & Wausau West**  
High Schools  
Dr. Keith Hilts, Superintendent



### College-Ready Indicators

#### GPA (2.8 or Above)

GPA is found to be one of the strongest predictors of 4-year college outcomes.

51.1% earning 2.8 or higher



#### International Baccalaureate® or AP Course Enrollment

Students in IB or AP programs are more likely to earn post-secondary degrees and earn higher GPAs in their first 2 years of college.

- 19.5% grades 9 - 12
- 39.8% of students in grades 11 & 12 take an IB or AP course



#### ACT Composite

The ACT is another indicator of college success.

Average: 19.5



#### Completed Dual Credit Course

Students in dual credit courses are more likely to persist to a second semester in college and earn a higher college GPA.

- 33.8% of students in grades 9-12 take at least 1 dual credit course
- 69.1% of students in grades 11-12 take at least 1 dual credit course



### Career-Ready Indicators



#### Workbased Learning Experience

Participation in industry-themed pathways prepares students for successful transitions to post secondary education and employments.

- 17.4% of students in grades 9-12
- 35.5% of students in grades 11 & 12



#### 2 or More Organized Co-Curriculars

Students in co-curricular activities are more likely to aspire to higher education.

32% of students involved in 2 or more organized activities



#### 90%+ Attendance

Course retention is 8x more predictive of course failure in the freshman year than 8th grade test scores.

93.3% 9th Grade Attendance Rate



#### 21-22 Enrollment:

- 961 students at Wausau East
- 1,479 students at Wausau West



## Wausau West: Our Story

### Flex Mod Schedule

The flex mod schedule prepares students for life after high school by taking their individual needs into consideration. This schedule also provides opportunities for the curious student to take extra classes to explore their unique interests.

### Fine Arts, Global Language, and CTE

Data provides strong evidence that fine arts, global languages, and career and technical educational experiences can provide significant positive impacts on students' academic, social, and emotional development. Wausau West offers 72 courses in these areas.

### Co-Curricular Activities

Wausau West values student co-curricular participation. On average, 34% of our students participate in 2 or more school-organized co-curricular activities and 64.86% of our students participate in dress-up days/school spirit days.



**Wausau West High School**  
1200 W. Wausau Avenue  
Wausau, WI, 54401  
715-261-0850  
Principal: Jeb Steckbauer

### Planetarium

Wausau West is home to the Wausau School District's planetarium. It seats about 9,000 visitors per year and serves the educational needs of the entire district's 4K-12th grade curriculum.

### Demographics

Wausau West is proud to be home to a diverse group of students in grades 9-12. Our student body is made up of the following demographics, which includes 14 different languages! Although we all come from different backgrounds, we are all Warriors!

American Indian or Alaska Native 0.8%	Black or African American 7.2%
Asian 20.4%	Hispanic or Latino 6.9%
Native Hawaiian or Pacific Islander 0.1%	White 66.5%
Two or More Races 3.9%	

### Post-Graduation

Wausau West strives for every graduate to be fully prepared for the post graduation path of their choice. Students who graduate are equipped to become active contributors to our community and world.



### Our Mission:

To advance student learning, achievement, and success



2020-2021 School Report Card  
<https://www.wausauschools.org/departments/education>



### Our Mission:

To advance student learning, achievement, and success



Improving the experiences for students, their families, and our staff together.



## High School Plan

- Grade 8-9 Junior High & Grade 10-12 Senior High
- All students will have equal access to programming
- By eliminating the duplication of efforts, we can expand and improve programming
  - Expanded grades 5-12 academic programming
  - Expanded grades 5-12 co-curricular opportunities
  - More access to WIAA sports
  - Intramural athletic opportunities
- More balanced workload for staff

Improving the experiences for students, their families, and our staff together.



## What are the possibilities?

We can help students become college, career, and life ready by involving them in decision making and the building of enhanced opportunities based on their interests.

