

**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 5:00 PM** on **Monday, June 26, 2023.**

I. Call to Order	
II. Approve the Minutes	2
III. Public and Student Comment	
IV. Referendum Construction Update	4
V. West High School 95% Design and Budget Presentation (Action Requested)	14
VI. Resolution Authorizing a Loan of \$19,810,000 From the Board of Commissioners of Public Lands for Capital Improvements Authorized by the 2022 Referendum (Action Requested)	45
VII. Restructuring Update: Possible Rebranding of the High School (Possible Action)	64
VIII. Annual Academic Standards (Action Requested)	
IX. AGR Spring Summary Presentation	69
X. Sell Small Parcel of Property Near John Marshall (Action Requested)	94
XI. Various Wage and Salary Increases (Action Requested)	
XII. Employee Handbook Updates for 2023-24 (Action Requested)	
XIII. Staff Turnover Data Review	95
XIV. 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: Thursday, June 22, 2023, at 3:00 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, May 22, 2023, 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; Jennifer Paoli; Joanna Reyes; Cory Sillars; Lance Trollop; and Karen Vandenberg.

I. Call to Order

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

II. Approve the Minutes

Cody Nikolai moved to approve the minutes of April 24, 2023, seconded by Lance Trollop. The motion carried 9-0.

III. Public and Student Comment

The following people made brief comments: Bethany Stookey, Dawn Dietsche, Taylor Breyer, Larry Stookey, Dana Moore, Tiffany Rodriguez Lee, and Danica Szekeress.

IV. Red Granite Charter School Contract Approval (**Action Requested**)

This item was postponed.

V. Restructuring - Proposal for New Elementary Assignments (**Action Requested**)

Cody Nikolai moved to recommend to the full board the approval of the school mergers and assignments as presented, seconded by Pat McKee.

Lance Trollop moved to amend the motion to remove Franklin, Hawthorn Hills, and John Marshall as early learning centers, seconded by Karen Vandenberg. The amendment carried 9-0.

The Board approved the amended motion to recommend to the full board the approval of the school mergers and assignments as presented with the exception of Franklin, Hawthorn Hills, and John Marshall as early learning centers 9-0.

VI. Referendum Construction Update

As the referendum funded facility improvements continue to develop, construction and budget updates are routinely be presented.

VII. Board Review of Principal Hiring Process

Pat McKee moved to postpone this agenda item, seconded by Cody Nikolai. The motion carried 9-0.

VIII. Meal Price Recommendations for 2023-24

The United States Department of Agriculture (USDA) paid lunch equity (PLE) tool is typically used this time of year to determine meal prices for the upcoming year. This year, the USDA released guidance stating districts with a positive balance in their food service account are exempt from PLE pricing requirements. This guidance along with the overall fiscal health of our food service fund will result in the same meal prices for 2023-24 as we had in 2022-23.

IX. Recommendation for Preliminary 2023-24 Budget (**Action Requested**)

Cory Sillars moved to approve the preliminary budgets as presented in order to proceed with 2023-24 expenditures committed to before final budgets are approved, seconded by Joanna Reyes. The motion carried 8-0-1 with Lance Trollop abstaining.

X. EL Instructional Teacher - Program Implementation and EL Coordinator (**Action Requested**)

Karen Vandenberg moved to approve of the updated job descriptions for the EL Coordinator and the EL Instructional Teacher-Program Implementation and Instructional Coach, seconded by Jon Creisher. The motion carried 9-0.

XI. Transfer from Fund 10 to Fund 46 (**Action Request**)

Pat McKee moved to approve the transfer of \$100,000 from the General Fund to the Long-term Capital Improvement Trust Fund during the 2022-23 fiscal year, seconded by Lance Trollop. The motion carried 9-0.

XII. Adjourn

Cody Nikolai moved to adjourn, seconded by Joanna Reyes. The motion carried at 7:55 pm.

Respectfully Submitted,

Karen Vandenberg,
Board Clerk

KV:cp



Capital Referendum

CONSTRUCTION & BUDGET UPDATE

SCHOOL BOARD MEETING

JUNE 26, 2023





Stettin Elementary



PROGRESS TO DATE

- 95% of HVAC system (rough in and trim out) for addition is installed
- 85% of electrical system (rough in and trim out) for addition is complete
- Completed plumbing and bathroom tile (floor/wall)
- 95% of interior painting is complete
- 90% of interior doors installed
- 85% of casework and flooring is installed in classrooms and corridors
- 99% of windows are installed



Stettin Elementary



PROGRESS TO DATE

- 75% of ceiling is installed
- Completed exterior concrete
- 99% of exterior veneer is complete
- 95% of exterior asphalt work and final grading is complete
- 50% of front office remodel is complete
- 70% of fire alarm upgrade is complete



➤ South Mountain

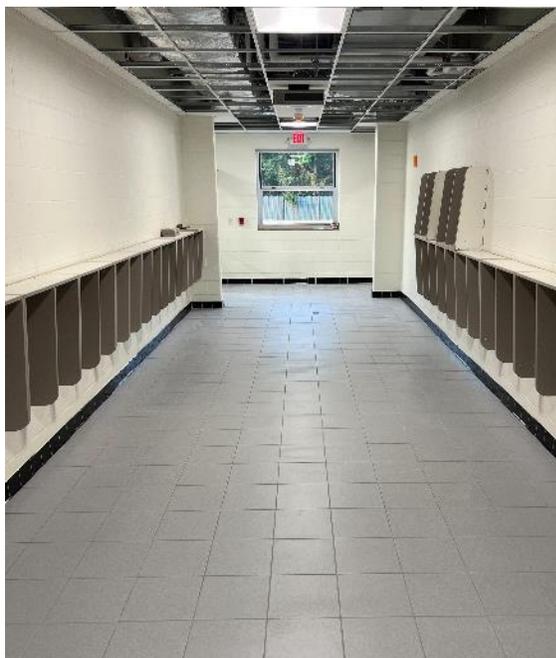


PROGRESS TO DATE

- Completed EPDM roofing and bathroom tiling in area "B"
- 80% of HVAC (rough in and trim out) for area "B" is complete
- 90% of painting in area "B" is complete
- 60% of ceiling installation in area "B" is complete
- Completed soil corrections, concrete slabs, exterior insulation and brick veneer in area "C"
- 95% of EPDM roofing is complete in area "C"
- Completed interior masonry and bathroom tiling in area "C"
- 25% of painting in area "C" is complete
- 50% of front office remodel is complete
- 50% of ceiling is replaced in existing building
- 70% of fire alarm upgrade is complete



Riverview Elementary



PROGRESS TO DATE

- 95% of HVAC (rough in and trim out) for addition is complete
- Completed electrical (rough in and trim out) for addition
- 70% of rough in for new generator is complete
- 95% of classroom and corridor flooring is complete
- 95% of ceiling grid and border ceiling tile is complete
- Completed exterior concrete and asphalt
- 50% of office remodel is complete



➤ Environmental Learning Center

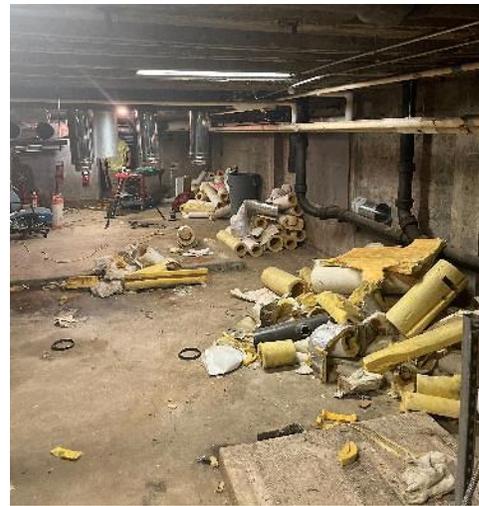
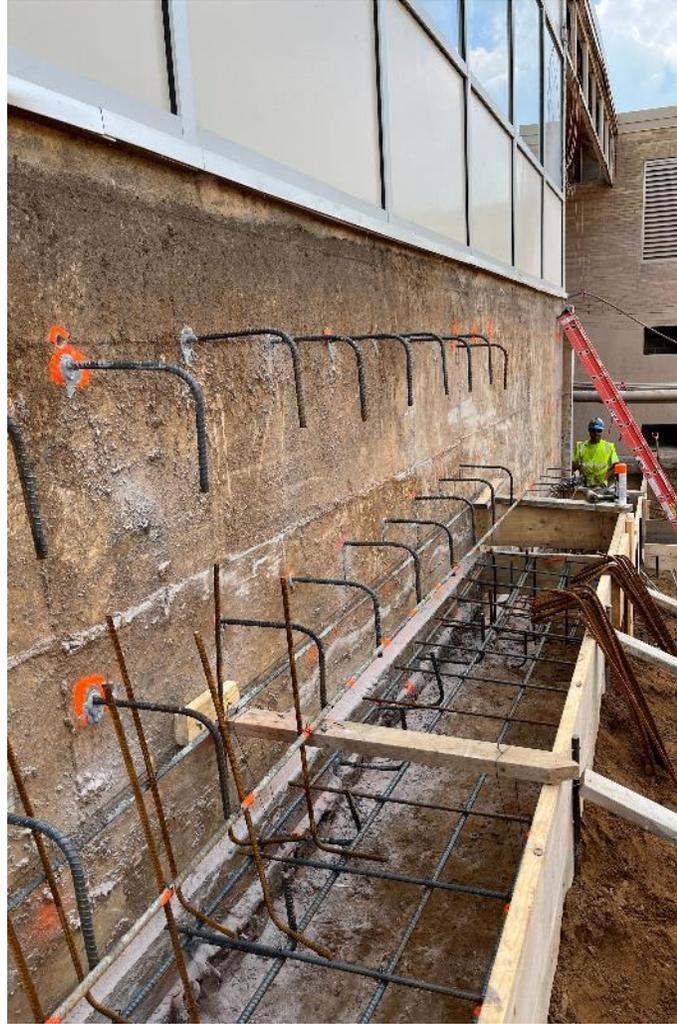


PROGRESS TO DATE

- 70% of metal roofing is installed
- Completed exterior gypsum sheathing and plywood
- Completed exterior insulation and masonry work
- Installed exterior metal wall panel
- 40% of exterior siding is complete
- 95% of interior metal studs are installed
- 80% of interior gypsum board is complete (installation and finishing)
- 80% of HVAC and electrical rough ins are complete



John Muir Middle School



PROGRESS TO DATE

- 75% of footings and foundation work for NE classroom addition is complete
- 25% of footings and foundation work for Receiving/Tech Ed addition is complete
- 75% of Phase I interior demolition is complete
- Removed abandoned steam boilers
- 20% of new boiler room construction is complete
- Installed new electrical transformer and gas meter



Athletic Fields

PHASE 1 @EAST HIGH SCHOOL

PROGRESS TO DATE

Multi-Purpose Field

- Removed existing surface
- Installed new drainage system and base course of aggregate
- Installed and rough-graded the final course of aggregate
- Installed field goal foundations and electrical infield rough ins

Baseball Field

- Removed existing surface
- Installed new drainage system

Softball Field

- Removed existing surface





BUDGET SUMMARY UPDATE

UP NEXT

2022 Capital Referendum Budgets (6-26-23)				
Location	Original Budget	Design Budget	Bid Opening	Bid Budget
District Wide	8,614,000	8,614,000		8,614,000
East High School	5,998,000	5,998,000		5,998,000
East Athletics	3,714,000	4,346,200	4/4/2023	4,069,948
Franklin Elementary	761,000	761,000		761,000
GD Jones Elementary	198,000	198,000		198,000
Grant Elementary	2,068,000	-		-
Hawthorn Hills Elementary (bldg)	690,000	700,000	5/17/2023	538,950
Hawthorn Hills Elementary (site)	1,926,000	1,926,000		1,926,000
Hewitt-Texas Elementary	133,000	133,000		133,000
Horace Mann MS	7,119,000	7,119,000		7,119,000
Horace Mann (Montessori)	5,000,000	-		-
John Marshall Elementary	565,000	565,000		565,000
John Muir Middle School	34,794,000	34,307,800	3/29/2023	36,790,953
Lincoln Elementary	214,000	3,814,000		3,814,000
Maine Elementary	141,000	141,000		141,000
Rib Mountain Elementary	158,000	158,000		158,000
Riverview Elementary	1,465,000	1,665,000	10/27/2022	1,920,288
School Forest	4,243,000	5,043,000	11/3/2022	5,478,788
South Mountain Elementary	4,873,000	4,873,000	10/18/2022	4,873,000
Stettin Elementary School	3,462,000	3,767,286	10/4/2022	3,462,000
Thomas Jefferson Elementary	902,000	902,000		902,000
West High School	28,395,000	29,895,000	August	29,895,000
West Athletics Phase 1	2,733,627	2,129,927	4/4/2023	1,963,267
West Athletics Phase 2	1,633,373	1,633,373		1,633,373
Total	119,800,000	118,689,586		120,954,567
Projected Interest Earnings	5,400,000			
Over/(under) Including Interest Earnings		(6,510,414)		(4,245,433)

Continue design

- West HS
- Hawthorn Hills
- Horace Mann



QUESTIONS?

Project Timelines or Updates



WAUSAU SCHOOL DISTRICT
Referendum Design Update
95% Wausau West High School

June 26, 2023





Agenda

- 1** 95% Design Review – Wausau West
- 2** 95% Budget Review – Wausau West
- 3** Questions



1

**Wausau West
High School**

95% Design Review



Wausau West Referendum Concept

- 1 Secure Main Office and Community Room
- 2 Auditorium Addition and Updates
- 3 Pupil Services and Special Education Remodeling
- 4 Music Department Updates
- 5 Life Skills Classroom Updates
- 6 Robotics Lab Creation
- 7 Family and Consumer Education Classroom Updates
- 8 Commons / Kitchen Remodeling and Receiving Addition
- 9 Fitness Center and Locker Room Addition
- 10 Boys and Girls Locker Room Updates
- 11 Second Floor Uni-Sex Toilet Room Creation
- 12 Library Updates and Remodeling
- 13 Large Group Instruction Classroom Updates
- 14 Visitor Parking and Removal of Portable Classrooms
- 15 Athletic Turf, Lighting and Safety Netting

-  DEFERRED MAINTENANCE
-  REMODELING
-  NEW ADDITION





➤ Wausau West District Staff Involvement

District Involvement

(15) Design Meetings

- District Leadership Team
- Building Design Committee

(15) User Group Meetings

- Principal
- Maintenance
- Teachers
- Front office, Theater, Special Education, Phy. Ed. / Athletics, Music, Student Services, IT, Library Staff, Large Group Instruction, Foods, Kitchen



Wausau West: Finish Board

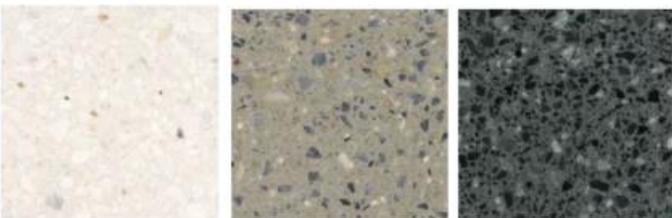
Wausau West High School | Interior Finishes



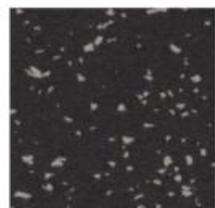
CARPET



LUXURY VINYL TILE



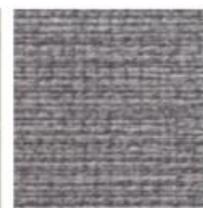
TERRAZZO TILE



RUBBER SPORTS FLOORING



RUBBER



RESILIENT SHEET



ACOUSTIC PANELS



PAINT



BATHROOM WALL TILE



CERAMIC WALL TILES



BATHROOM FLOOR TILE



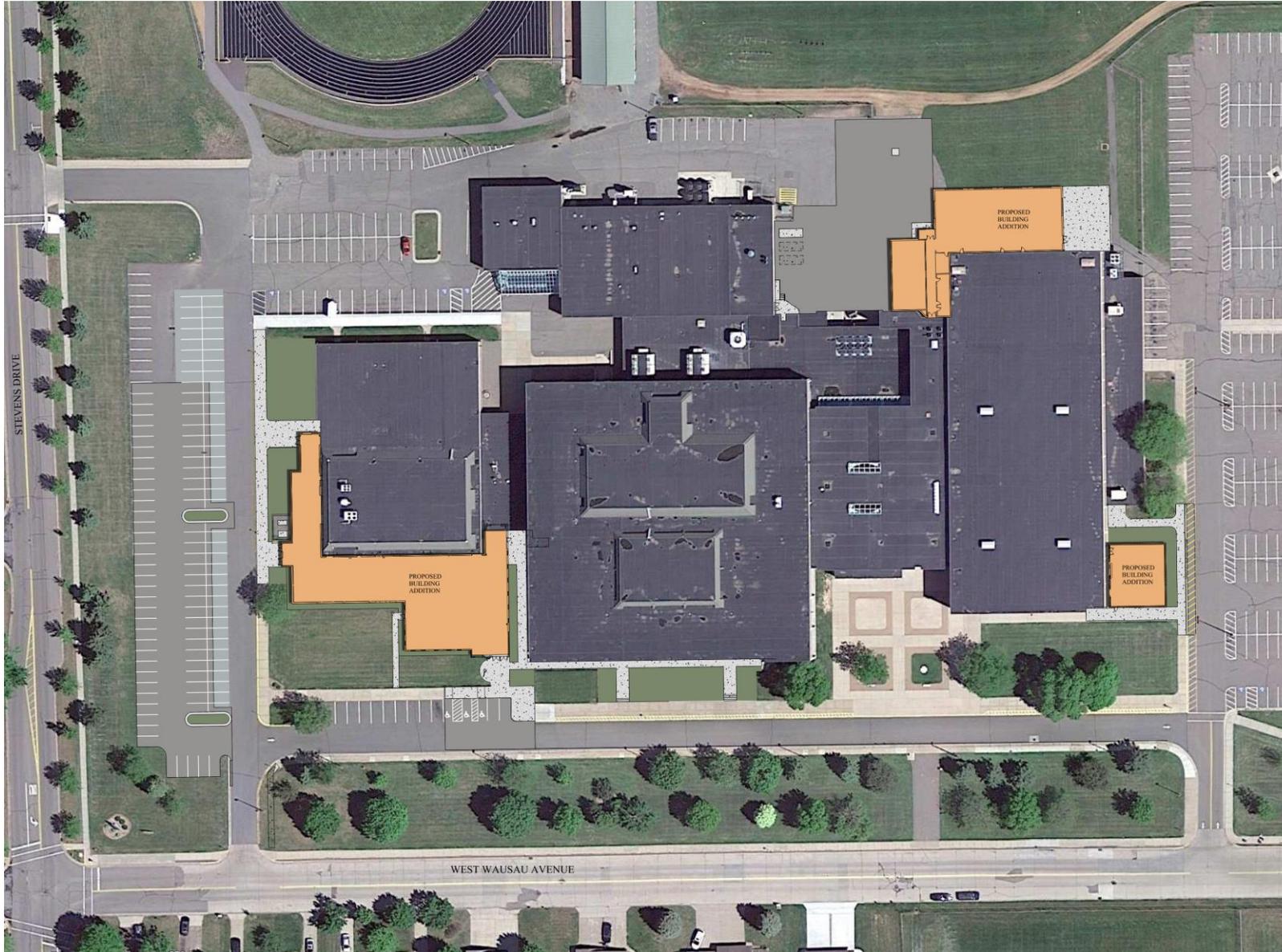
CASEWORK

Notes

- Finishes and materials
- New and existing areas



Wausau West Site Plan



Noted Updates

- Building additions
- Site maintenance
- Remove front stairs
- **Additional Parking Stalls**