- Academic
  - Offer additional courses in AP & IB
  - Enhance Pathways (Ex.: Culinary & Health Care)
  - Increase Dual Credit Opportunities
  - Increase Work-Based Learning Opportunities
- Co-Curricular
  - Robotics Teams
  - Marching Band
  - Science Olympiad
  - FBLA/HOSA

Improving the experiences for students, their families, and our staff together.



# Uniting Students and the Community

How we know it will work:

- American Legion Baseball
- Lacrosse
- FFA
- CWETA (Central Wisconsin Educational Theater Alliance)
- Youth Athletic Programs in the Community

Improving the experiences for students, their families, and our staff together.

# Multi-Purpose Space Rendering



Improving the experiences for students, their families, and our staff together.

# Multi-Purpose Space Rendering



WAUSAU SCHOOL DISTRICT  
**WAUSAU HIGH SCHOOL**  
OUTDOOR ATHLETIC FACILITY REDEVELOPMENT & INDOOR SPORTS CENTER



**nexus**  
SOLUTIONS

Improving the experiences for students, their families, and our staff together.

# The Rationale: Senior High School Location

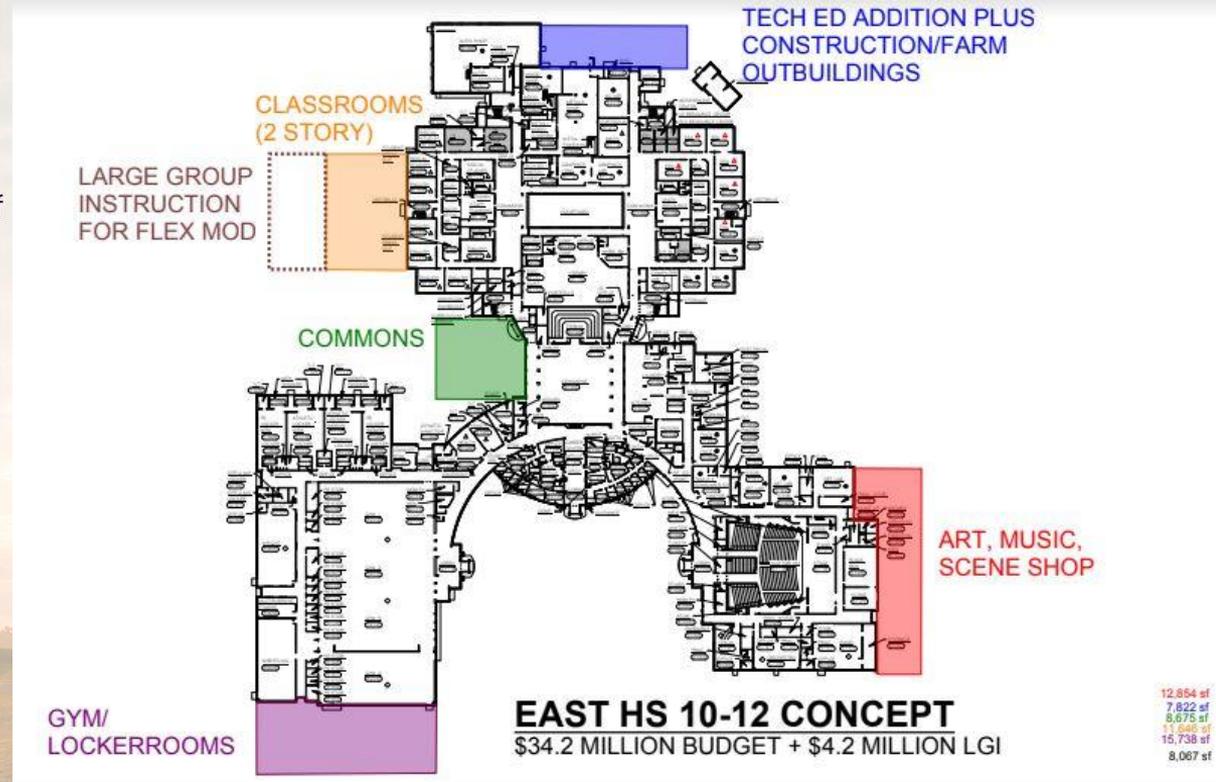
★ The Secondary Leadership Team strongly recommends the use of the flex mod schedule.