Wausau West

Main Entrance





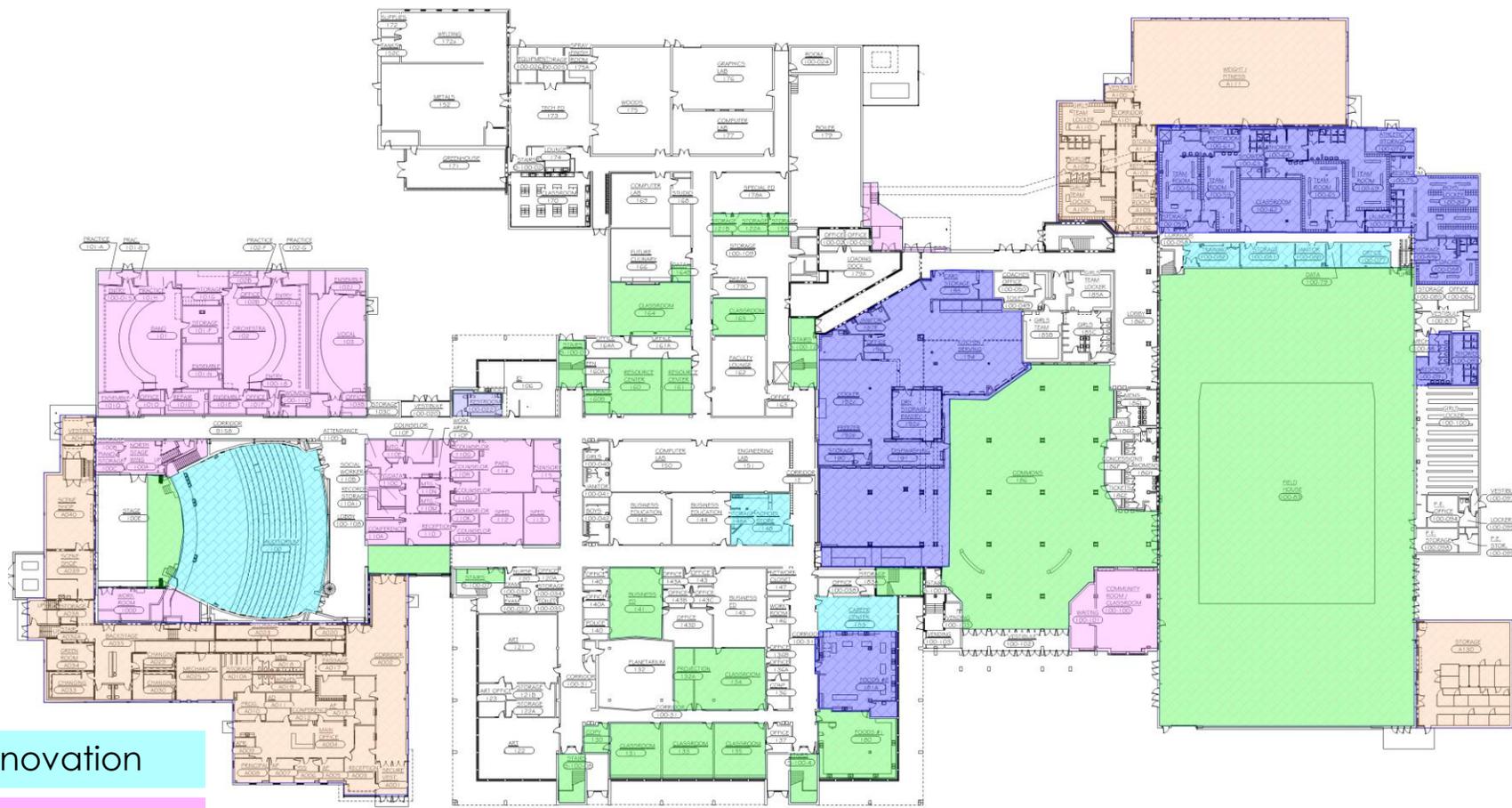
Wausau West

South West Addition





Wausau West: First Floor



Light Renovation

Moderate Renovation

Heavy Renovation

Finishes/Equipment

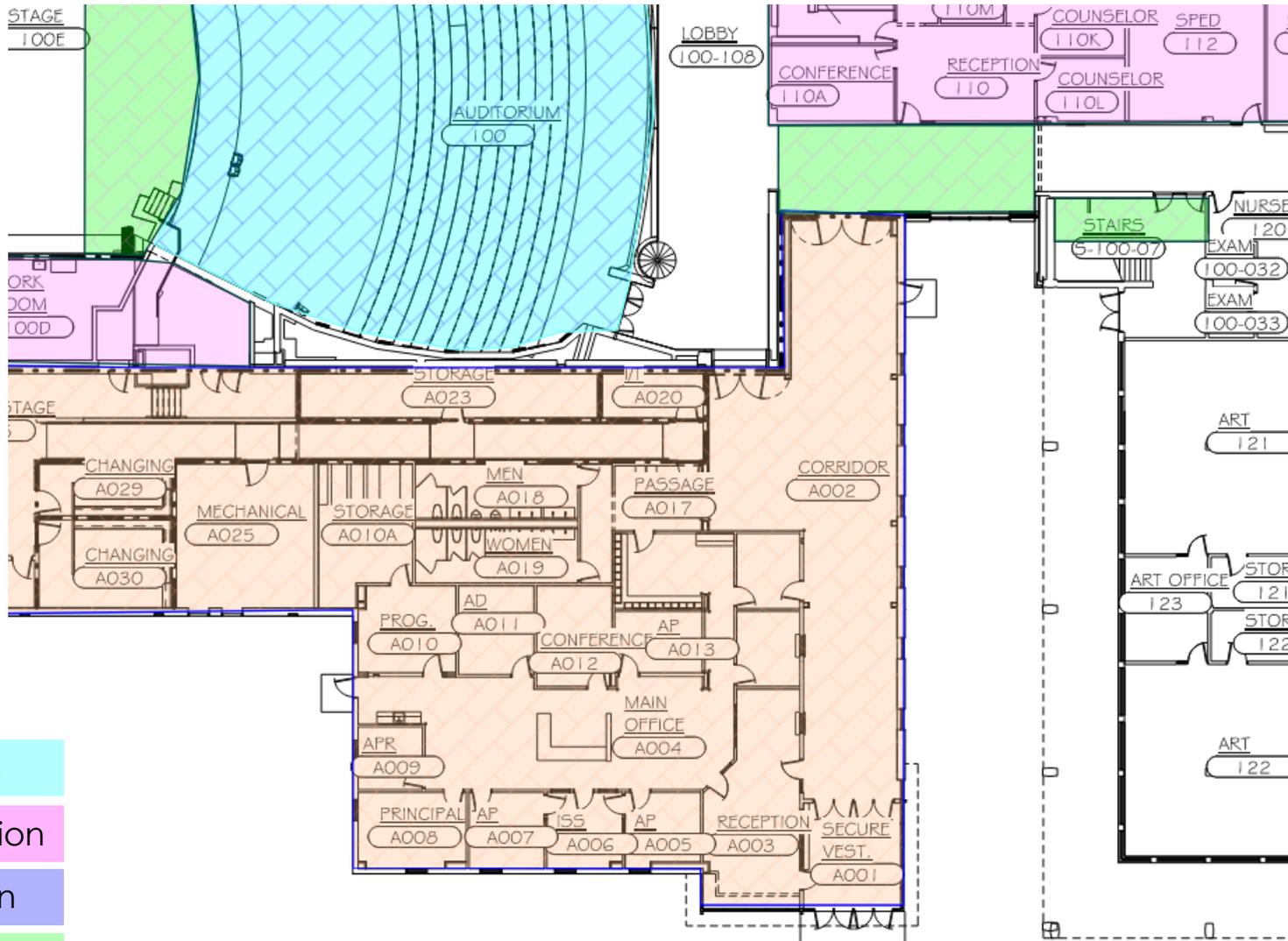
New Addition

Area of Work

- New Additions
 - Southwest Addition
 - Office (future second & third floor)
 - Auditorium Back of House
 - Fitness Addition
 - Storage Addition
- Renovations
 - Auditorium
 - Music Wing
 - Student Services
 - Special Education
 - Kitchen/ Commons
 - Community Room
 - Locker Rooms
 - School Store
- Finish & Equipment
 - Throughout



Wausau West: Front Office

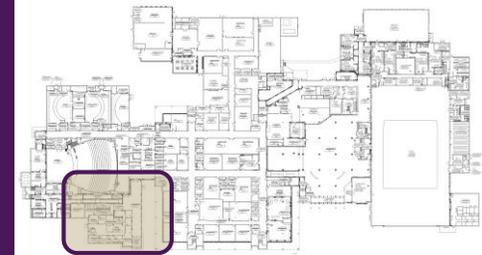


- Light Renovation
- Moderate Renovation
- Heavy Renovation
- Finishes/Equipment
- New Addition

Noted Updates

- Secure front entry
- Main Theater Entrance
- Toilets
- Access to lower theater level/ back of house

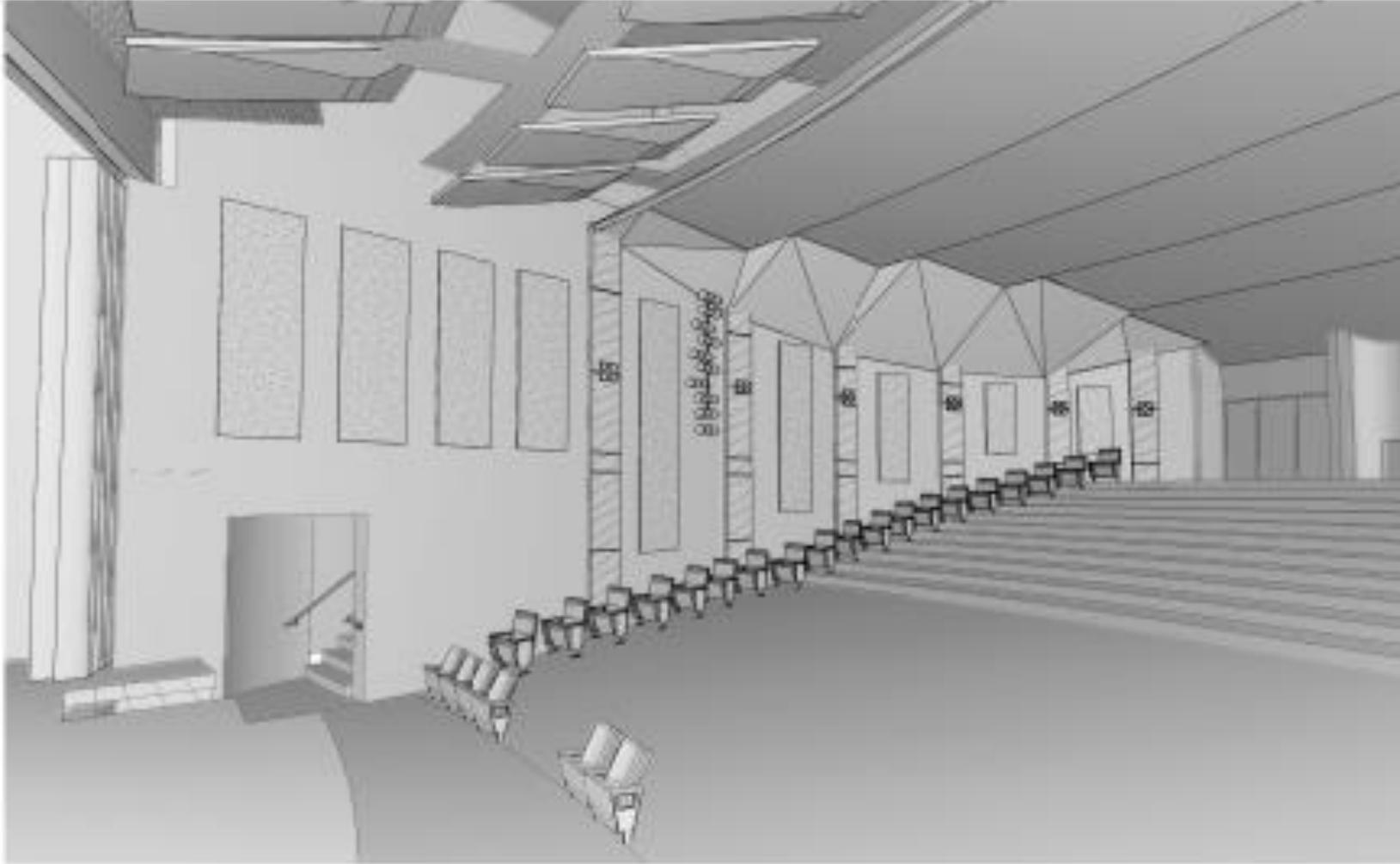
Key Plan





Wausau West: Auditorium Rendering

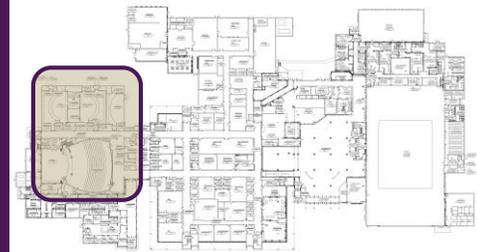
Noted Updates



3D Auditorium side wall

SCALE:

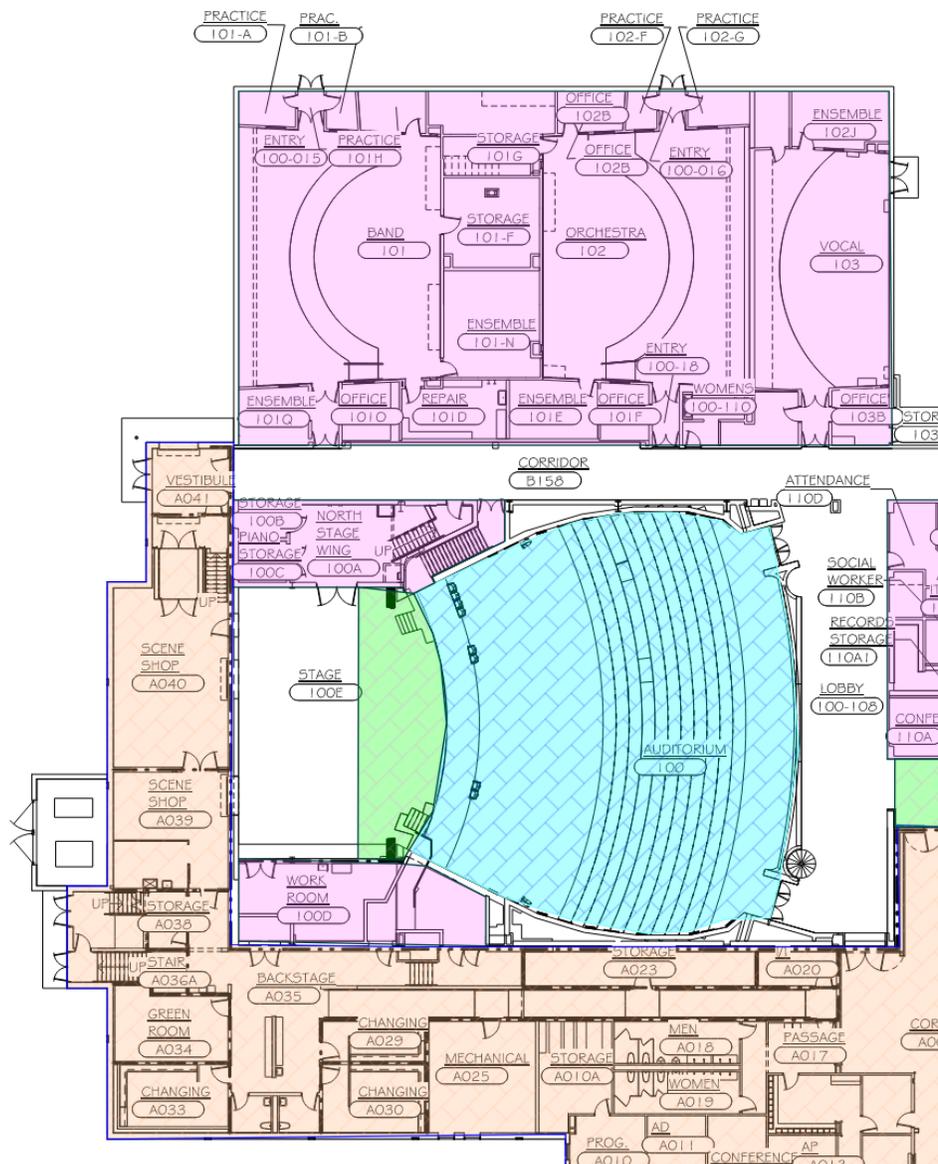
Key Plan



nexus
SOLUTIONS®



Wausau West: Auditorium, Music Wing



Noted Updates

- Auditorium Addition
 - Scene Shop
 - Green Room
 - Changing Rooms
 - Toilets
 - Work Room
 - Piano Storage
 - ADA
 - Interior Theater Renovations
- Music Wing

Key Plan



Light Renovation

Moderate Renovation

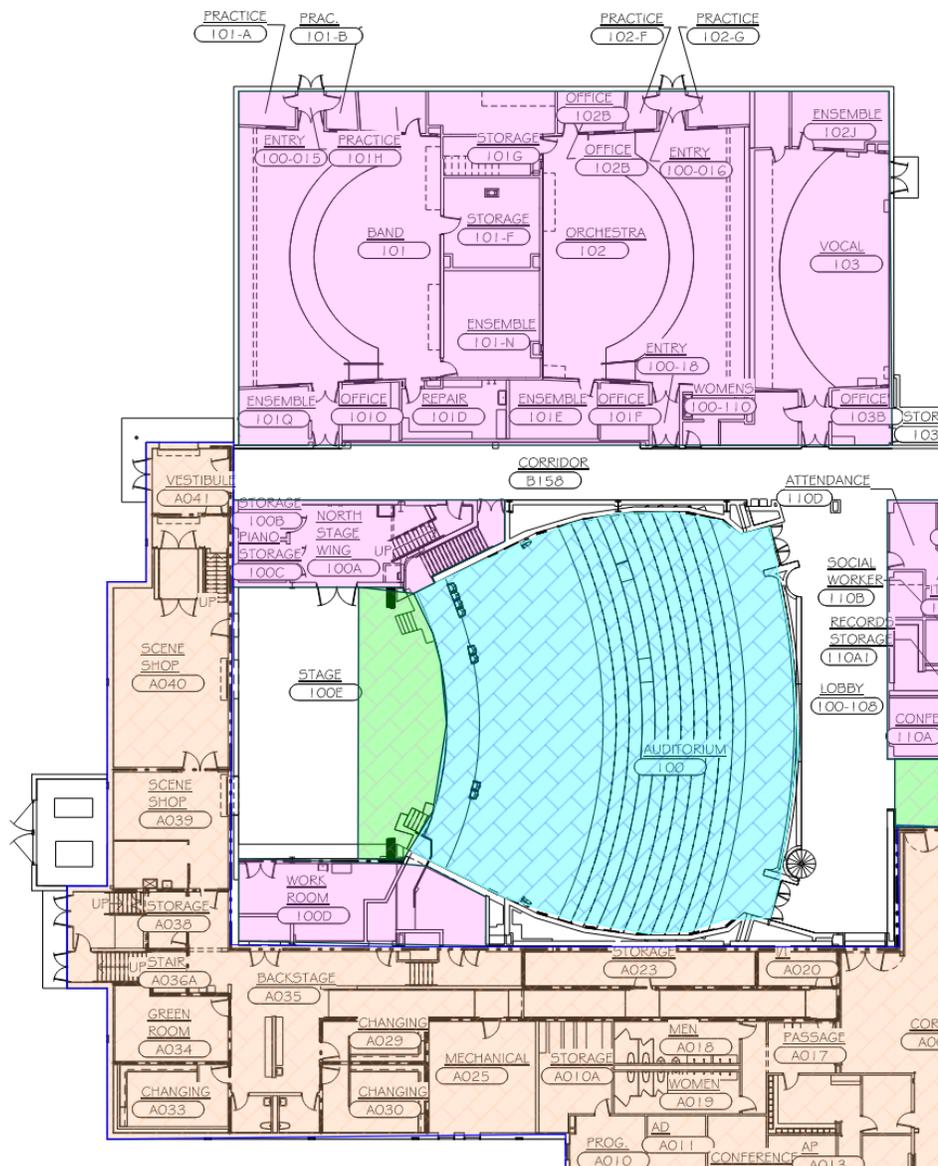
Heavy Renovation

Finishes/Equipment

New Addition



Wausau West: Auditorium Systems



Light Renovation

Moderate Renovation

Heavy Renovation

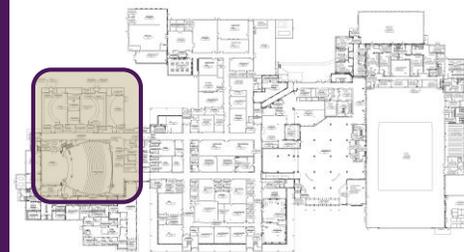
Finishes/Equipment

New Addition

Noted Updates

- AV Systems
 - Simple touch panel operations
 - 'daily mode'
 - 'console mode'
 - Systems students see in college programs and future jobs
 - Digital methods for better system operation
 - Higher fidelity speakers with better coverage
 - Wireless mic systems higher quality performance

Key Plan



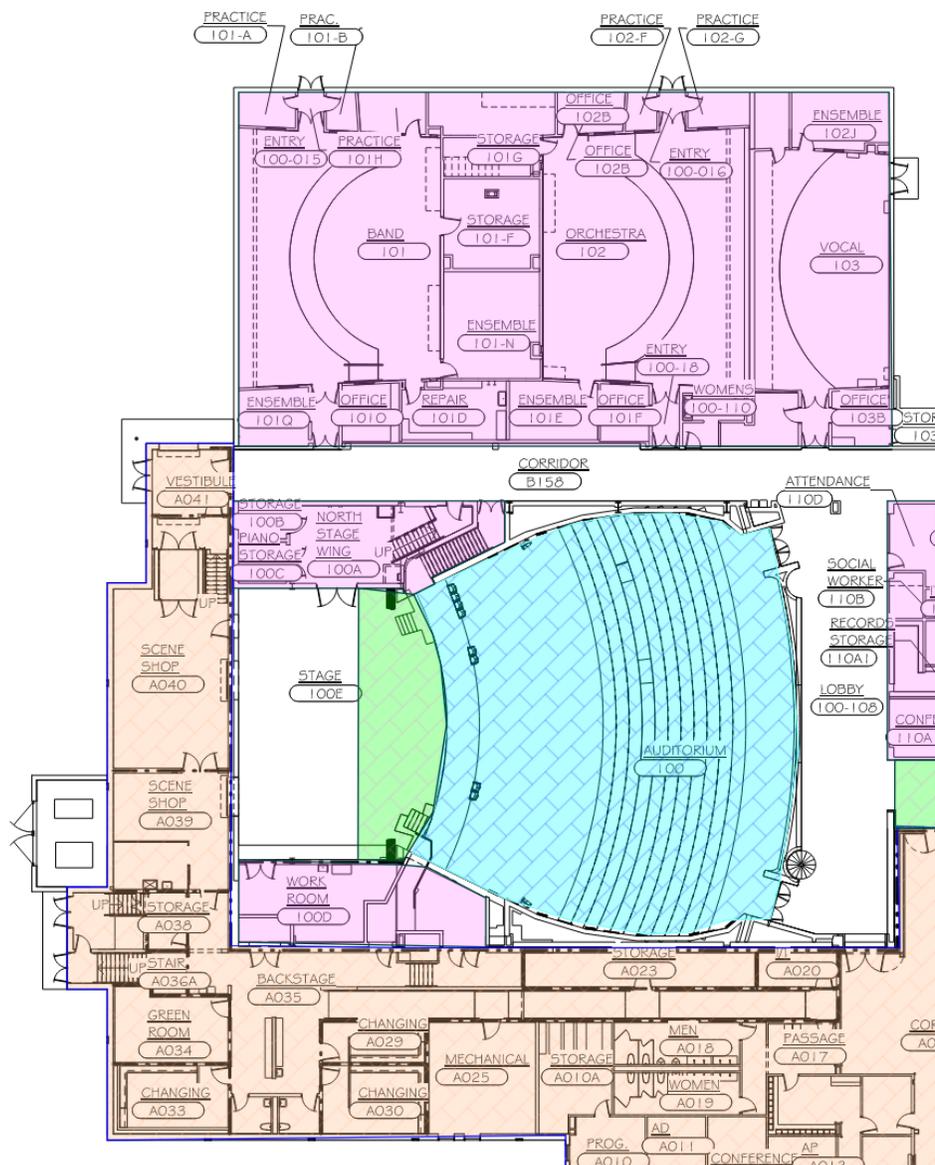
nexus
SOLUTIONS®



Wausau West: Auditorium Systems

Noted Updates

- Theater Equipment Systems
 - Full Color-Changing LED Stage Fixture Replacement
 - Main Curtain Replacement
 - Lighting System Upgrade
 - New Control Infrastructure installation
- Power Controls, and Console Upgrades and Refurbishments