- ★ Student skill development
- ★ Collaboration & flexibility for staff

★ To serve as a grade 10–12 senior high, East requires a \$38 million investment.

★ West requires a \$10 million investment in a 2-story addition.

★ Location. West is ideally situated for students to access higher education and work-based learning opportunities. Further, it offers easy access for community partners and other communities.



Improving the experiences for students, their families, and our staff together.

# The Rationale: Senior High School Location

- ★ Commitment to flex mod schedule for the senior high
- ★ East can't accommodate a flex mod schedule without a significant investment (Approximately \$38 million)
- ★ Location near community partners
- ★ West needs additional flexible space to accommodate additional enrollment
- ★ Our proposal is to reallocate \$10 million to add 12 classrooms on the front of West
- ★ The \$10 million will come from money reallocated from the Montessori addition at Horace Mann/Grant Elementary and other District funds

Improving the experiences for students, their families, and our staff together.

# Current High School Capacities & Enrollments

## West

Enrollment: 1,377

Capacity: 1,694

(317) 81%



## East

Enrollment w/o  
EEA: 863

Capacity w/o EEA:  
1,484

(621) 58%

Enrollment w/  
EEA: 920

Capacity w/ EEA:  
1,584

(664) 58%

Improving the experiences for students, their families, and our staff together.

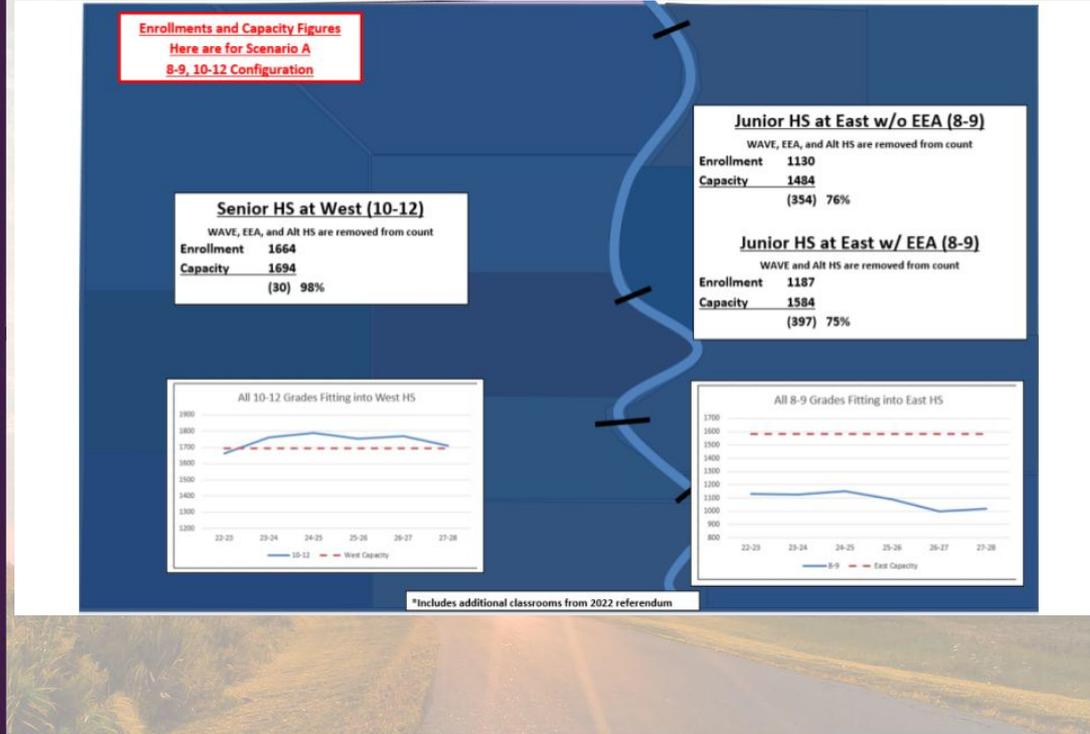
# Projected High School Capacities & Enrollments After Restructuring

## West

Enrollment: 1,664

Capacity: 1,694

(30) 98%



## East

Enrollment w/o EEA:  
1,130

Capacity w/o EEA: 1,484

(354) 76%

WAVE, EEA, and Alt are removed from count

Enrollment w/ EEA: 1,184

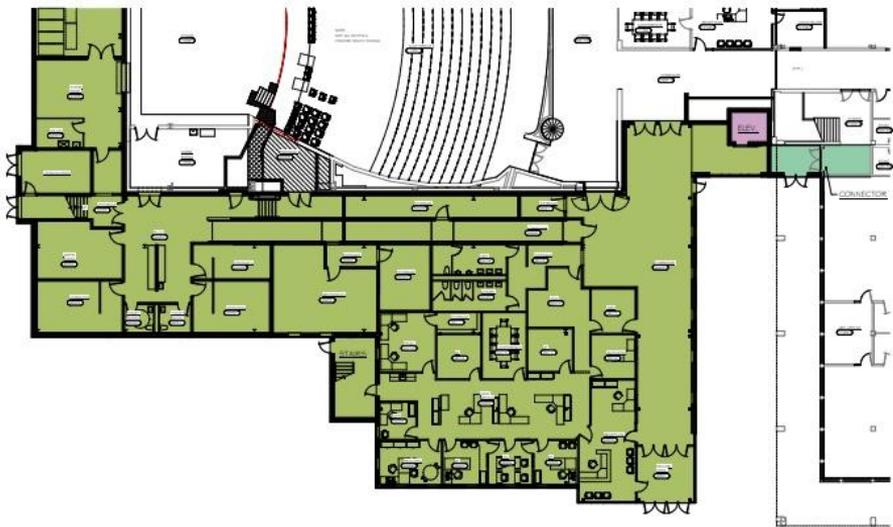
Capacity w/ EEA: 1,584

(397) 75%

WAVE and Alt are removed from count

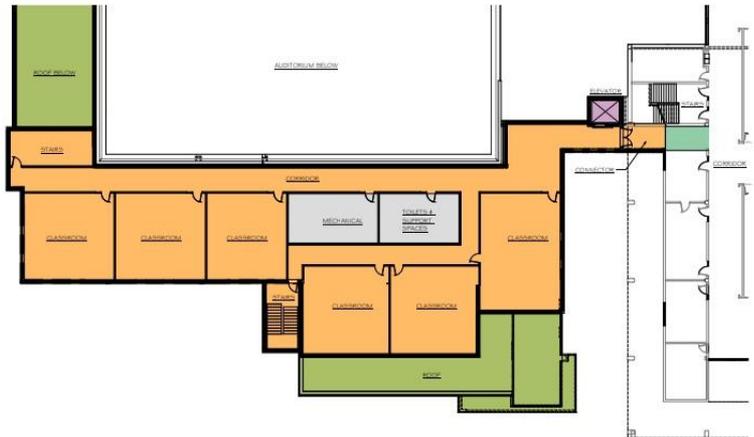
\*A 2-story addition to West would make the new capacity 1,943.

# Senior High School Location



PROPOSED FIRST FLOOR PLAN

WALSAU SCHOOL DISTRICT  
WEST HIGH SCHOOL ADDITION & REMODEL  
PHASE 1 | PROPOSED FIRST FLOOR PLAN



PROPOSED SECOND FLOOR PLAN

WALSAU SCHOOL DISTRICT  
WEST HIGH SCHOOL ADDITION & REMODEL  
PHASE 1 | PROPOSED SECOND FLOOR PLAN



Improving the experiences for students, their families, and our staff together.