Light Renovation

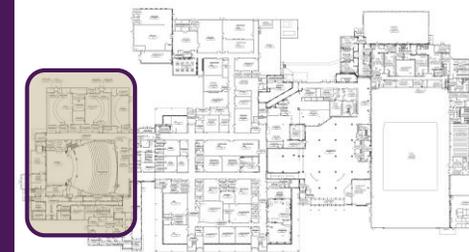
Moderate Renovation

Heavy Renovation

Finishes/Equipment

New Addition

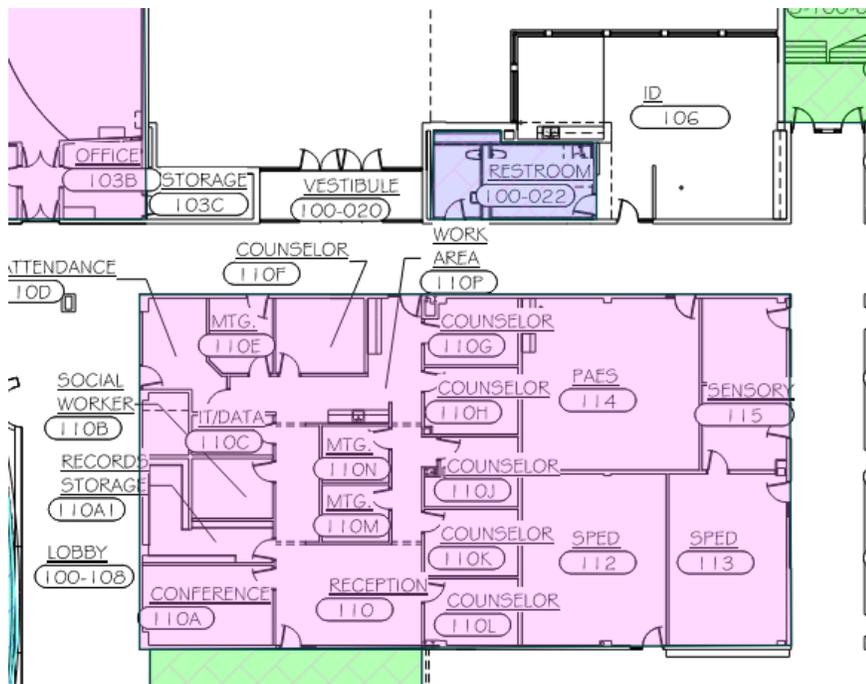
Key Plan



nexus
SOLUTIONS®



Wausau West: Student Services, Special Education



Light Renovation

Moderate Renovation

Heavy Renovation

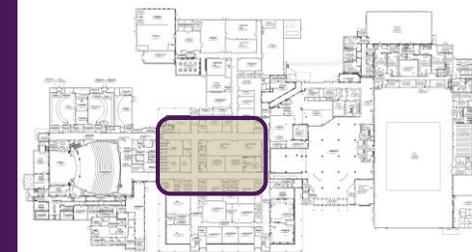
Finishes/Equipment

New Addition

Noted Updates

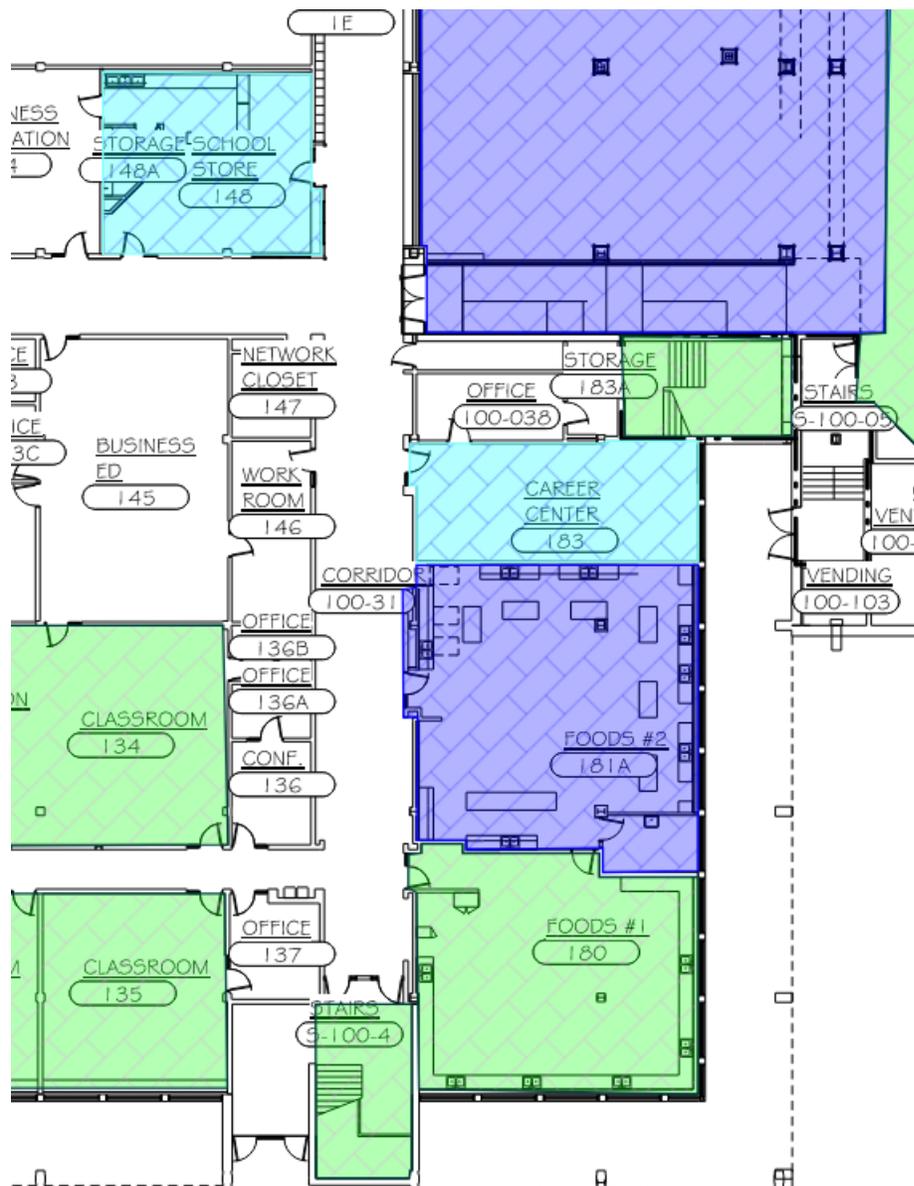
- Student Services
 - (5) counselors
 - Conference Room
 - Record Storage
 - (2) Meeting Rooms
- Special Education
 - ID room Toilet
 - PAES Lab
 - Sensory
 - (2) SPED rooms

Key Plan





Wausau West: Foods, School Store



Light Renovation

Moderate Renovation

Heavy Renovation

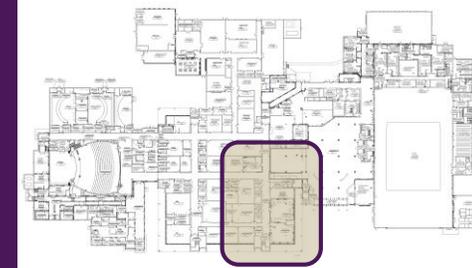
Finishes/Equipment

New Addition

Noted Updates

- Foods Labs
 - Future lab space
 - Existing room to remain
- Career Center
- Robotics Lab
- School Store

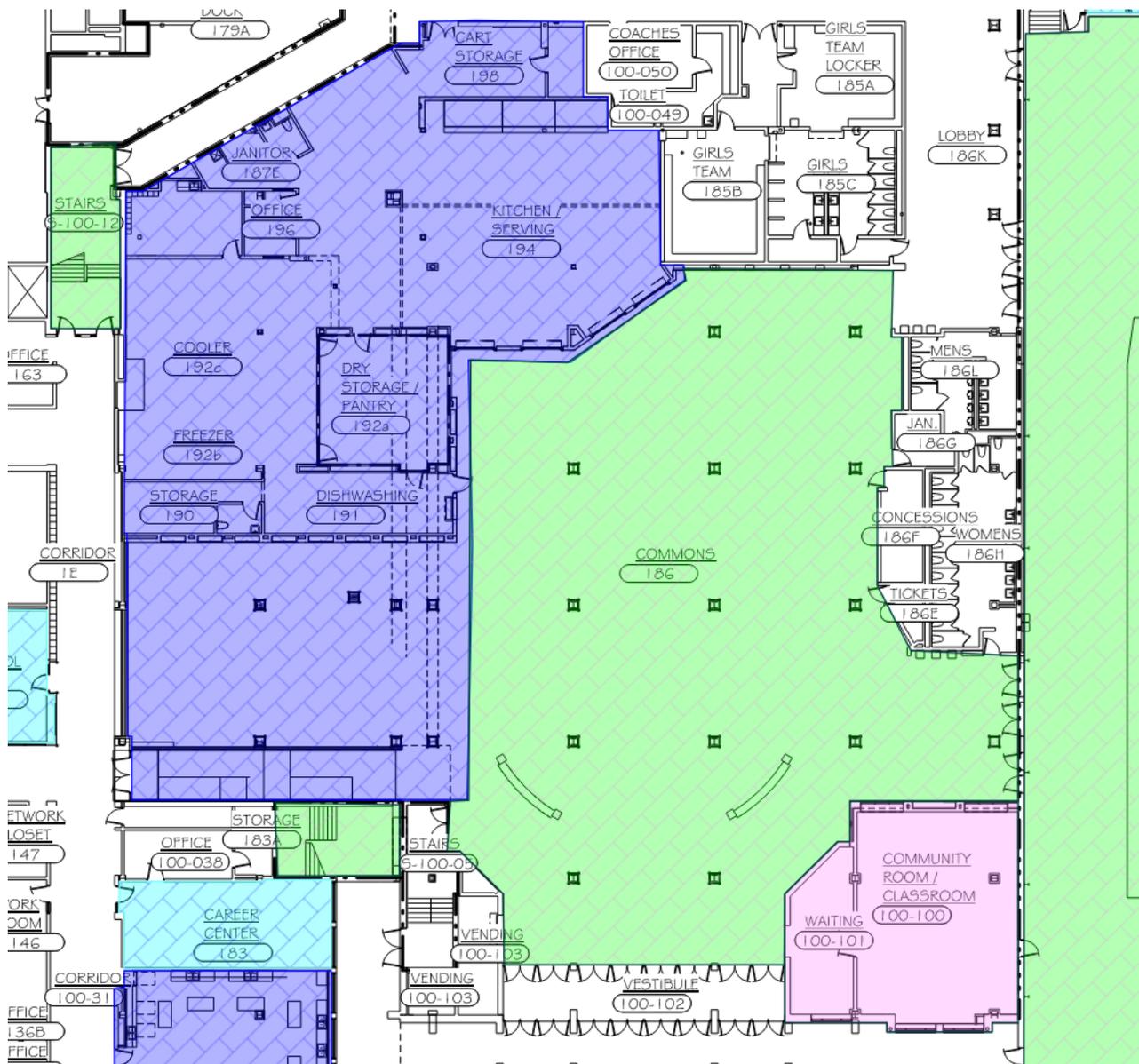
Key Plan



nexus
SOLUTIONS®



Wausau West: Kitchen, Commons



Light Renovation

Moderate Renovation

Heavy Renovation

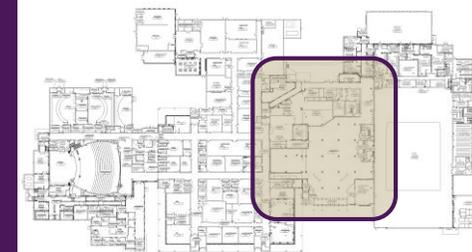
Finishes/Equipment

New Addition

Noted Updates

- Kitchen
 - Future lab space
 - Existing room to remain
- Commons
 - 172 additional seats for a total of 776
- Community Room / Classroom
 - 72 potential additional seats

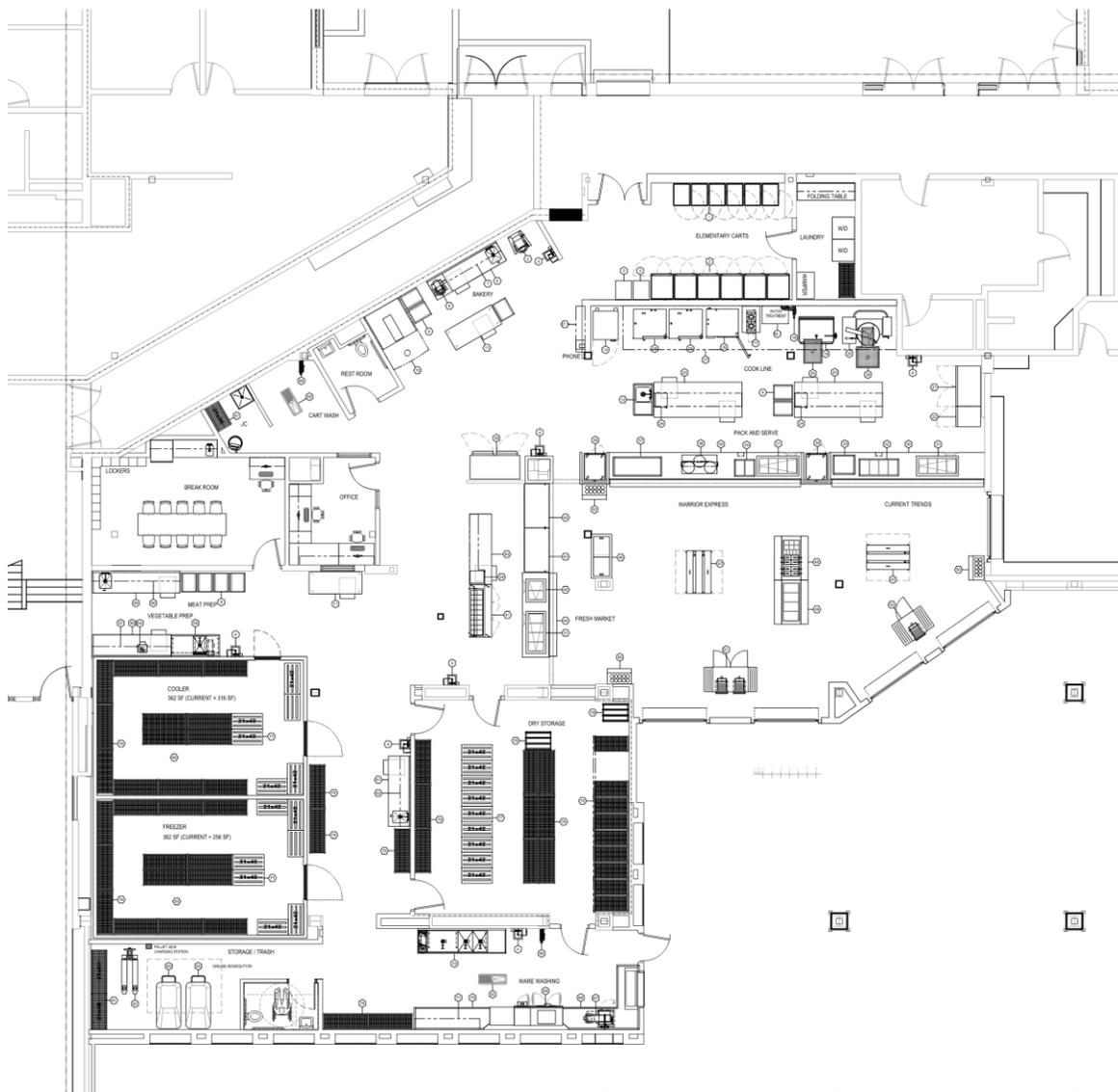
Key Plan



nexus
SOLUTIONS®



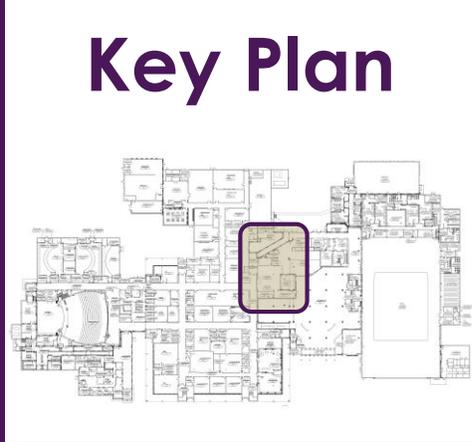
Wausau West: Kitchen



- Light Renovation
- Moderate Renovation
- Heavy Renovation
- Finishes/Equipment
- New Addition

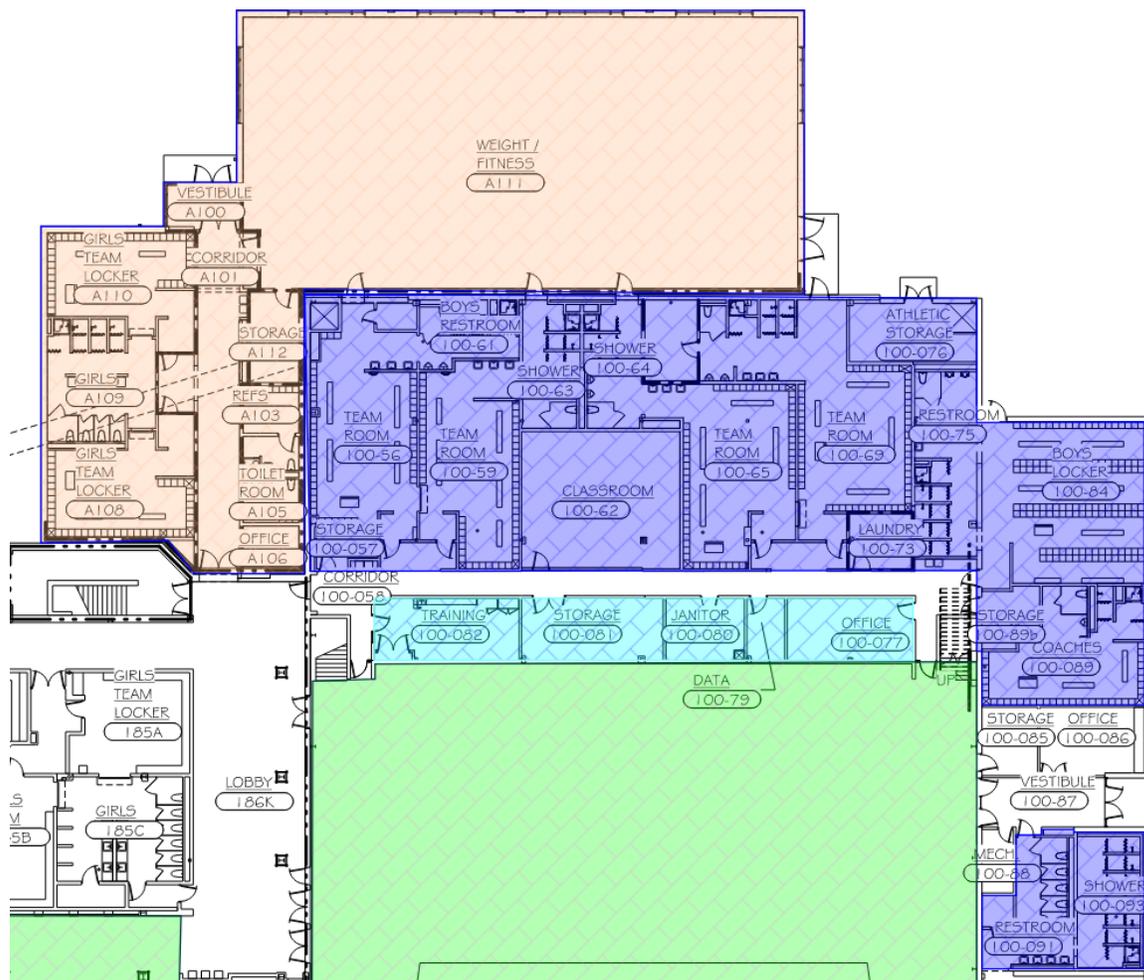
Noted Updates

- Daily Meal Service:
 - 200 breakfast / 800 lunch meals
 - 1000 meals to satellite schools
 - Plan for 1200 Meals
- Improved workflows with smaller footprint
- Improved Food Court
- Increase student participation, *service – serve more students*
- Updated cooking equipment for faster cook times, improved nutrition retention, less waste





Wausau West: Locker Room/Fitness



Light Renovation

Moderate Renovation

Heavy Renovation

Finishes/Equipment

New Addition

Noted Updates

- Locker Room/Fitness Addition
 - Girls team room and locker room
 - Referee Office
 - Toilet rooms
- Locker Renovations
 - New lockers and individual showers
 - Classroom and team rooms (4)
 - Individual showers
 - Offices/storage