# Project Timeline

## **A Restructure of the Wausau School District**

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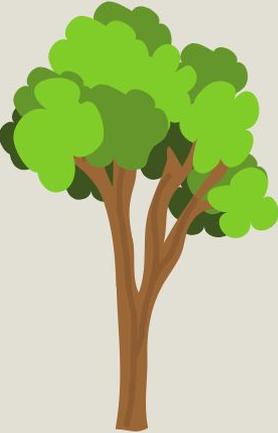
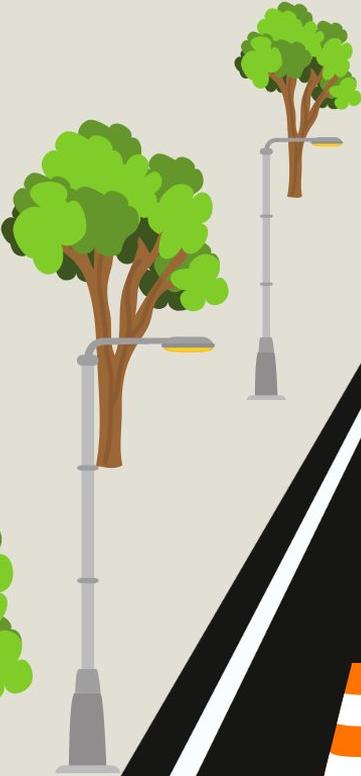
# Project Timeline

## Target Date to Open Consolidated Schools



- This allows the construction at John Muir and Wausau West to be completed
- See "Project Milestones" for more detail related to the timeline
- The 2025 timeline allows many areas of planning to be completed before implementation of the district restructure. (See "Project Scope")

# Restructuring



- Restructuring →
- Restructuring ↑
- Restructuring ↗

Wausau School District Ahead

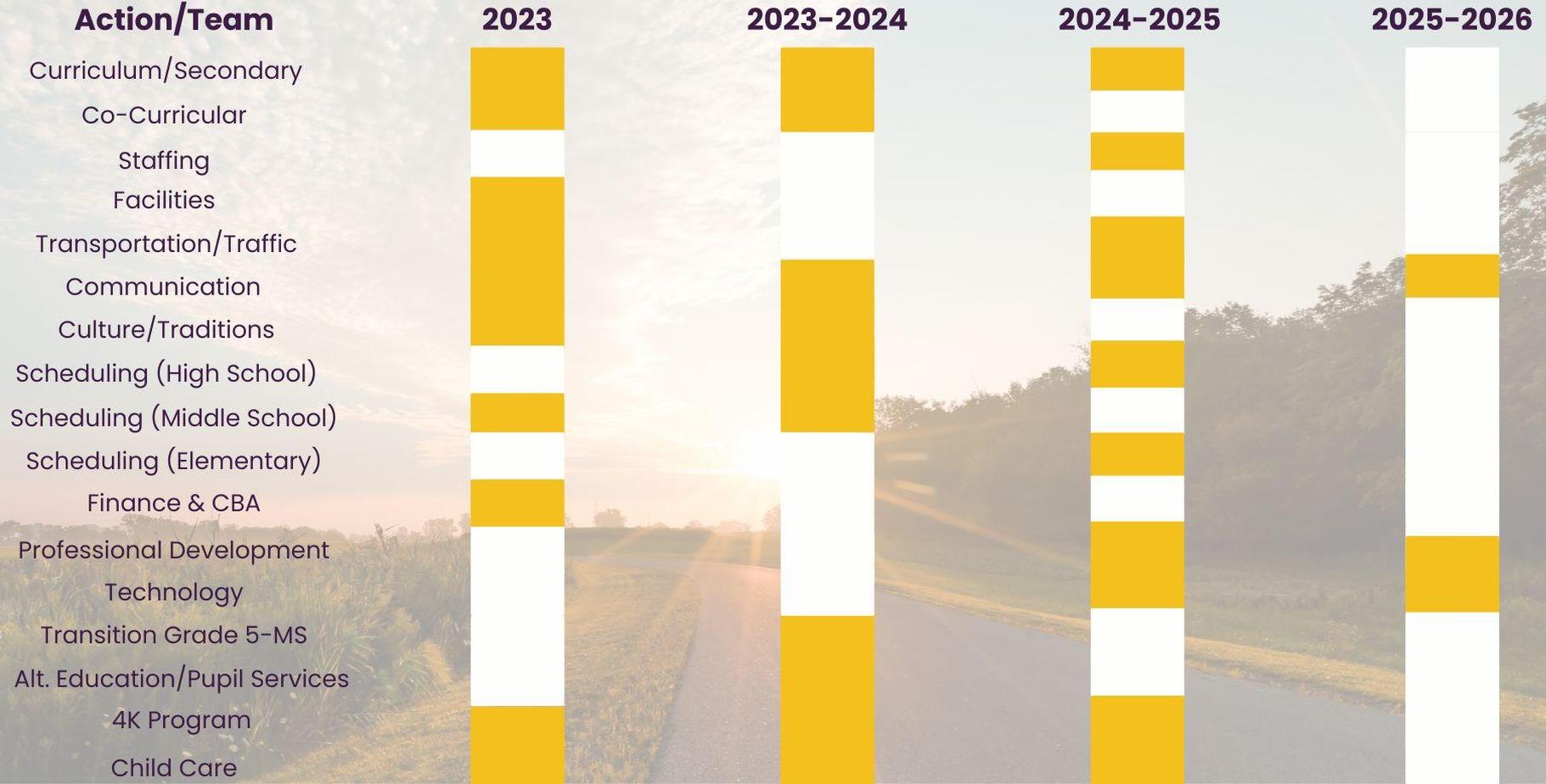
The future is bright!