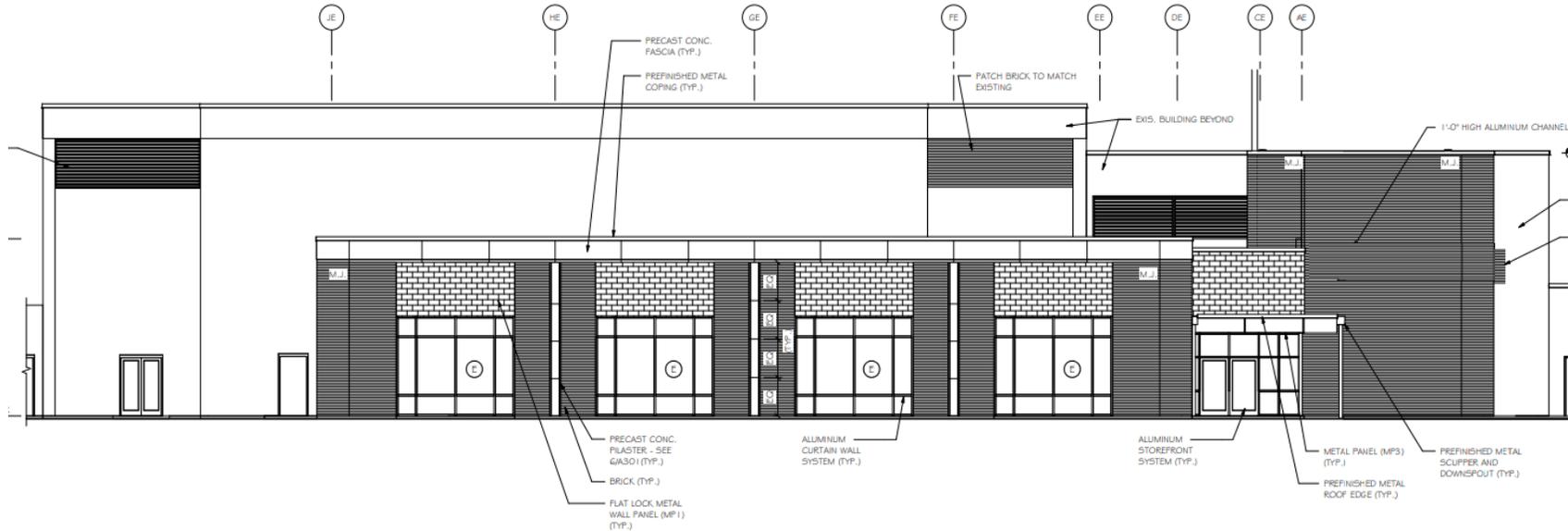
Key Plan



NEXUS
SOLUTIONS®



Wausau West: Locker Room/Fitness

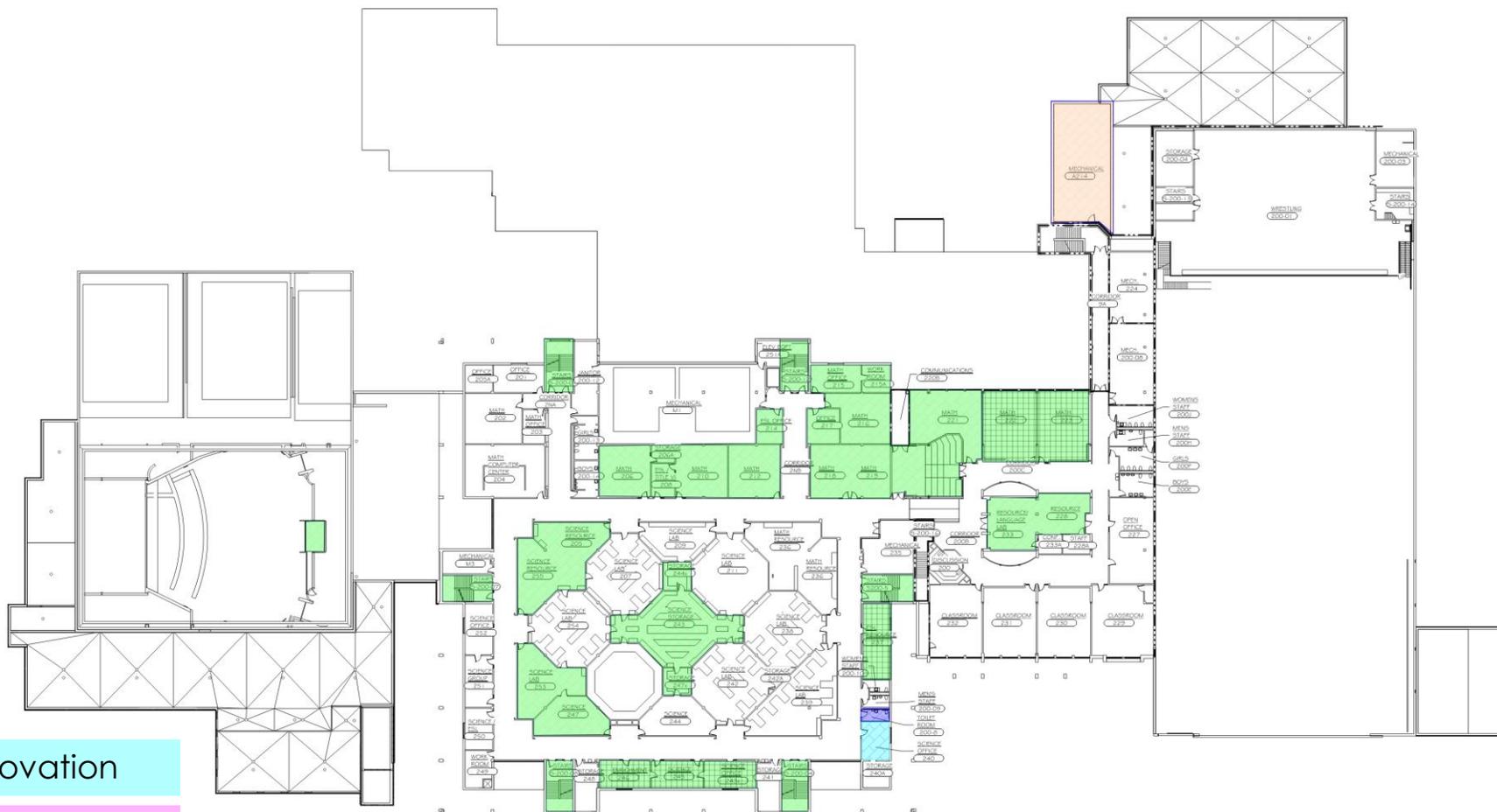




Wausau West: Second Floor

Area of Work

- Renovations
 - Unisex Toilet Room
- Finishes
 - Throughout



Light Renovation

Moderate Renovation

Heavy Renovation

Finishes/Equipment

New Addition



Wausau West Mechanical Systems Summary

Mechanical

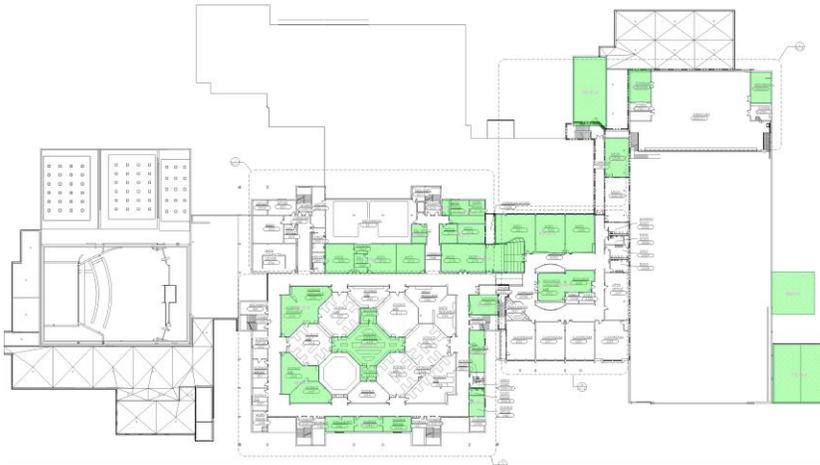
- New DX cooling/hot water heat air handling units to serve the scene shop and office additions.
- Modify existing system to serve remodeled student services offices and SPED rooms.
- Chilled water cooling/hot water heat air handling unit to serve remodeled commons and kitchen.
- Chilled water cooling/hot water heat energy recovery unit serving fitness, locker room addition, and remodeled locker rooms.
- Replace heat only energy recovery unit serving girls gym locker with new energy recovery unit with DX cooling/hot water heat.
- New supply diffusers in areas receiving new ceilings.
- Adding a new air-cooled chiller to supplement the existing water-cooled chillers and ice storage system.
- Alternate to replace gym air handling unit and failing condensing units with a new more traditional chilled water cooling/hot water heat air handling unit.



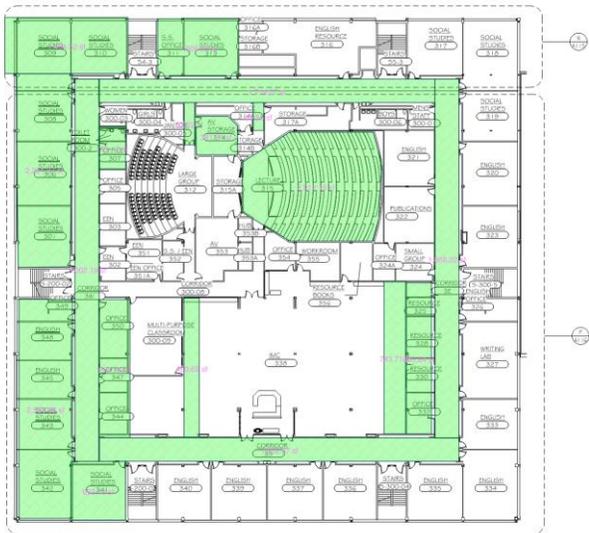
Wausau West: Mechanical Area of Work



First Floor



Second Floor



Third Floor

HVAC



Wausau West Mechanical Systems Summary

Plumbing:

- Extend existing plumbing systems to supply/drain new additions.
- Modify existing plumbing systems to serve remodeled areas.
- New interior grease interceptor for kitchen.

Fire Protection:

- Add fire sprinkler system and new dedicated water service to feed new sprinkler system in south addition.
- Add stand alone fire protection system in server room.



➤ Wausau West Electrical Systems Summary

Electrical

- Power distribution, lighting, telecom and security design for additions.
- Power, lighting, telecom and security upgrades and modifications as needed for renovated areas.
- Complete building fire alarm system replacement.
- Mass notification system modifications/extensions for remodeled areas and additions.
- Auditorium electrical infrastructure as needed to support Theater equipment upgrades. Retrofit house lighting.
- Electrical distribution and connections for renovated kitchen.
- Replace one aged distribution panelboard.
- Update lighting to LED where ceilings are replaced.



2

Wausau West High School

95% Budget Review



➤ Wausau West 95% Budget Comparison

<u>Site</u>	<u>Original</u>	<u>95% Design</u>
Wausau West HS	\$28,395,000	\$29,895,000



➤ Wausau West Conclusion

Board Action

- Move forward to bid Wausau West High School – Additions and Renovations
- **Approve plan designs for Wausau West High School, as presented, to be issued for bidding**



3

Questions

**STATE OF WISCONSIN
BOARD OF COMMISSIONERS OF PUBLIC LANDS
101 EAST WILSON STREET, 2ND FLOOR**

POST OFFICE BOX 8943

MADISON, WISCONSIN 53708-8943

**APPLICATION FOR STATE TRUST FUND LOAN
USING REFERENDUM AUTHORITY**

Section 24.66(3)(a), Wisconsin Statutes

WAUSAU SCHOOL DISTRICT

Date sent: June 13, 2023

Received and filed in Madison, Wisconsin:

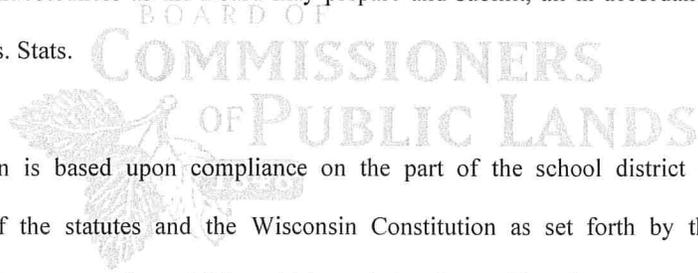
ID # 05605811

RAS

RETURN THIS ORIGINAL – DO NOT RETURN PHOTOCOPY

APPLICATION

1. The undersigned, the school district board of **Wausau** in the county(ies) of **Marathon**, State of Wisconsin, do hereby make application for a loan of **Nineteen Million Eight Hundred Ten Thousand And 00/100 Dollars (\$19,810,000.00)** from the State Trust Funds in accordance with the provisions of law relating to schools loans, for the purpose of **financing school building and facility improvement projects approved with April 2022 referendum**, in the district, and for no other purpose. The loan is to be continued for a term of **3** years from the 15th day of March preceding the date the loan is made and is to be paid in annual installments with interest at a rate of **5.50** percent per annum. We agree to the execution and signing of such certificates of indebtedness as the Board may prepare and submit, all in accordance with the provisions of Chapter 24, Wis. Stats.



This application is based upon compliance on the part of the school district with the provisions and requirements of the statutes and the Wisconsin Constitution as set forth by the following statements, declarations and accompanying exhibits, which we do hereby certify to be correct and true.

2. The school district referendum which approved and authorized this borrowing was held on the ___5th___ day of ___APRIL___, 20__22___. The vote thereon was taken by written ballot, a majority of which were cast in favor of the loan. Legal notice of the referendum has been published as required by law.
3. This application for the loan was approved and authorized by a recorded resolution at a regular board meeting, designated herein as Exhibit I. The resolution provides for levying upon all the taxable property of the district a direct, irrevocable annual tax for the purpose of paying and sufficient to pay the interest on the loan as it falls due, and also to pay and discharge the principal thereof, all in accordance with Wisconsin Constitution, Article XI, Section 3, and the statutes of the State of Wisconsin.

RETURN THIS ORIGINAL – DO NOT RETURN PHOTOCOPY

4. The equalized valuation of the taxable property in the school district for the latest year available is as follows:

EQUALIZED VALUATION FOR THE YEAR 20 22 * \$ 5,664,641,215

* Latest year available

5. The equalized valuations, by municipality, of taxable property in the district according to the last assessment for state and county taxes, are (use TID IN):

Name Amount Name Amount

Wisconsin Department of Revenue
Local Government Services

Fall School District Certification of 2022 Values - Tax Apportionment

Report #: LGSCEV308WI (TX27005A)
Date: 09/22/2022
Time: 02:23:22 PM

Est / Recert	School / CoMun Code	Dist #	Dist Type	School / Municipal Name	TID	TIDIN Equalized Value	TIDOUT Equalized Value	TIDOUT % To Total
	376223	0222	Reg	Wausau				
	37004	0964	T	Berlin		92,456,148	92,456,148	1.794113462
	37040	0982	T	Hewitt		63,704,100	63,704,100	1.236179377
	37068	0996	T	Rib Mountain	Y	1,085,214,200	1,077,856,600	20.915829594
	37076	1000	T	Stettin		283,801,437	283,801,437	5.507172749
	37078	1001	T	Texas		147,373,000	147,373,000	2.85977611
	37080	1002	T	Wausau		161,504,375	161,504,375	3.133995734
E	37146	0988	V	Maine	Y	323,568,700	311,954,200	6.053477697
	37291	1023	C	Wausau	Y	3,507,019,255	3,014,655,655	58.499455276
Wausau Totals				8 Taxation Districts		5,664,641,215	5,153,305,515	100.000

_____	\$	_____	\$
_____	\$	_____	\$
_____	\$	_____	\$
_____	\$	_____	\$
_____	\$	_____	\$

RETURN THIS ORIGINAL – DO NOT RETURN PHOTOCOPY

- 7. Attached and made a part hereof is a map or plat showing the outline of the land area comprising the school district.
- 8. Given under our hands at **Wausau**, County(ies) of **Marathon**, State of Wisconsin, the __14th__ day of
 _____JUNE_____, 20__23__.

SCHOOL BOARD: (Please type name under signature)

President: James Bouche'

Board Member: Patrick McKee

Treasurer: Jon Creisher

Board Member: Cody Nikolai

Clerk: Karen Vandenberg

Board Member: Jennifer Paoli

Vice President: Lance Trollop

Board Member: Cory Sillars

Board Member: Joanna Reyes

Board Member

Board Member

Board Member

- 9. State of Wisconsin, County(ies) of **Marathon**

_____ being first duly sworn on oath says that he/she is the clerk of the School District of **Wausau**, that all the members of the school board on this date have signed above; that he/she has ready the foregoing application, statements and all accompanying exhibits and knows the contents thereof; and that the same are true and correct according to the best of his/her knowledge and belief.

Clerk (Signature)

Clerk: Karen Vandenberg

Subscribed and sworn to before me this _____ day of _____, 20____.

Notary Public

My commission expires _____

RETURN THIS ORIGINAL – DO NOT RETURN PHOTOCOPY

This page intentionally left blank.

RETURN THIS ORIGINAL – DO NOT RETURN PHOTOCOPY

REFERENDUM CERTIFICATION

I, Karen Vandenberg, clerk of the School District of **Wausau**, State of Wisconsin, hereby certify that on April 5, 2022, a referendum was passed under the authority of Wis. Stats. s. 67.05 to expend monies not to exceed \$ 119,800,000 for the purpose of District wide capital improvements including remodeling all middle and high schools and additions at Horace Mann and John Muir Middle Schools, West and East High Schools, and Grant, Riverview, South Mountain and Stettin Elementary Schools and construction of a new Environmental Learning Center and acquisition of furnishings, fixtures, and equipment.

The vote was yes 6412 and no 4360.

IN WITNESS WHEREOF, I have hereunto subscribed my name and affixed the official seal of the said school district, this _____ day of _____, 20_____.

School District Clerk (Signature)

School District Clerk: Karen Vandenberg

RETURN THIS ORIGINAL – DO NOT RETURN PHOTOCOPY

This page intentionally left blank.

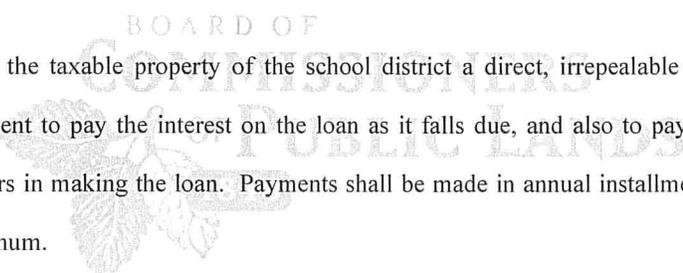
RETURN THIS ORIGINAL – DO NOT RETURN PHOTOCOPY

EXHIBIT I

RESOLUTION AUTHORIZING LOAN

RESOLVED that we, the members of the School Board of the School District of **Wausau**, Wisconsin, duly assembled in meeting according to law this 26th day of JUNE, 2023 approve and authorize that application be made by the President and Clerk of the School Board to the Board of Commissioners of Public Lands for a State Trust Fund loan in the amount of **Nineteen Million Eight Hundred Ten Thousand And 00/100** Dollars (\$19,810,000.00) for the purpose of **financing school building and facility improvement projects approved with April 2022 referendum.**

AND, levy upon all the taxable property of the school district a direct, irrevocable annual tax for the purpose of paying and sufficient to pay the interest on the loan as it falls due, and also to pay and discharge the principal thereof within **3** years in making the loan. Payments shall be made in annual installments with interest at the rate of **5.50** percent per annum.



This resolution is made pursuant to the vote of the electors of the School District of **Wausau** on the school district referendum which was held on the 5th day of APRIL, 2022.

A vote was taken by written ballot which resulted as follows:

AGAINST THE REFERENDUM: 4360
FOR THE REFERENDUM: 6412

RETURN THIS ORIGINAL – DO NOT RETURN PHOTOCOPY

Resolution Authorizing Loan (continued)

The question being upon the adoption of the foregoing resolution, a vote was taken by ayes and noes, which resulted as follows:

President	<u>James Bouché</u>	voted	_____
Treasurer	<u>Jon Creisher</u>	voted	_____
Clerk	<u>Karen Vandenberg</u>	voted	_____
Vice President	<u>Lance Trollop</u>	voted	_____
Board Member	<u>Joanna Reyes</u>	voted	_____
Board Member	<u>Patrick McKee</u>	voted	_____
Board Member	<u>Cody Nikolai</u>	voted	_____
Board Member	<u>Jennifer Paoli</u>	voted	_____
Board Member	<u>Cory Sillars</u>	voted	_____
Board Member	_____	voted	_____
Board Member	_____	voted	_____

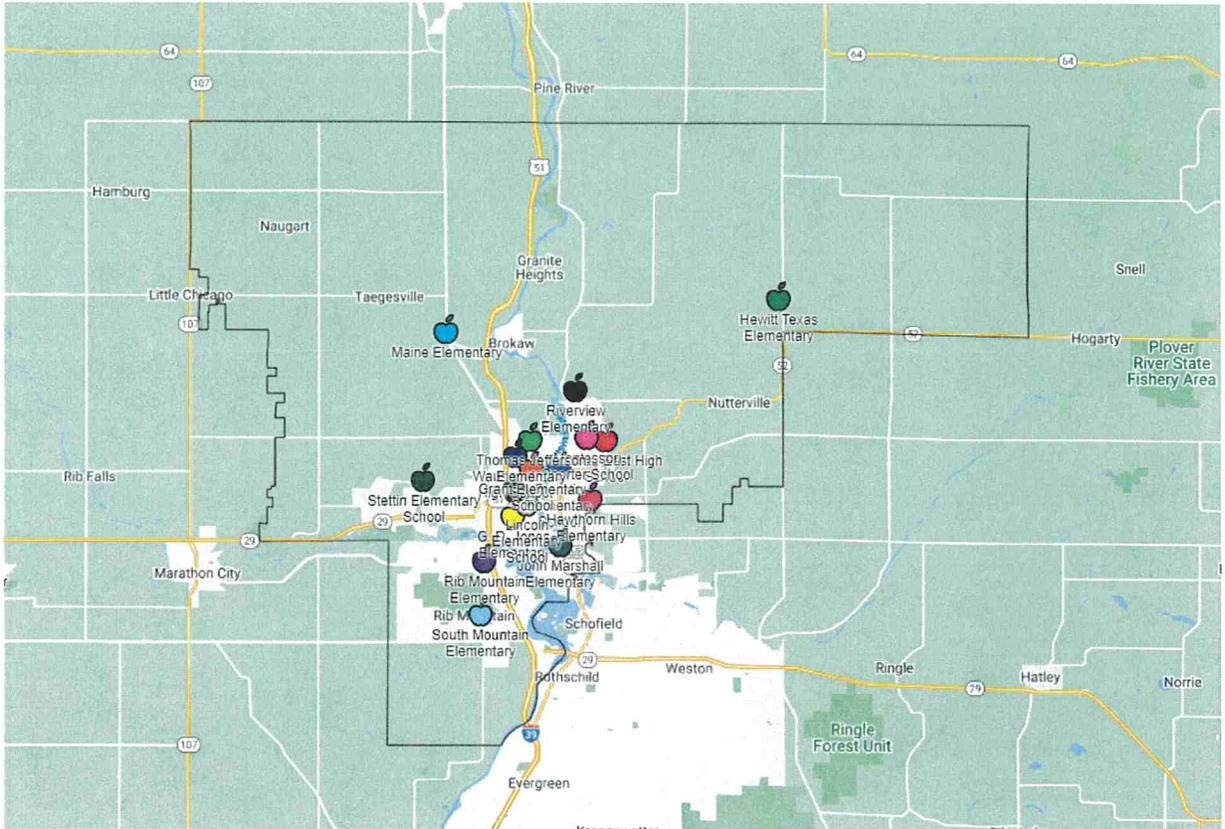
A majority of the members of the School Board having voted in favor of the resolution, it was adopted.

School District Clerk (Signature)

School District Clerk: Karen Vandenberg

This ____ day of _____, 20 ____

RETURN THIS ORIGINAL – DO NOT RETURN PHOTOCOPY





PMATM
SECURITIES

Wausau School District
Updated Referendum Financing Plan
Total Borrowing: \$119,800,000

Debt Management and Debt Issuance Discussion

Erik J Kass

Director, Public Finance
PMA Securities, LLC.

June 26, 2023



Referendum Financing Plan Outline

- ▶ In May of 2022, the financing plan focused on the following
 - ▶ Minimize Interest Rate Risk
 - ▶ Provide Flexibility for tax levy and mill rate management moving forward
 - ▶ Meet construction spending timelines
 - ▶ **New Focus** - Minimize arbitrage risk to the District
- ▶ Focusing on minimizing interest rate risk, the District issued \$99.99M or 83% of the total borrowing in summer of 2022



Interest Rate Environment

HISTORICAL INTEREST RATE COMPARISON MMD "AAA" G.O. Bond Index, 5-Year Maturity

History as of:

6/20/2023



REFINITIV MMD yield for a General Obligation AAA rated, 5-year maturity (5.00% coupon).

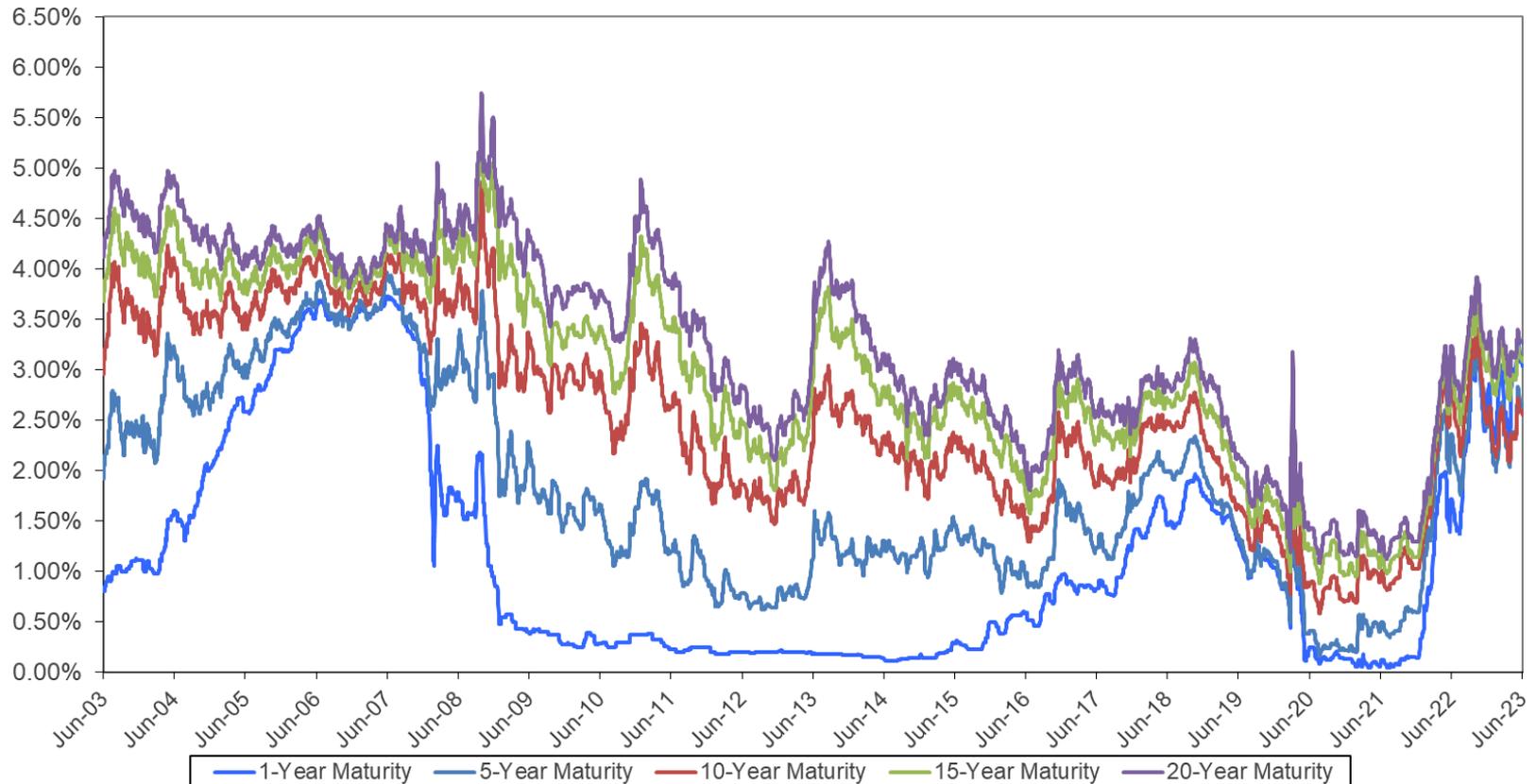


Interest Rate Environment

HISTORICAL INTEREST RATE COMPARISON MMD "AAA" G.O. Bond Indices

History as of:

6/20/2023



REFINITIV MMD yields for General Obligation AAA rated, 1-, 5-, 10-, 15-, and 20-year maturities (5.00% coupons).