# Project Scope: Check out Our Work Teams!

Action/Team	Who's Responsible	Accountable	Consulted	Informed
Curriculum/Secondary	Rauscher	Principals/Content Teams	Cartledge/Staff	Community
Co-Curricular	Rauscher	Principals/ADs	Coaches	Staff/Community
Staffing	Gundrum	Principals/Cartledge	Staff	Community
Facilities	Cihlar	MOB/Custodians	Principals/Staff	Community
Transportation/Traffic	Tess	Tess, First Student, MetroRide	Marathon Co., Wausau	WSD Families
Communication	White	White	LAT/Principals	Staff/Community
Culture/Traditions	Hilts	WSD Historians/Innovators	TBD	Staff/Community
Scheduling (High School)	Rauscher	Principals/Cartledge	Staff	Staff/Community
Scheduling (Middle School)	Rauscher	Principals	TBD	TBD
Scheduling (Elementary)	Schell	Principals	TBD	TBD
Finance & CBA	Tess	Business Office	TBD	Staff/Community
Professional Development	Colwell	TBD	TBD	Staff
Technology	Euting	TBD	TBD	TBD
Transition Grade 5-MS	Colwell	TBD	TBD	TBD
Alt. Education/Pupil Services	Bushman/Cartledge	TBD	TBD	TBD
4K Program	Rakowski	TBD	TBD	Community & Partners
Child Care	Hilts	TBD	Child Care, Industry Partners	Staff/Community

# Action Teams (Gold Indicates Ongoing Work)



# Measurable Outcomes



## **A Restructure of the Wausau School District**

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# Measurable Outcomes (Draft)

- ★ Equal access to high school programming (academic & co-curricular programming)
- ★ Re-attract 200 open enrolled students (capturing \$1.6 million in revenue)
- ★ Expand access to high-quality child care (200 children)
- ★ Increase WIAA sports access
- ★ Create intramural sports program
- ★ Increase resource teachers (1 per elementary school)
- ★ Increase classroom support staff (1 per elementary school)
- ★ Reduce or eliminate 'district-placed' students when schools fill up  
Currently, 60 students are district placed away from their home school
- ★ Possibly add elementary athletics program
- ★ Increase student and parent satisfaction (establish baseline and set 5-year goal)

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# Measurable Outcomes (Draft)

- ★ Save \$2 million in operation costs within 5 years
- ★ Reduce need for future facility maintenance, improvements by \$15 million
- ★ Right size staffing through attrition over 5 years
- ★ Reduce amount of required travel for staff
- ★ Increase staff satisfaction (establish baseline and set 5-year goal)