Debt Issuance Options Reviewed

- ▶ Focusing on levy management and limiting long term interest expense, we are focused on a short term borrowing strategy for the remaining \$19,810,000
- ▶ Options Reviewed for short term notes:

Option	Assumed Interest Rate	Notes
Tax Exempt Competitive Sale	4.50%	Lowest rate, arbitrage exposure
Taxable Competitive Sale	6.50%	No arbitrage exposure, highest rate
State Trust Fund Loan	5.50%	Competitive rate, no arbitrage, limited costs



Addressing the Priorities

- ▶ Minimizing Interest Rate Risk
 - ▶ Issue short term financing if possible to decrease exposure to long term rates
- ▶ Provide Flexibility for tax levy and mill rate management moving forward
 - ▶ State Trust Fund Loan is prepayable without penalty between January 1 and August 31 each year
 - ▶ Provides future ledges for additional projects if desired
- ▶ Meet construction spending timelines
 - ▶ Continues to provide adequate cash flow for the projects
- ▶ **New Focus** - Minimize arbitrage risk to the District
 - ▶ State Trust Fund Loan allows the issue to be treated as taxable, avoiding arbitrage issues



Highlights of State Trust Fund Loan

- ▶ Competitive rates for taxable issuance
- ▶ Flexibility for structure and repayment
- ▶ Program that benefits Schools across the State of Wisconsin as it funds Common School Aid Program
 - ▶ Total Aid to Marathon County Schools past five years: \$4,554,578
 - ▶ Total Aid to Wausau School District past five years: \$1,806,761



Disclosure

The information contained herein is solely intended to suggest/discuss potentially applicable financing applications and is not intended to be a specific buy/sell recommendation, nor is it an official confirmation of terms. Any terms discussed herein are preliminary until confirmed in a definitive written agreement.

The analysis or information presented herein is based upon hypothetical projections and/or past performance that have certain limitations. No representation is made that it is accurate or complete or that any results indicated will be achieved. In no way is past performance indicative of future results. Changes to any prices, levels, or assumptions contained herein may have a material impact on results. Any estimates or assumptions contained herein represent our best judgment as of the date indicated and are subject to change without notice. Examples are merely representative and are not meant to be all-inclusive. The information set forth herein was gathered from sources which we believe, but do not guarantee, to be accurate. Neither the information, nor any options expressed, constitute a solicitation by us for purposes of sale or purchase of any securities or commodities. Investment/financing decisions by market participants should not be based on this information.

You should consider certain economic risks (and other legal, tax, and accounting consequences) prior to entering into any type of transaction with PMA Securities, LLC or PMA Financial Network, LLC. It is imperative that any prospective client perform its own research and due diligence, independent of us or our affiliates, to determine suitability of the proposed transaction with respect to the aforementioned potential economic risks and legal, tax, and accounting consequences. Our analyses are not and do not purport to be appraisals of the assets, or business of the Issuer or any other entity. PMA makes no representations as to the actual value which may be received in connection with a transaction nor the legal, tax, or accounting effects of consummating a transaction. PMA cannot be relied upon to provide legal, tax, or accounting advice. You should seek out independent and qualified legal, tax, and accounting advice from outside sources. This information has been prepared for informational and educational purposes and does not constitute a solicitation to purchase or sell securities, which may be done only after client suitability is reviewed and determined.

Securities, public finance and institutional brokerage services are offered through PMA Securities, LLC. PMA Securities, LLC is a broker-dealer and municipal advisor registered with the SEC and MSRB, and is a member of FINRA and SIPC. PMA Asset Management, LLC, an SEC registered investment adviser, provides investment advisory services to local government investment pools. All other products and services are provided by PMA Financial Network, LLC. PMA Financial Network, LLC, PMA Securities, LLC, and PMA Asset Management, LLC (collectively "PMA") are under common ownership. Securities and public finance services offered through PMA Securities, LLC are available in CA, CO, FL, IL, IN, IA, MI, MN, MO, NE, NY, OH, OK, PA, SD, TX and WI. This document is not an offer of services available in any state other than those listed above, has been prepared for informational and educational purposes only and does not constitute a solicitation to purchase or sell securities, which may be done only after client suitability is reviewed and determined. All investments mentioned herein may have varying levels of risk, and may not be suitable for every investor. For more information, please visit us at www.pmanetwork.com. For institutional use only.



Wausau School District

Rebranding our High School

We're Better Together!



Our Vision



- Both the senior and junior highs have a common theme.
- Schools are rebranded to the greatest extent possible by the opening (Fall of 2025).
- We will 'completely' rebrand the 2 schools.

We're Better Together!



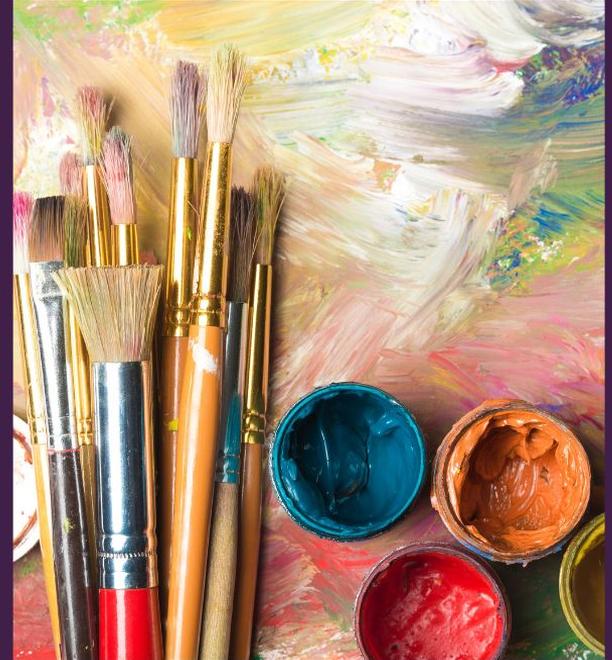
Rebranding Process

- Local designer will brainstorm options
- Creation of focus groups to get feedback on these options
- Then, we will bring feedback to the Board for further exploration
- In the meantime, we will develop a list of items that need to be rebranded with estimated costs
- Complete a plan to rebrand by Sept. of 2023
- If the Board approves name & mascot changes, we will engage student artists to create the new mascot
 - The local designer is excited to partner with student artists

We're Better Together!

Options for Rebranding

- Fastest Option?
 - Leave school names, colors, and mascots the same
- A merger of the 2 current themes?
 - Warjacks
- A focus on local history?
 - McIndoe Senior and Junior High School Cardinals (from the early 1900s)
 - Walter McIndoe was among the first to take the lead in business and in the growth of Wausau.
- Something else?
 - Wolfpack
 - Big Bull Falls Senior and Junior High Schools



We're Better Together!



Thank You!

We're Better Together!

Achievement Gap Reduction - AGR

Spring Semester Update
2018-23 Strategic Plan - Achievement A4
Short Cycle Report
June 26, 2023

Presented by:

Katie Colwell, Julie Schell, Jennifer Rauscher, Jon Euting & AGR Principals



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

AGR Program Overview

Program was established to improve student achievement

- Maintain 18:1 or 30:2 classroom ratios and provide professional learning on small group instruction
- Instructional coaching for teachers provided by a licensed teacher
- Each school will create performance objectives for students:
 - Kindergarten - grade 3,
 - Mathematics and Reading, and
 - Identify a specific local assessment used to monitor academic progress
 - FastBridge: K/1: Early Reading English Composite
2-5: aReading using the Group Growth Report
3-5 i-Ready Reading Diagnostic (22-23)
 - i-Ready: K-5 Fall/Winter/Spring Diagnostic



What are we attempting to accomplish as a team? (Be proactive)

- Build capacity around responding to Data and changes in student need over time.
 - District & Building Administrator Learning and Collaboration to inform Continuous Improvement Planning Process
 - Building data days facilitated by principals and content area specialists (3x year at minimum)
- Professional learning and coaching to support effective pacing and small group differentiated instruction
 - Wit and Wisdom Training (Continued for 23-24 school year)
 - AVMR Training (Continued for 23-24 school year)
 - In-District Coaching with District Math, Literacy, EL, Tech Integration Specialists
- Professional Learning Communities
 - Inform department and grade level conversations



Description of Fastbridge and i-Ready Assessments

Fastbridge Assessments

- Early Reading English Composite - K/1 (Past and current)
- aReading Grade 2 (Past and Current)
- aReading Grades 3-5 (21-22)
- i-Ready Reading Diagnostic 3-5 (22-23)

***Fastbridge is a universal screener. Screening tests may use computer adaptive and some curriculum based indicators with the intent of early detection of potential risk factors.**

i-Ready Math Diagnostic K-5 (Past and Current)

***Diagnostic assessments dig deeper and help you identify gaps in knowledge or skills.**

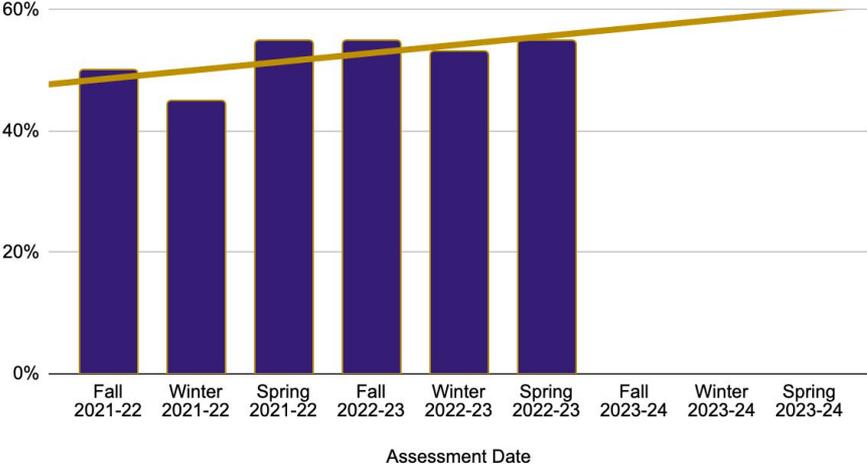
Both Assessments provide students progress towards end of the year goals.

***Starting Fall 23-24 - Iready Reading and Math Diagnostics will be utilized in K-8 for consistent data collection and outcome analysis moving forward.**

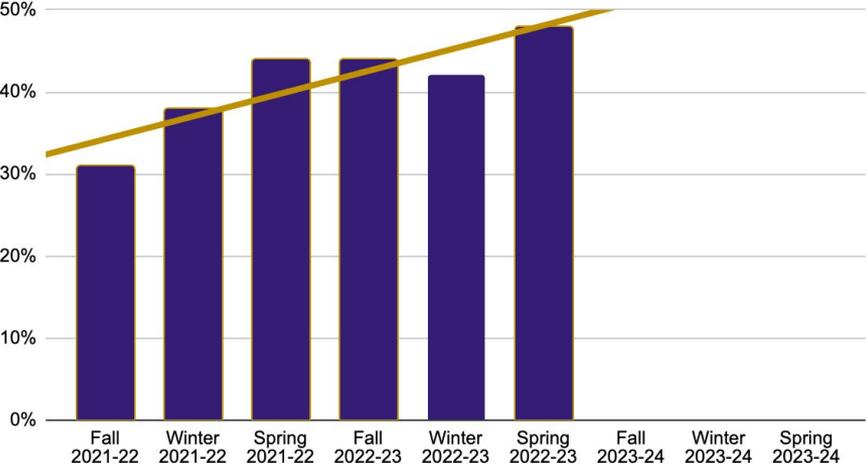
Kindergarten and 1st Grade All AGR Schools Combined

FastBridge: Early Reading English Composite

Kindergarten Reading



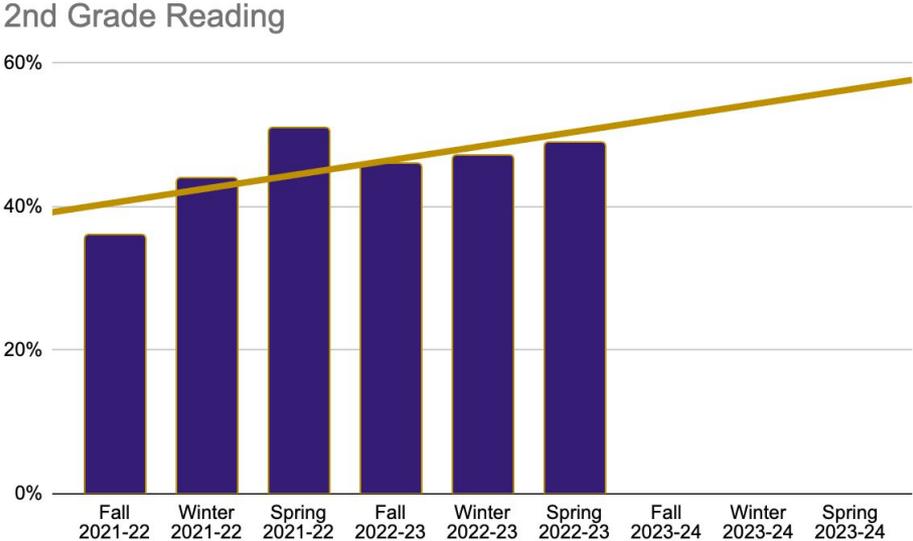
1st Grade Reading



2nd Grade

All AGR Schools Combined

FastBridge: aReading

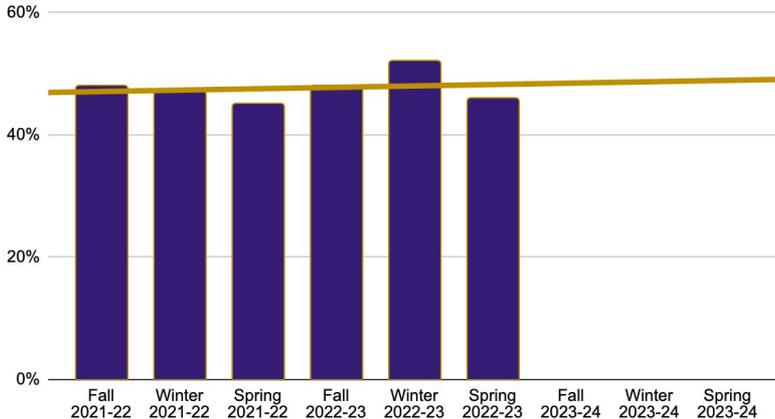


3rd - 5th Grade

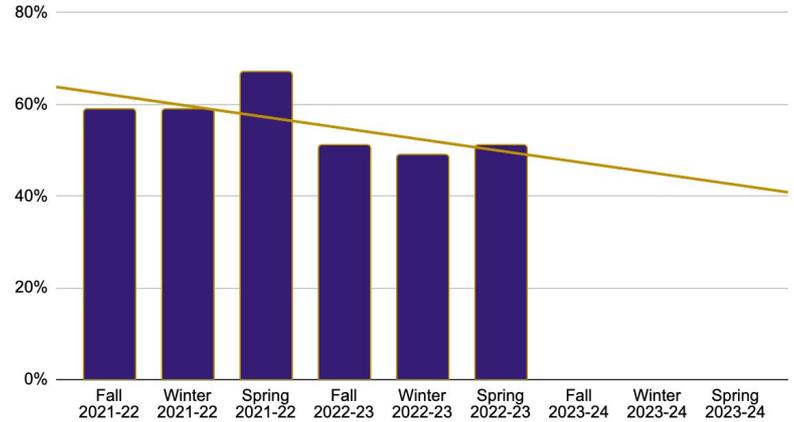
All AGR Schools Combined

i-Ready Reading Diagnostic

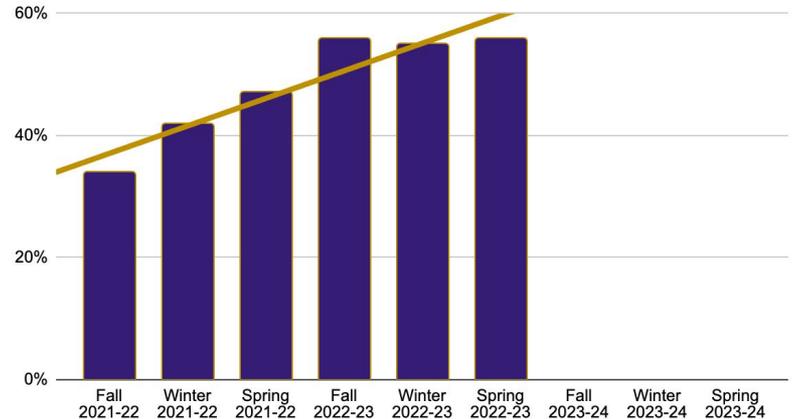
3rd Grade Reading



4th Grade Reading



5th Grade Reading

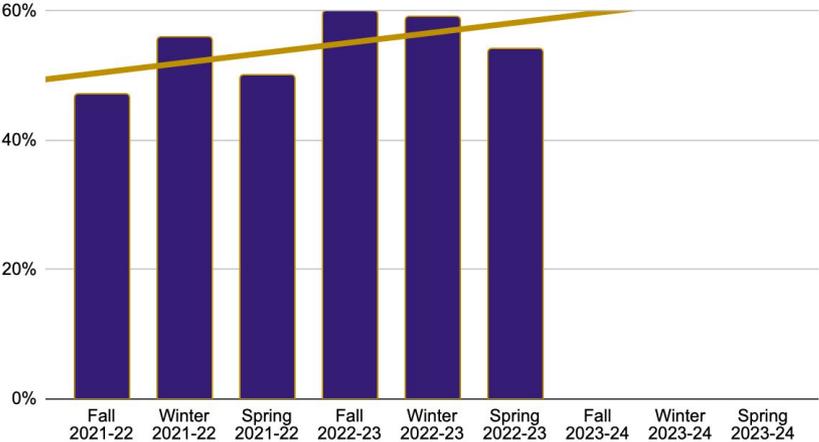


Kindergarten - 2nd Grade

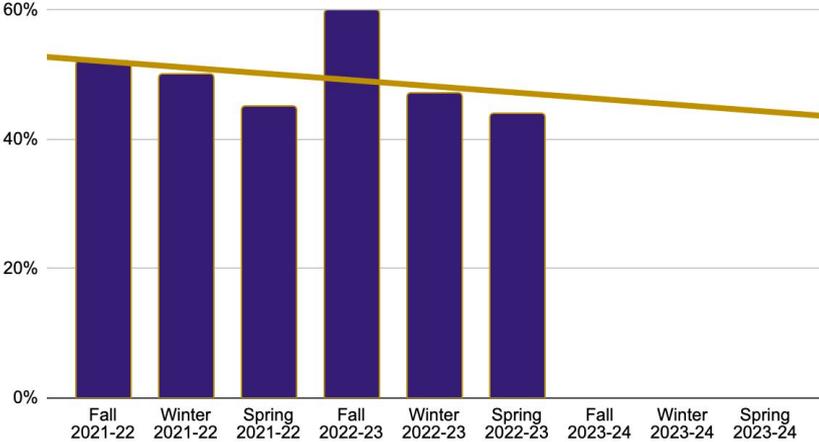
All AGR Schools Combined

i-Ready Math Diagnostic

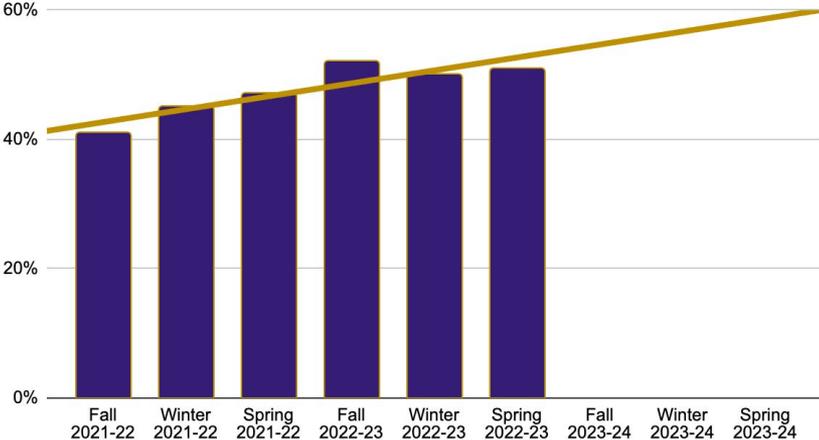
Kindergarten Math



1st Grade Math



2nd Grade Math

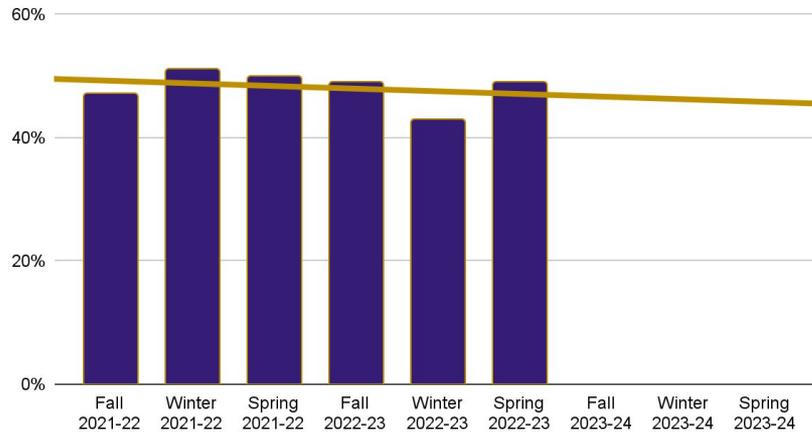


3rd - 5th Grade

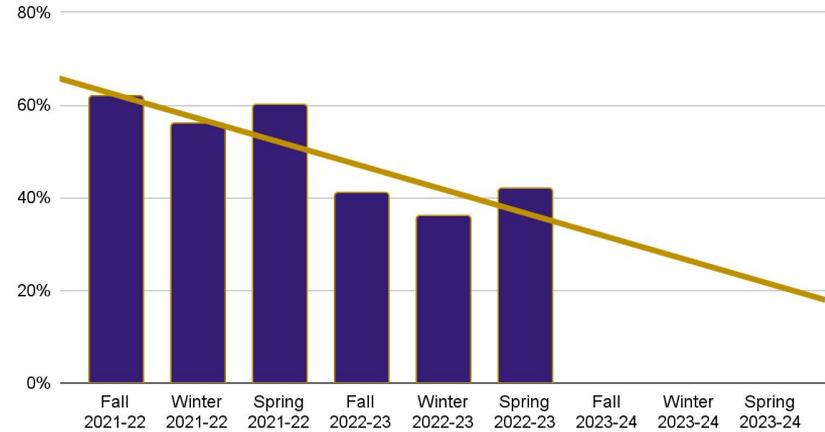
All AGR Schools
Combined

i-Ready Math Diagnostic

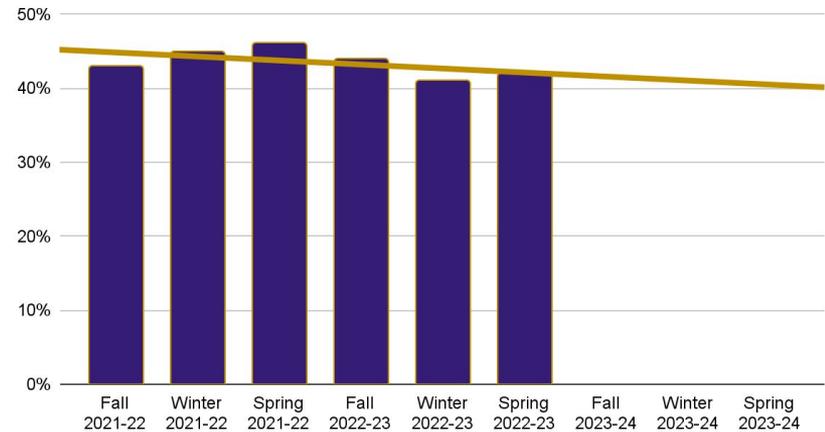
3rd Grade Math



4th Grade Math



5th Grade Math



Reading Status

Fastbridge Reading for grades KG-5th - 2021-2022
(Percentage of students at or above benchmark)

	Fall 2021	Winter 2022	Spring 2022
KG Early Reading Composite	55	43	66
1st Early Reading Composite	32	30	42
2nd aReading	48	57	63
3rd aReading	42	50	50
4th aReading	77	72	67
5th aReading	44	40	49

Jefferson

Fastbridge and i-Ready diagnostic - (Percentage of students at or above benchmark)

	Fall 2022	Winter 2023	Spring 2023
KG Early Reading Composite	63	71	76
1st Early Reading Composite	47	42	50
2nd aReading	48	47	48
3rd i-Ready Reading (%)	69	67	68
4th i-Ready Reading (%)	58	63	67
5th i-Ready Reading (%)	69	67	66

Math Status

Math i-Ready Diagnostic - 2021-2022
(Percentage of students at or above benchmark)

	Fall 2021	Winter 2022	Spring 2022
KG i-Ready Math	55	61	66
1st i-Ready Math	49	54	58
2nd i-Ready Math	50	53	69
3rd i-Ready Math	35	38	56
4th i-Ready Math	49	50	58
5th i-Ready Math	34	40	50

Jefferson

Math i-Ready Diagnostic (Percentage of students at or above benchmark)

	Fall 2022	Winter 2023	Spring 2023
KG i-Ready Math	65	65	60
1st i-Ready Math	61	54	73
2nd i-Ready Math	73	66	70
3rd i-Ready Math	64	67	74
4th i-Ready Math	61	53	63
5th i-Ready Math	63	63	60

Reading Status

Fastbridge Reading for grades KG-5th - 2021-2022

(Percentage of students at or above benchmark)

	Fall 2021	Winter 2022	Spring 2022
KG Early Reading Composite	53	32	37
1st Early Reading Composite	41	33	41
2nd aReading	28	47	54
3rd aReading	67	59	58
4th aReading	57	48	54
5th aReading	45	38	24

Lincoln

(Fastbridge and i-Ready diagnostic) (Percentage

of students at or above benchmark)

	Fall 2022	Winter 2023	Spring 2023
KG Early Reading Composite	49	47	44
1st Early Reading Composite	43	49	51
2nd aReading	44	38	37
3rd i-Ready Reading (%)	51	57	53
4th i-Ready Reading (%)	39	54	53
5th i-Ready Reading (%)	52	52	52

Math Status

Math i-Ready Diagnostic - 2021-2022
(Percentage of students at or above benchmark)

	Fall 2021	Winter 2022	Spring 2022
KG i-Ready Math	26	53	39
1st i-Ready Math	48	45	48
2nd i-Ready Math	51	48	46
3rd i-Ready Math	34	42	33
4th i-Ready Math	39	35	52
5th i-Ready Math	36	20	18

Lincoln

Math i-Ready Diagnostic (Percentage of students at or above benchmark)

	Fall 2022	Winter 2023	Spring 2023
KG i-Ready Math	46	41	50
1st i-Ready Math	31	49	48
2nd i-Ready Math	41	25	27
3rd i-Ready Math	46	40	42
4th i-Ready Math	27	23	33
5th i-Ready Math	34	24	34

Reading Status

Fastbridge Reading for grades KG-5th - 2021-2022
(Percentage of students at or above benchmark)

	Fall 2021	Winter 2022	Spring 2022
KG Early Reading Composite	37	42	41
1st Early Reading Composite	33	46	44
2nd aReading	36	59	59
3rd aReading	46	58	58
4th aReading	53	53	65
5th aReading	32	38	43

Hawthorn Hills

(Fastbridge and i-Ready diagnostic) (Percentage of students at or above benchmark)

	Fall 2022	Winter 2023	Spring 2023
KG Early Reading Composite	52	61	44
1st Early Reading Composite	24	25	29
2nd aReading	39	40	58
3rd i-Ready Reading (%)	49	61	52
4th i-Ready Reading (%)	52	54	52
5th i-Ready Reading (%)	55	58	59

Math Status

Math i-Ready Diagnostic - 2021-2022
(Percentage of students at or above benchmark)

	Fall 2021	Winter 2022	Spring 2022
KG i-Ready Math	46	53	58
1st i-Ready Math	39	43	36
2nd i-Ready Math	34	59	73
3rd i-Ready Math	35	38	41
4th i-Ready Math	27	29	39
5th i-Ready Math	24	38	50

Hawthorn Hills

Math i-Ready Diagnostic (Percentage of students at or above benchmark)

	Fall 2022	Winter 2023	Spring 2023
KG i-Ready Math	56	50	50
1st i-Ready Math	53	42	33
2nd i-Ready Math	36	50	48
3rd i-Ready Math	68	44	65
4th i-Ready Math	44	38	52
5th i-Ready Math	29	27	28

Reading Status

Fastbridge Reading for grades KG-5th - 2021-2022

(Percentage of students at or above benchmark)

	Fall 2021	Winter 2022	Spring 2022
KG Early Reading Composite	50	61	66
1st Early Reading Composite	28	44	48
2nd aReading	36	40	46
3rd aReading	38	44	38
4th aReading	56	42	39
5th aReading	44	48	43

GD Jones

(Fastbridge and i-Ready diagnostic) (Percentage of students at or above benchmark)

(Percentage of students at or above benchmark)

	Fall 2022	Winter 2023	Spring 2023
KG Early Reading Composite	57	51	57
1st Early Reading Composite	44	44	54
2nd aReading	47	42	41
3rd i-Ready Reading (%)	37	45	33
4th i-Ready Reading (%)	45	37	45
5th i-Ready Reading (%)	49	43	47

Math Status

Math i-Ready Diagnostic - 2021-2022

(Percentage of students at or above benchmark)

	Fall 2021	Winter 2022	Spring 2022
KG i-Ready Math	51	53	43
1st i-Ready Math	56	48	30
2nd i-Ready Math	42	41	39
3rd i-Ready Math	47	36	36
4th i-Ready Math	32	36	24
5th i-Ready Math	28	33	30

GD Jones

Math i-Ready Diagnostic (Percentage of students at or above benchmark)

	Fall 2022	Winter 2023	Spring 2023
KG i-Ready Math	60	64	55
1st i-Ready Math	46	40	29
2nd i-Ready Math	49	42	35
3rd i-Ready Math	53	40	46
4th i-Ready Math	31	35	39
5th i-Ready Math	38	32	37

Reading Status

Fastbridge Reading for grades KG-5th - 2021-2022
(Percentage of students at or above benchmark)

	Fall 2021	Winter 2022	Spring 2022
KG Early Reading Composite	47	42	64
1st Early Reading Composite	39	52	69
2nd aReading	39	34	44
3rd aReading (%)	46	46	52
4th aReading (%)	81	68	64
5th aReading (%)	63	62	52

Grant

(Fastbridge and i-Ready diagnostic) (Percentage of students at or above benchmark)

	Fall 2022	Winter 2023	Spring 2023
KG Early Reading Composite	47	23	45
1st Early Reading Composite	62	58	70
2nd aReading	67	70	68
3rd i-Ready Reading (%)	46	47	39
4th i-Ready Reading (%)	48	45	50
5th i-Ready Reading (%)	57	54	57

Math Status

Math i-Ready Diagnostic - 2021-2022
(Percentage of students at or above benchmark)

	Fall 2021	Winter 2022	Spring 2022
KG i-Ready Math	45	50	45
1st i-Ready Math	54	52	46
2nd i-Ready Math	31	33	36
3rd i-Ready Math	45	36	53
4th i-Ready Math	56	64	54
5th i-Ready Math	34	38	37

Grant

Math i-Ready Diagnostic (Percentage of students at or above benchmark)

	Fall 2022	Winter 2023	Spring 2023
KG i-Ready Math	72	71	61
1st i-Ready Math	51	35	24
2nd i-Ready Math	56	59	67
3rd i-Ready Math	40	35	27
4th i-Ready Math	43	30	33
5th i-Ready Math	50	50	46

Reading Status

Fastbridge Reading for grades KG-5th - 2021-2022

(Percentage of students at or above benchmark)

	Fall 2021	Winter 2022	Spring 2022
KG Early Reading Composite	56	47	49
1st Early Reading Composite	20	23	24
2nd aReading	27	34	42
3rd aReading	50	58	62
4th aReading	50	41	45
5th aReading	47	50	57

Franklin

(Fastbridge and i-Ready diagnostic) (Percentage of students at or above benchmark)

(Percentage of students at or above benchmark)

	Fall 2022	Winter 2023	Spring 2023
KG Early Reading Composite	55	50	53
1st Early Reading Composite	39	33	36
2nd aReading	36	47	50
3rd i-Ready Reading (%)	33	43	34
4th i-Ready Reading (%)	60	38	37
5th i-Ready Reading (%)	50	53	53

Math Status

Math i-Ready Diagnostic - 2021-2022
(Percentage of students at or above benchmark)

	Fall 2021	Winter 2022	Spring 2022
KG i-Ready Math	53	51	48
1st i-Ready Math	62	61	56
2nd i-Ready Math	30	38	30
3rd i-Ready Math	55	42	52
4th i-Ready Math	44	39	38
5th i-Ready Math	29	34	35

Franklin

Math i-Ready Diagnostic (Percentage of students at or above benchmark)

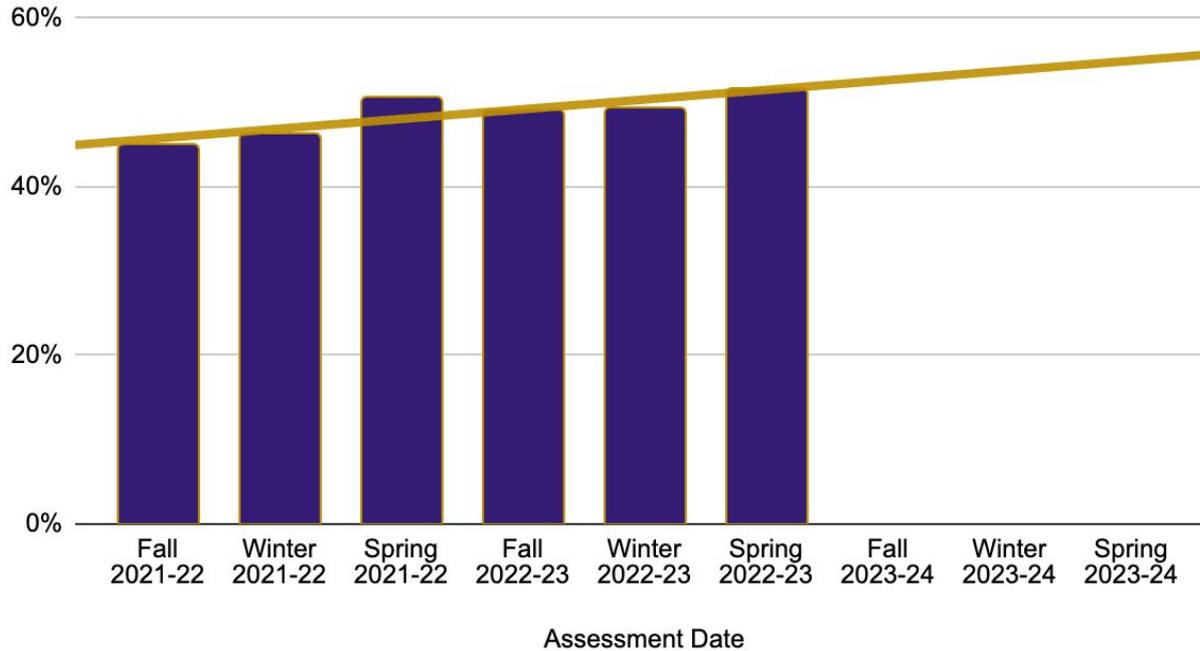
	Fall 2022	Winter 2023	Spring 2023
KG i-Ready Math	52	54	52
1st i-Ready Math	55	61	50
2nd i-Ready Math	61	64	69
3rd i-Ready Math	28	29	36
4th i-Ready Math	37	34	37
5th i-Ready Math	41	41	41

K-5 Reading Summary

All Buildings

Combination of Assessments

Combined AGR Buildings and Grades - Reading

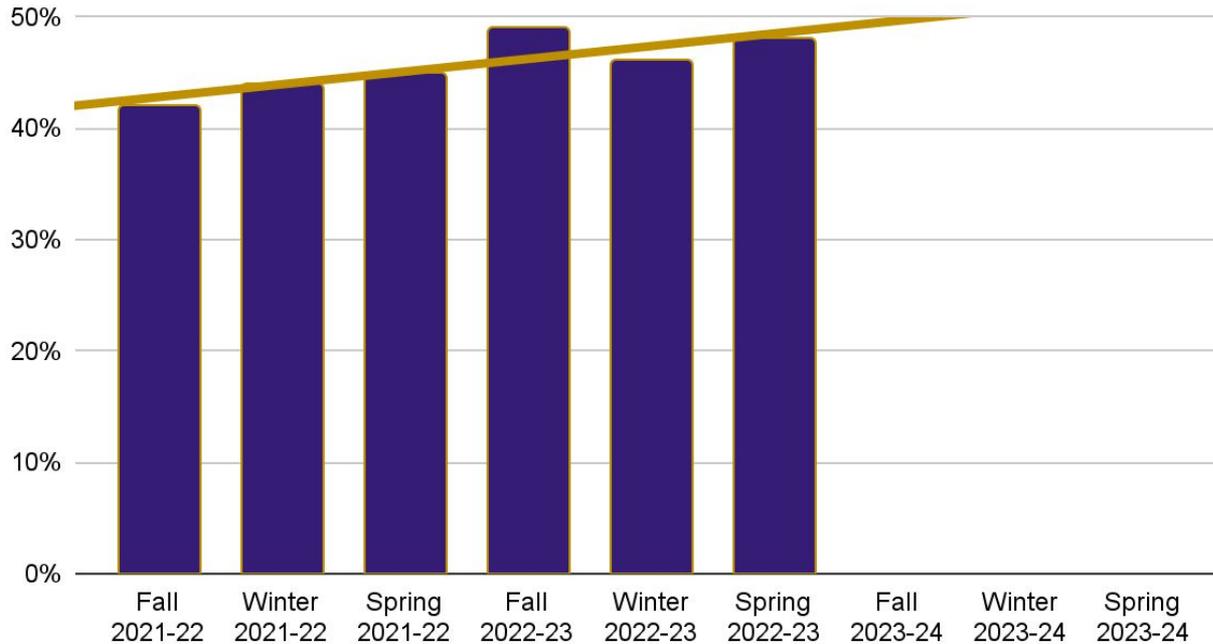


K-5 Math Summary

All Buildings

i-Ready Diagnostic Assessment

Combined AGR Buildings and Grades - Math



What are the Next Steps?

- Continue to support adult learning through Professional Development Initiatives
- Engage in Adult and Student Goal Setting Capacity Building through LIM
- Continue our work with ELA Standards Based Work
 - Unpacking Standards and building capacity around highly relevant skills and strategies
 - Continued work with ELA Core Resources: Access Points for all learners, performance tasks, assessments and reporting pathways
- Continue work with Math Core Resources and Intervention Supports
 - AVMR, Standards Work
- Enhancing our support of multilingual learners - Newcomer Center/EL Coach



Wausau School District
415 Seymour Street ■ P.O. Box 359 ■ Wausau WI 54402-0359 ■ 715-261-0500

www.wausauschools.org

■ facebook.com/WausauSchDist ■ twitter.com/WausauSchDist ■ instagram.com/WausauSchDist



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

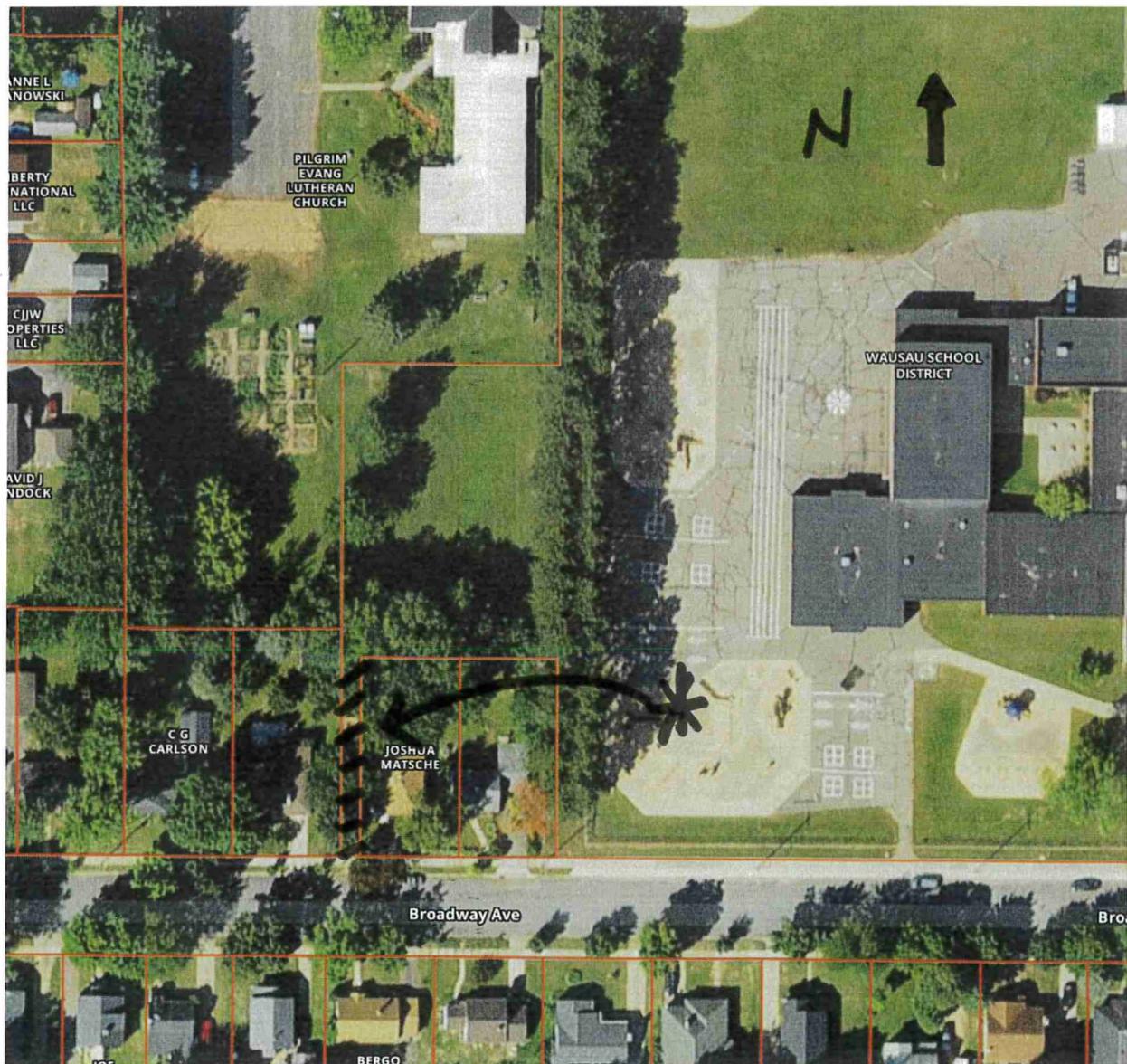
Property sale near John Marshall

Action Requested: **Yes**

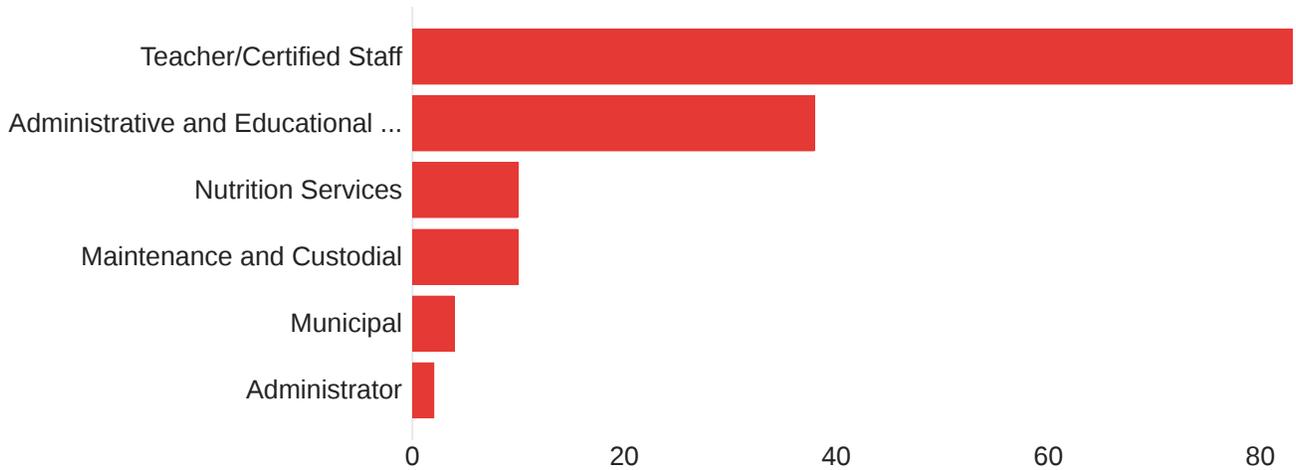
There is a 12' wide strip of District owned land adjacent to John Marshall Elementary, separating two neighbors. The land has no redeeming value to the District. The adjoining neighbors approached the District seeking to purchase it, splitting it equally between them. See the illustration below. The neighbors have offered to cover all transaction costs plus a nominal fee. As required by policy, Administration is seeking approval to complete negotiations with the neighbors to transfer ownership.