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# Plan to Reverse Open Enrollment Trend



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# Project Budget

## A Restructure of the Wausau School District

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# Estimated Project Budget ~\$1.38 million

(No additional facility costs)

## Items

## Approximate Costs

★ 1,200 employees investing time during their work day (Average of 4 hours =4,800 hours)	Additional cost =\$0 Cost is really in time given
★ Secondary curriculum revisions = estimated 8,000 hours (100 staff at 80 hours outside of their workday at \$24/hr)	Cost =~\$500,000
★ Initial investment into secondary curriculum materials.	Cost = ~\$500,000
★ Rebranding: (New school name, mascot, uniforms and equipment, signage)	Cost = ~\$106,000
★ Communications costs: Mailings, etc.	Cost = ~\$5,000
★ Legal	Cost = ~\$30,000

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# Risks



## **A Restructure of the Wausau School District**

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# Risks Associated with a Restructure

- ★ Open enrollment out of the district may increase in the short term
- ★ Staff may choose to leave the district (Important note: Certain segments of our staff are already showing lower retention rates due to working conditions)
- ★ Some bus transportation times may increase
- ★ Additional school transition added to a student's PK-12 career
- ★ Some schools may experience tight enrollments initially
- ★ Some traditions may be lost, replaced, or updated (Example: Log Game)

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# Risks if a Restructure is **NOT** pursued

- ★ Families will continue to leave the Wausau School District without systemic change
- ★ Declining enrollment will lead to staffing reductions
- ★ Declining enrollment will lead to programming reductions
- ★ Students will continue to have unequal access to programming
- ★ Some staff will continue to have more challenging working conditions than necessary
- ★ Revenues will decrease due to declining enrollment
- ★ Maintenance costs increase to maintain all of our buildings

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# Restructuring Project Financials (Sell 2 Schools)

	Year	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031	2031-2032	2032-2033	2033-2034	10-year Total
<b>NON-RECURRING BENEFITS</b>												
Property Sales				4,717,902								
Other Asset Distribution					127,627							
Unneeded Ed Adequacy Capital Imp.					19,211,866							
<b>Total</b>		-	-	4,717,902	19,339,493	-	-	-	-	-	-	24,057,396
<b>RECURRING BENEFITS</b>												
Reduced B&G Maintenance			196,102	205,907	216,202	227,012	238,363	250,281	262,795	275,935	289,731	
Reduced Utilities			150,028	157,530	165,406	173,676	182,360	191,478	201,052	211,105	221,660	
Reduced Staffing			1,124,835	1,351,677	1,591,117	1,843,707	2,110,020	2,173,321	2,238,521	2,305,676	2,374,846	
Student Growth (# students)			(25)	-	25	50	100	200	239	239	239	
Student Growth Revenue			(243,027)	-	255,331	523,428	1,073,027	2,199,705	2,694,363	2,761,722	2,830,765	
<b>Total</b>		-	1,227,938	1,715,114	2,228,056	2,767,823	3,603,770	4,814,785	5,396,731	5,554,438	5,717,003	33,025,658
<b>COSTS</b>												
Staff Augmentation			1,203,831	1,239,946	1,277,144	1,315,458	1,354,922	1,395,570	1,437,437	1,480,560	1,524,977	
Various Operational Costs (Trans.,Ins.,Purch. Services)			45,895	47,271	48,690	50,150	51,655	53,204	54,800	56,444	58,138	
Secondary Curriculum Redesign	212,180											
Secondary Curriculum Materials	530,450											
School Mascot Design and Uniforms	530,450											
Boundaries	31,827											
Communications	5,305											
Signage and Branding	106,090											
Renovations		999,999	999,999									
<b>Total</b>		1,416,302	2,249,724	2,287,216	1,325,834	1,365,609	1,406,577	1,448,774	1,492,237	1,537,005	1,583,115	16,112,392
<b>NET BENEFIT/(COST)</b>		(1,416,302)	(1,021,786)	4,145,800	20,241,716	1,402,215	2,197,193	3,366,011	3,904,493	4,017,433	4,133,889	40,970,662

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# Restructuring Project Financials (Sell 1 School)

	Year	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031	2031-2032	2032-2033	2033-2034	10-year Total
<b>NON-RECURRING BENEFITS</b>												
Property Sales				2,276,035								
Other Asset Distribution					127,627							
Unneeded Ed Adequacy Capital Imp.					12,251,027							
<b>Total</b>		-	-	2,276,035	12,378,654	-	-	-	-	-	-	14,654,689
<b>RECURRING BENEFITS</b>												
Reduced B&G Maintenance			89,369	93,837	98,529	103,455	108,628	114,060	119,763	125,751	132,038	
Reduced Utilities			82,654	86,787	91,127	95,683	100,467	105,490	110,765	116,303	122,118	
Reduced Staffing			1,124,835	1,351,677	1,591,117	1,843,707	2,110,020	2,173,321	2,238,521	2,305,676	2,374,846	
Student Growth (# students)			(25)	-	25	50	100	200	239	239	239	
Student Growth Revenue			(243,027)	-	255,331	523,428	1,073,027	2,199,705	2,694,363	2,761,722	2,830,765	
<b>Total</b>		-	1,053,831	1,532,301	2,036,103	2,566,273	3,392,142	4,592,575	5,163,411	5,309,452	5,459,768	31,105,858
<b>COSTS</b>												
Staff Augmentation			1,203,831	1,239,946	1,277,144	1,315,458	1,354,922	1,395,570	1,437,437	1,480,560	1,524,977	
Various Operational Costs (Trans.,Ins.,Purch. Services)			45,895	47,271	48,690	50,150	51,655	53,204	54,800	56,444	58,138	
Secondary Curriculum Redesign	212,180											
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School Mascot Design and Uniforms	530,450											
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Renovations		999,999	999,999									
<b>Total</b>		1,416,302	2,249,724	2,287,216	1,325,834	1,365,609	1,406,577	1,448,774	1,492,237	1,537,005	1,583,115	16,112,392
<b>NET BENEFIT/(COST)</b>		(1,416,302)	(1,195,893)	1,521,121	13,088,923	1,200,664	1,985,565	3,143,801	3,671,174	3,772,448	3,876,654	29,648,155

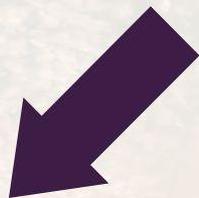
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# Final Thoughts

## **A Restructure of the Wausau School District**

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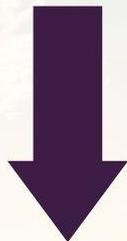
# Every Student Benefits!



Academic  
support teachers  
for all students



Enhanced Gifted  
& Talented  
opportunities



Enhanced  
behavioral  
supports for  
all students



Expanded  
and  
enhanced  
academic  
offerings

Intramural  
sports  
offerings

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# In Summary: Restructure Includes:

- ★ One 10-12 senior high at Wausau West
- ★ One 8-9 junior high at Wausau East
- ★ Two 5-7 middle schools at John Muir and Horace Mann
- ★ Eight K-4 elementary schools
- ★ Appropriate facilities for charter schools and other specialized programming
- ★ Create "Early Learning Centers" for birth to 5 years for our staff and community
- ★ Reallocate referendum funds from Horace Mann/Montessori and Grant to create a 2-story addition at Wausau West

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# Board Action

## **A Restructure of the Wausau School District**

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# The Motion:

**Move to approve the Wausau  
School District restructuring plan  
as presented for Fall 2025  
implementation.**

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A scenic landscape at sunrise or sunset. The sun is low on the horizon, creating a bright glow and lens flare effects. The sky is filled with soft, wispy clouds. In the foreground, a paved road curves through a green field towards the sun. To the right, there is a dense line of trees. The overall atmosphere is peaceful and hopeful.

*Thank You!*

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