Motion:

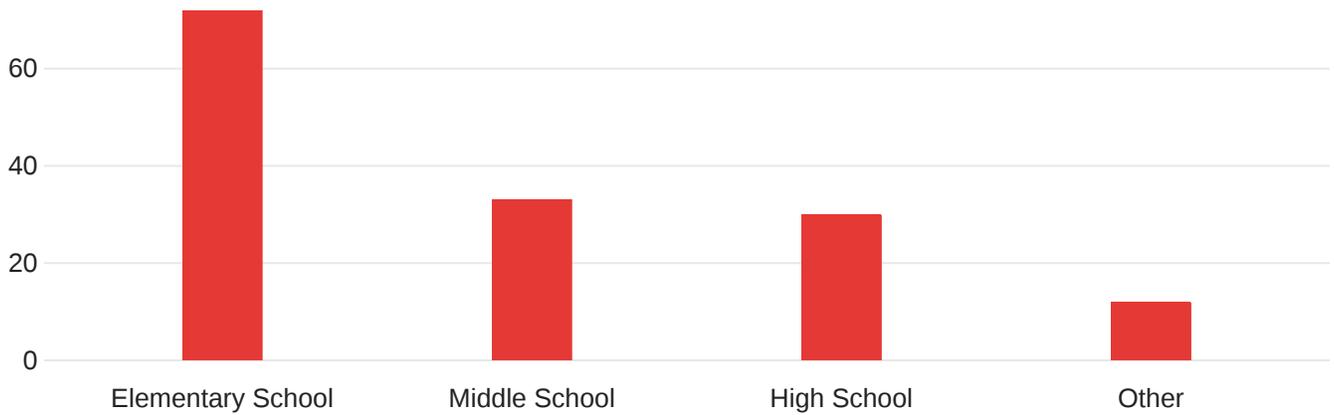
Grant Administration authority to sell a twelve foot wide strip of property near Marshall Elementary to two adjacent property owners as presented.



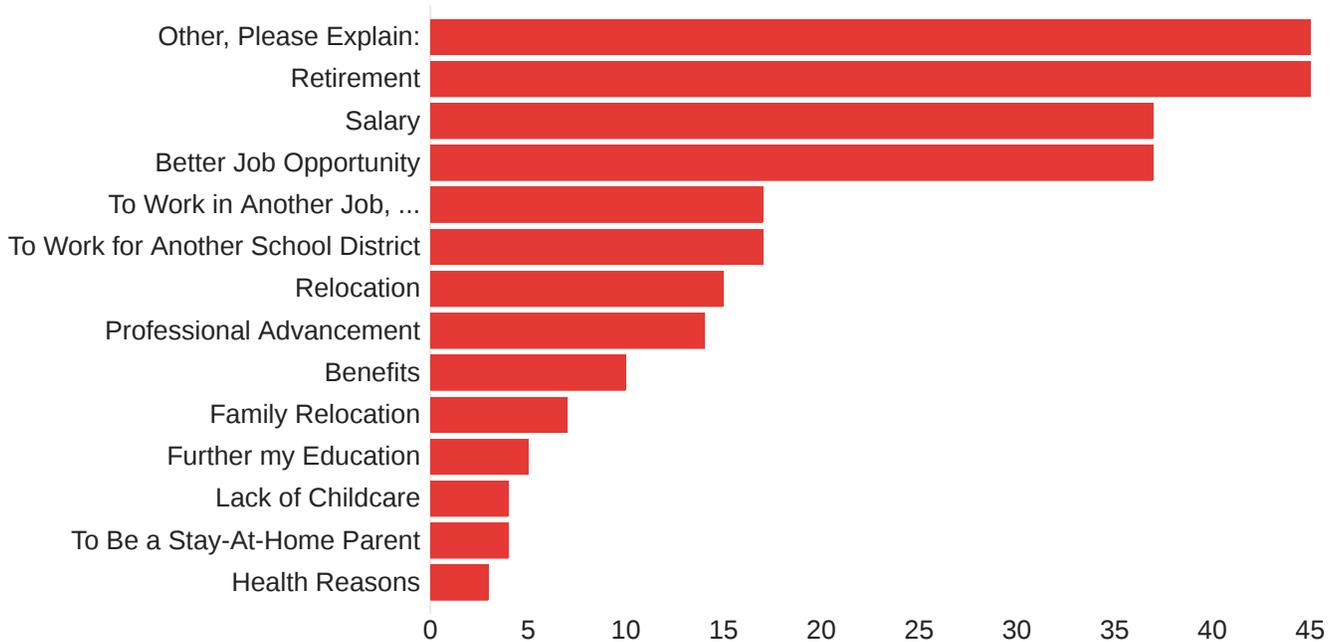
Please indicate your employee group:



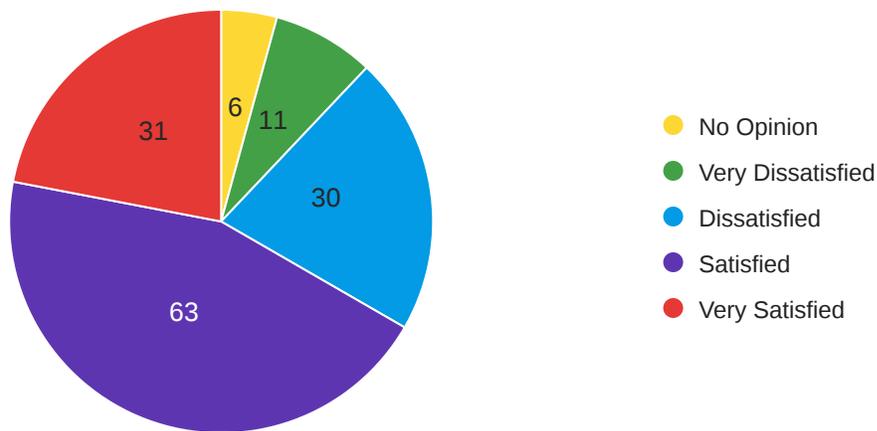
Please indicate your work location:



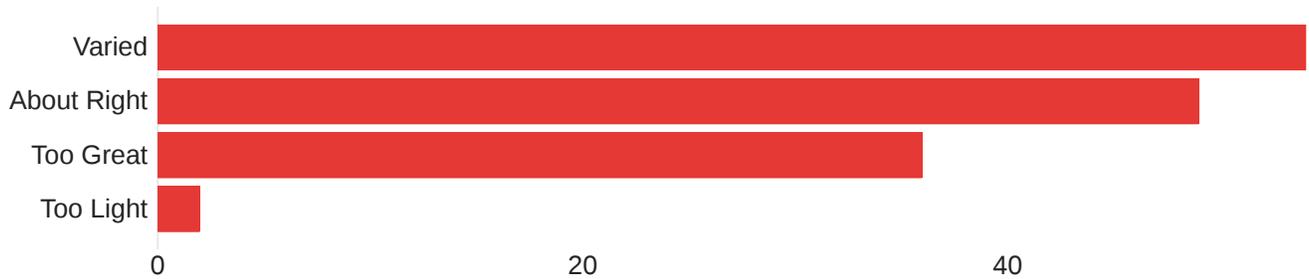
What is the reason for leaving the Wausau School District? Pick up to 3 answers.



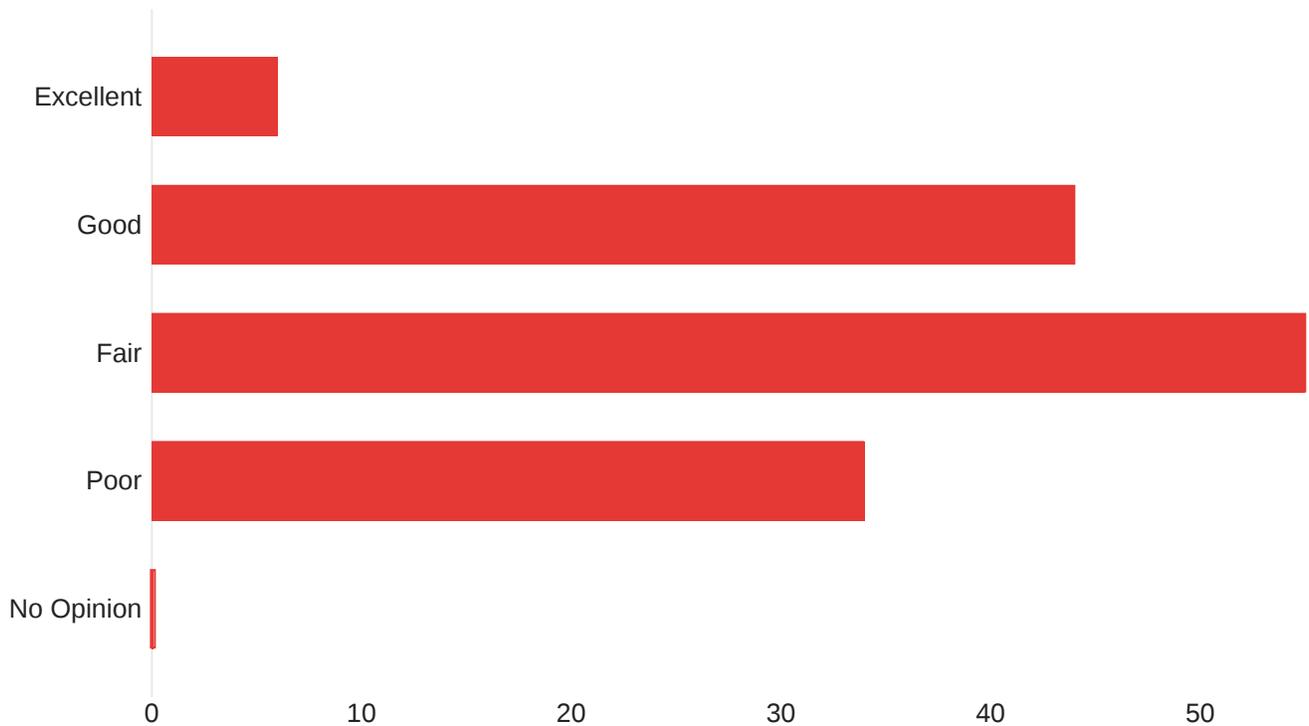
Please check the appropriate response below that best described your employment at the Wausau School District:



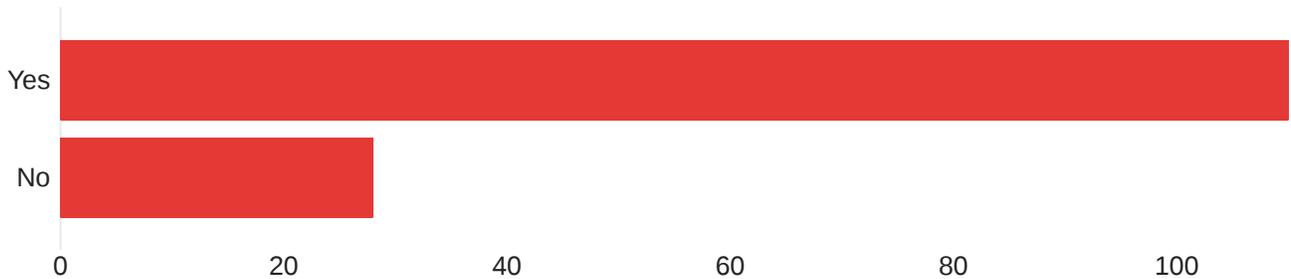
Was your work load usually:



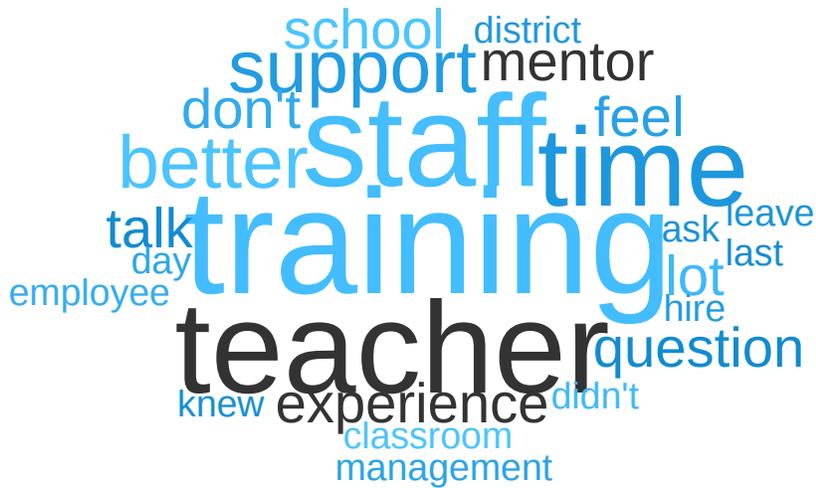
Please describe your job with the Wausau School District in regard to the following:



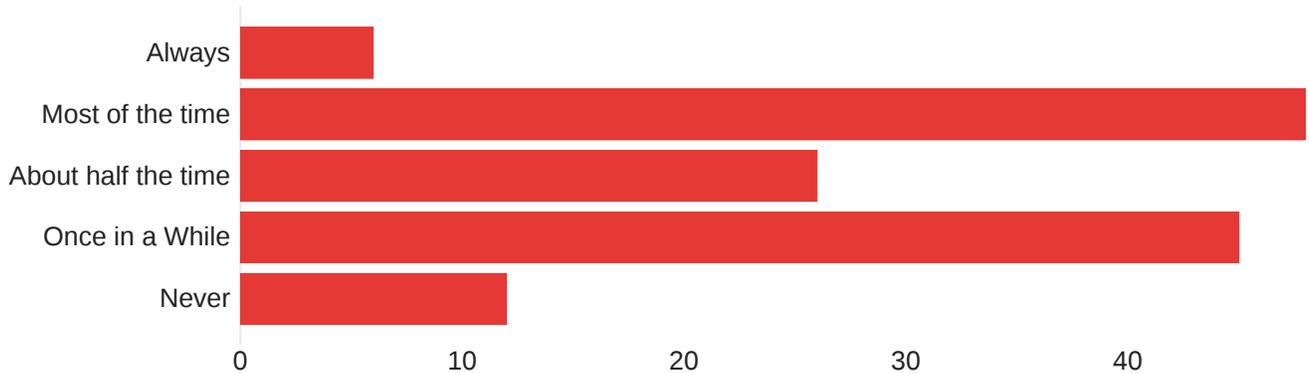
Do you feel that you had the necessary training to be successful in your role:



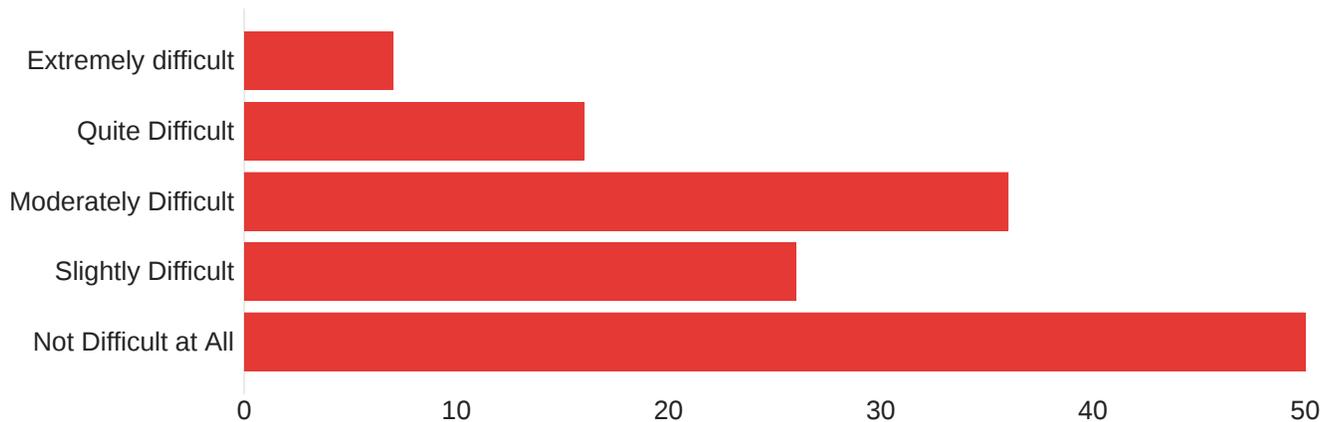
We're sorry to hear that. How could the Wausau School District improve?



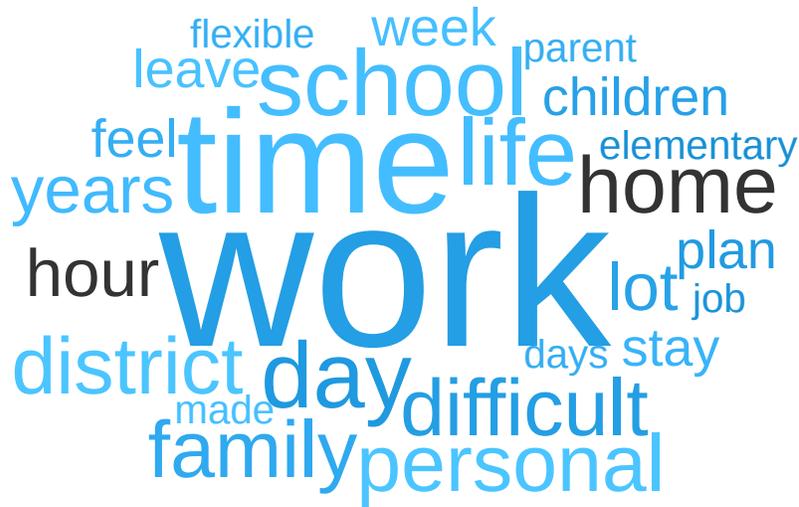
How often did you feel your contributions were recognized?



How difficult was it for you to balance your work life and your personal life while working at the Wausau School District?



Comments:



What recommendations do you have regarding how the Wausau School District could be a better place to work?





Staff Turnover Data

2015-2016 Through 2022-2023 School Years

Presented By:
Tabatha Gundrum, PHR, pHCLE
Director of Human Resources
June 27, 2023



Education Turnover is Real

The teacher shortage is real, large and growing, and worse than we thought

The first report in 'The Perfect Storm in the Teacher Labor Market' series

Report • By **Emma García** and **Elaine Weiss** • March 26, 2019

U.S. schools struggle to hire and retain teachers

The second report in 'The Perfect Storm in the Teacher Labor Market' series

Report • By **Emma García** and **Elaine Weiss** • April 16, 2019

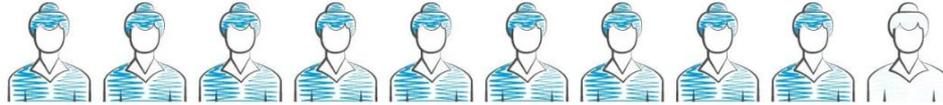
Teacher turnover hits new highs across the U.S.

By Matt Barnum | Mar 6, 2023, 4:00am CDT

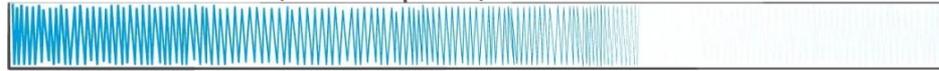
According to an article from University of Massachusetts Global: 8% of teachers leave the profession each year. When you consider that the same portion of educators shift schools, the overall annual turnover rate becomes 16% across the nation.

The facts about teacher turnover

9 out of 10 teachers hired each year are replacing colleagues who've left voluntarily!¹



More than two-thirds of teachers quit before retirement!¹



Teachers at Title I schools turnover at rates:²

50% higher than other schools



70% higher in math and science



¹Source: Education Policy Analysis Archives, "Teacher Turnover: Why It Matters and What We Can Do About It." <https://epaa.asu.edu/ojs/article/view/3699/2230>

²Source: Learning Policy Institute, "The Trouble with Teacher Turnover: How Teacher Attrition Affects Students and Schools." <https://learningpolicyinstitute.org/product/teacher-turnover-report>

Rand.org Research Report

[Article Link](#)

Key Findings

- Teacher turnover increased 4 percentage points above prepandemic levels, reaching 10 percent nationally at the end of the 2021–2022 school year. Principal turnover increased too, reaching 16 percent nationally going into the 2022–2023 school year.
- Teacher turnover in 2021–2022 was highest (around 12 to 14 percent) in urban districts, high-poverty districts, and districts serving predominately students of color. Meanwhile, principal turnover was highest (around 21 to 23 percent) in high-poverty districts and in rural districts.
- District leaders generally perceived staffing shortages to be less acute in 2022–2023 than they were in 2021–2022. However, in fall 2022, staffing shortages continued to be most acute for substitute teachers, special education teachers, and bus drivers. High-poverty districts in particular had considerable shortages in several teaching categories.
- Ninety percent of districts experienced one or more policy changes either they or their state enacted to boost teacher ranks in response to shortages. Chief among these changes were increased pay and/or benefits and the expansion of grow-your-own teacher preparation programs.

Areas of Focus

- **Retirements**
- **Resignations**
 - **Voluntary**
 - **Involuntary**
- **Transfers**
 - **New Building to Same or New Assignment**
 - **Within Building to New Assignment**
 - **Increase or Decrease in Assignment FTE**

Numbers and Percentages are Both Valuable.

Employee Groups

A man with a beard, wearing a dark hoodie and khaki pants, is sitting on the floor. He is looking towards a young girl with blonde hair in a braid, who is wearing a white long-sleeved shirt and blue jeans. They are both sitting on a carpeted floor. The man is holding a red cup, and the girl is holding a blue cup. There is a white stuffed animal on the floor between them. The background is slightly blurred, showing what appears to be a classroom or office setting with a desk and a chair.

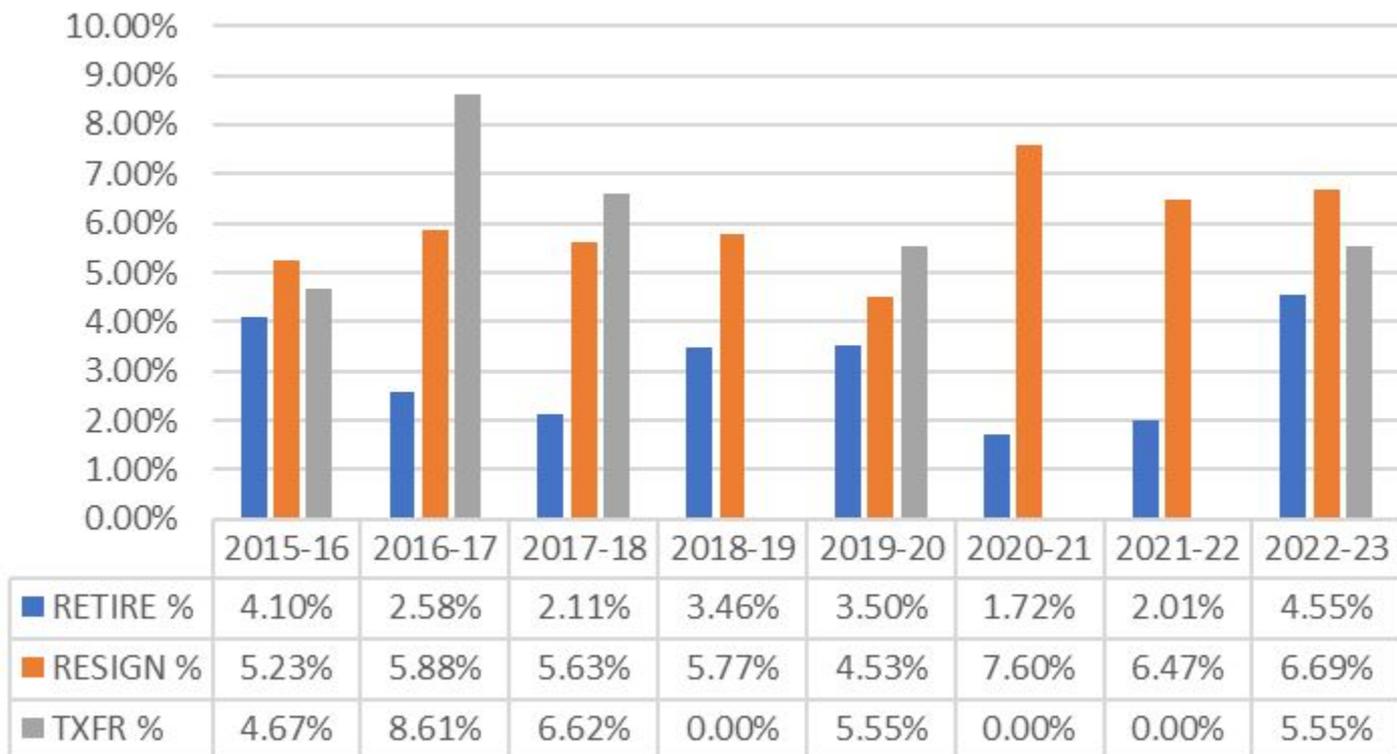
- **Teachers**
- **Administrators**
- **Custodian/Maintenance**
- **Nutrition Services**
- **Administrative and Educational Support**
- **Municipal**

Teacher Numbers

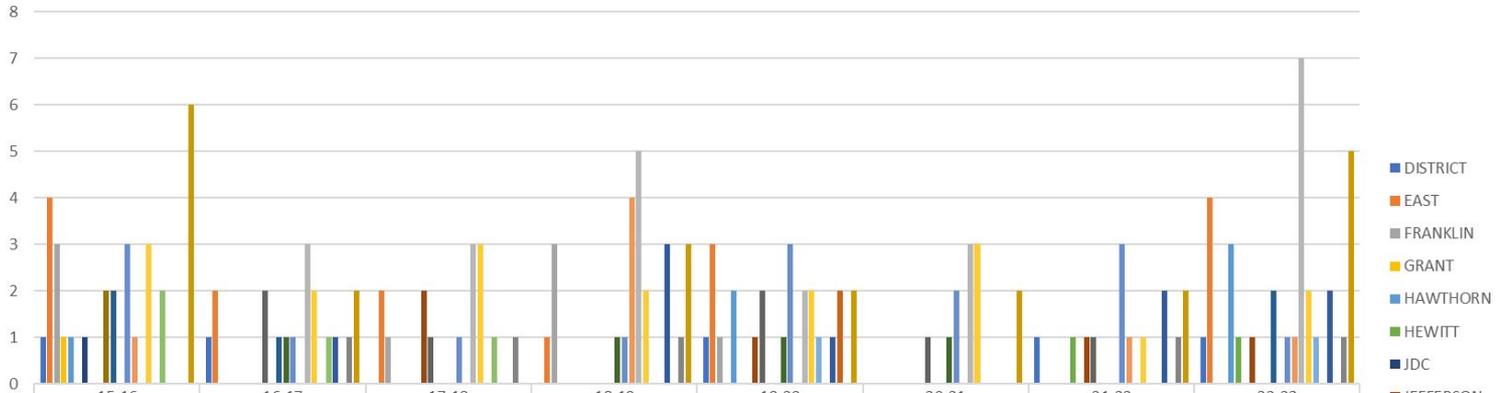
TEACHER	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	AVG
RETIRE	29	18	15	24	24	12	14	32	21
RESIGN	37	41	40	40	31	53	45	47	42
TXFR	33	60	47	*	38	*	*	39	22

* Data is being created from files – Missing from our spreadsheets.

Teacher Retire, Resign & Txfr %

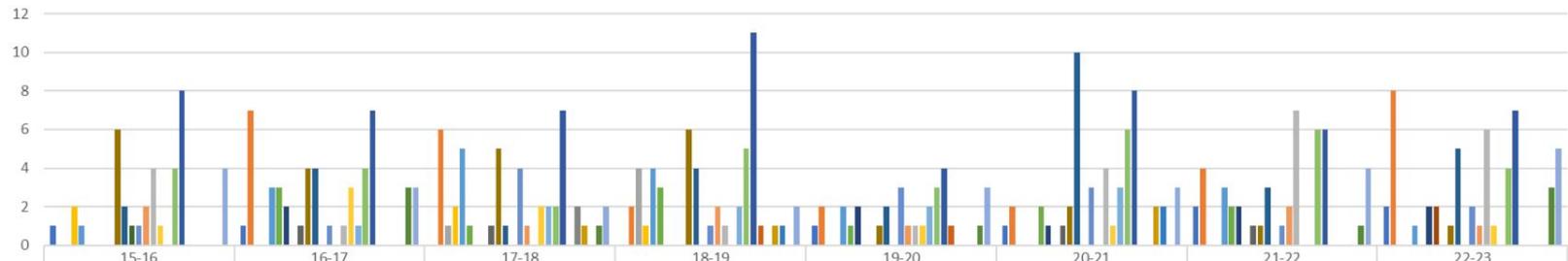


RETIREMENT HISTORY BY BUILDING



	15-16	16-17	17-18	18-19	19-20	20-21	21-22	22-23
DISTRICT	1	1			1		1	1
EAST	4		2	1	3			
FRANKLIN	3		1	3	1			
GRANT	1							
HAWTHORN	1				2			3
HEWITT							1	1
JDC	1							
JEFFERSON			2		1		1	1
JONES		2	1		2	1	1	
KIEFER	2							
LINCOLN	2	1						2
MAINE		1		1	1	1		
MANN	3	1	1	1	3	2	3	1
MARSHALL	1			4			1	1
MUIR		3	3	5	2	3		7
MULTI	3	2	3	2	2	3	1	2
PEER					1			1
RIB	2	1	1					
RIVERVIEW		1		3	1		2	2
SOUTH					2			
STETTIN		1	1	1			1	1
WEST	6	2		3	2	2	2	5

RESIGNATION HISTORY BY BUILDING



- DISTRICT
- EAST
- EEA
- EGL
- FRANKLIN
- GRANT
- HAWTHORN
- HAWTHORN HILLS
- HEW-TEX
- JEFFERSON
- JONES
- KIEFER
- LINCOLN
- MAINE
- MANN
- MARSHALL
- MONTESSORI
- MUIR
- MULTI
- PEER
- RIB
- RIVERVIEW
- SOUTH
- STETTIN
- WEST

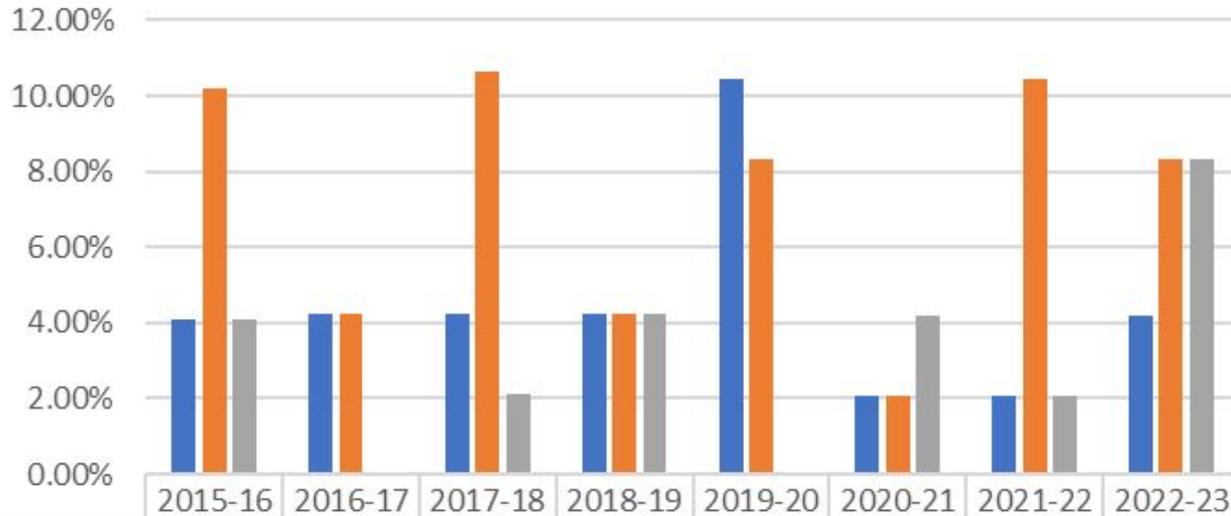
	15-16	16-17	17-18	18-19	19-20	20-21	21-22	22-23
DISTRICT	1	1			1	1	2	2
EAST		7	6	2				8
EEA			1	4			4	
EGL	2		2	1				
FRANKLIN	1	3	5	4	2		3	1
GRANT		3	1	3	1	2	2	
HAWTHORN		2			2	1	2	2
HAWTHORN HILLS								2
HEW-TEX		1	1			1	1	
JEFFERSON	6	4	5	6	1	2	1	1
JONES	2	4	1	4	2	10	3	5
KIEFER	1							
LINCOLN	1	1	4	1	3	3	1	2
MAINE	2		1	2	1		2	1
MANN	4	1		1	1	4	7	6
MARSHALL	1	3	2		1	1		1
MONTESSORI		1	2	2	2	3		
MUIR	4	4	2	5	3	6	6	4
MULTI	8	7	7	11	4	8	6	7
PEER				1	1			
RIB			2					
RIVERVIEW			1	1		2		
SOUTH				1		2		
STETTIN		3	1		1		1	3
WEST	4	3	2	2	3	3	4	5

Administrator Numbers

ADMIN	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	AVG
RETIRE	2	2	2	2	5	1	1	2	2
RESIGN	5	2	5	2	4	1	5	4	4
TXFR	2	0	1	2	0	2	1	4	2

Administrator Percentages

Admin Retire, Resign & Txfr %



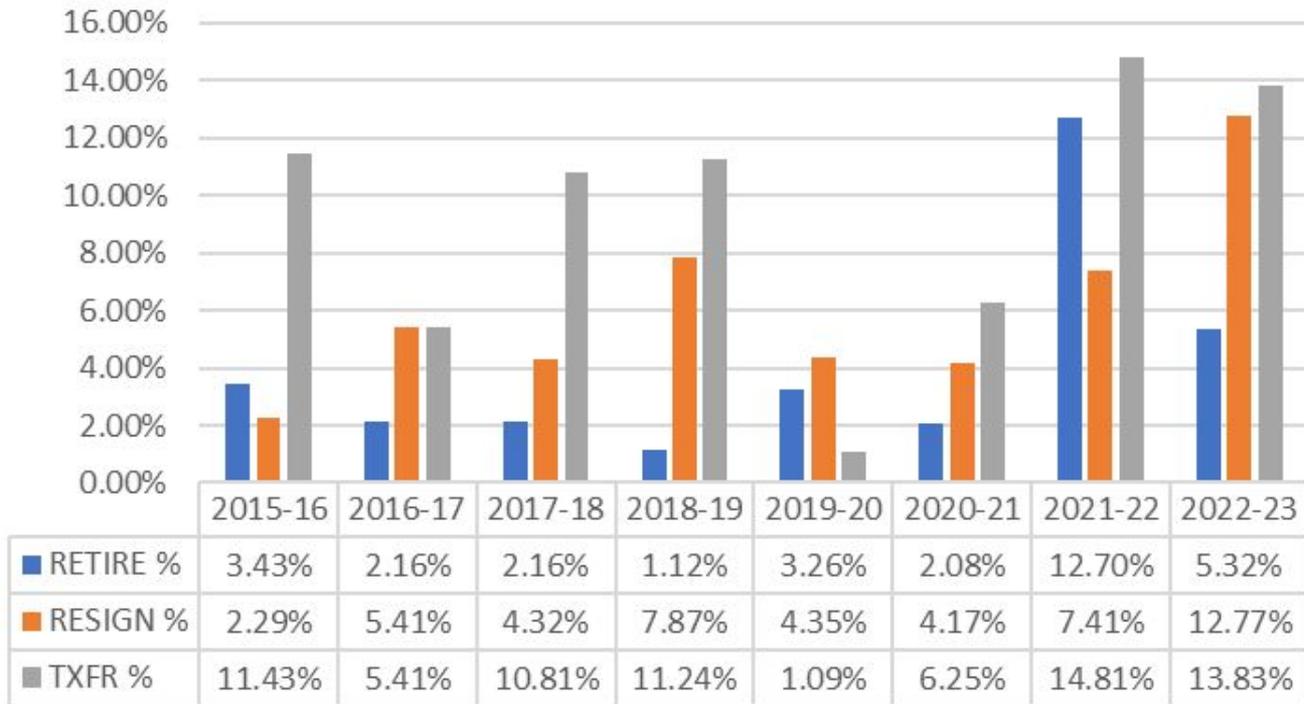
■ RETIRE %	4.08%	4.26%	4.26%	4.26%	10.42%	2.08%	2.08%	4.17%
■ RESIGN %	10.20%	4.26%	10.64%	4.26%	8.33%	2.08%	10.42%	8.33%
■ TXFR %	4.08%	0.00%	2.13%	4.26%	0.00%	4.17%	2.08%	8.33%

Custodian/Maintenance Numbers

CUST/MAINT	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	AVG
RETIRE	3	2	2	1	3	2	12	5	4
RESIGN	2	5	4	7	4	4	7	12	6
TXFR	10	5	10	10	1	6	14	13	9

Custodian/Maintenance Percentages

Cust/Maint Retire, Resign & Txfr %

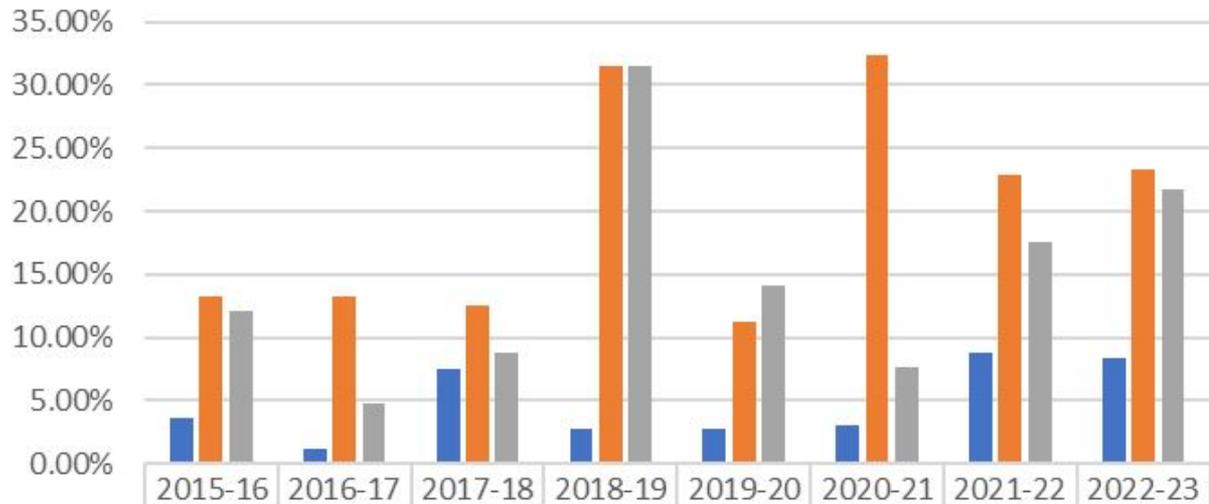


Nutrition Services Numbers

NUTRITION	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	AVG
RETIRE	3	1	6	2	2	2	5	5	3
RESIGN	11	11	10	23	8	21	13	14	14
TXFR	10	4	7	23	10	5	10	13	10

Nutrition Services Percentages

Nutrition Svcs Retire, Resign & Txfr %



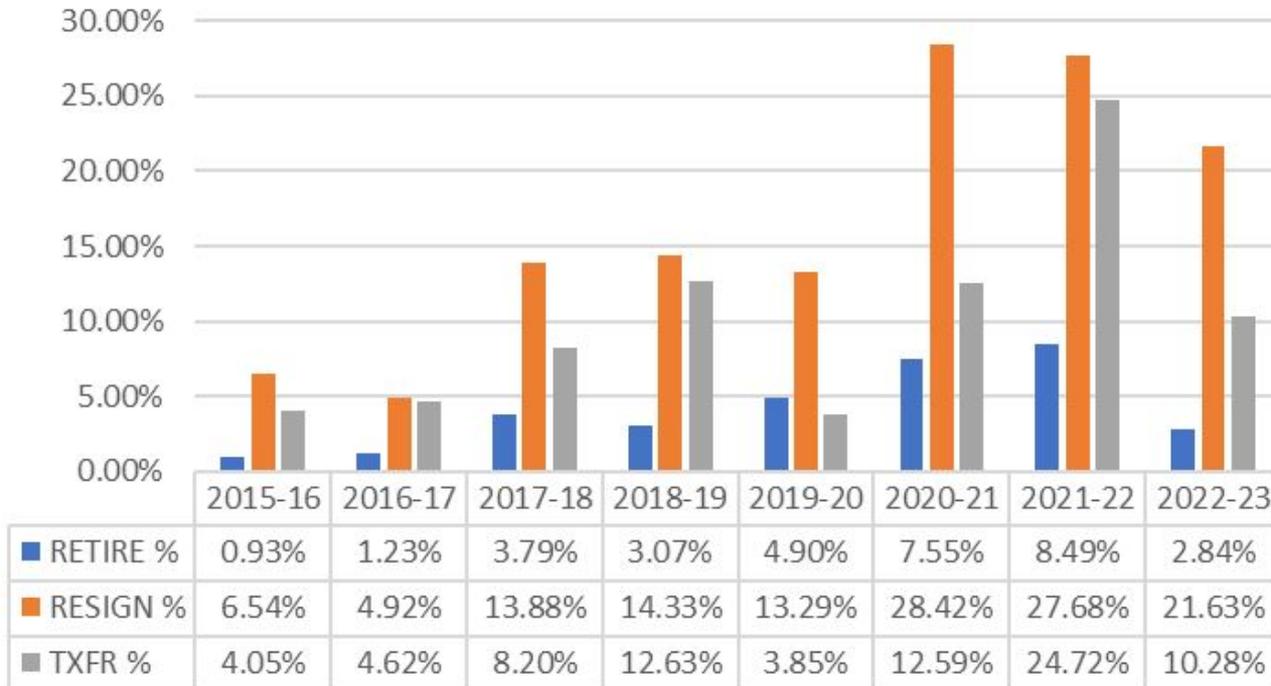
■ RETIRE %	3.61%	1.20%	7.50%	2.74%	2.82%	3.08%	8.77%	8.33%
■ RESIGN %	13.25%	13.25%	12.50%	31.51%	11.27%	32.31%	22.81%	23.33%
■ TXFR %	12.05%	4.82%	8.75%	31.51%	14.08%	7.69%	17.54%	21.67%

Admin/Educator Support Numbers

AES	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	AVG
RETIRE	3	4	12	9	14	21	23	8	12
RESIGN	21	16	44	42	38	79	75	61	47
TXFR	13	15	26	37	11	35	67	29	29

Admin/Educator Support Percentages

AES Retire, Resign & Txfr %

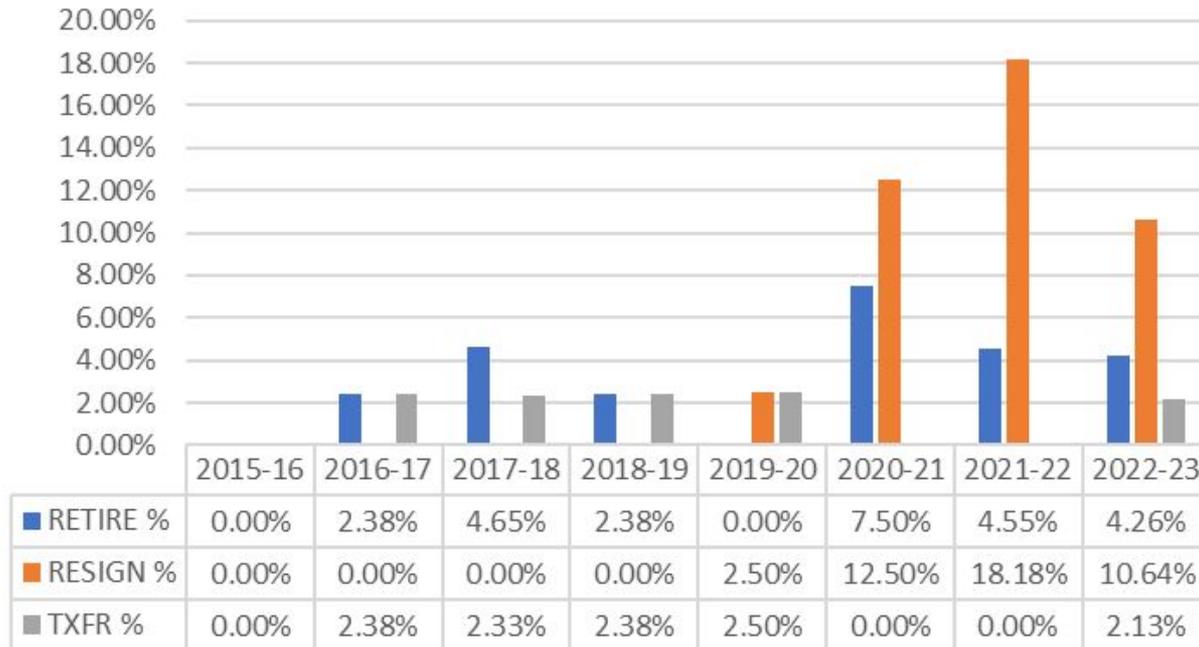


Municipal Numbers

MUNICIPAL	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	AVG
RETIRE	0	1	2	1	0	3	2	2	1
RESIGN	0	0	0	0	1	5	8	5	2
TXFR	0	1	1	1	1	0	0	1	1

Municipal Percentages

Municipal Retire, Resign & Txfr %



WECAN APPLICANT DATA

YEAR	CERTIFIED POSTINGS	SUPPORT STAFF POSTINGS	TOTAL DISTINCT APPLICANTS	AVG APPLICANTS PER POSITION
2022-23	124	127	1125	4.48*
2021-22	117	195	1295	4.20
2020-21	118	243	1281	3.50

Avg Applications per position increased again by another 6.7%
Overall distinct applicants decreased by 13.2%

TEACHER WORKFORCE PARTICIPATION, SUPPLY & DEMAND

Wisconsin Evaluation Collaborative

Bradley Carl & Grant Sim

2022

PROPOSED NEW TYPOLOGY

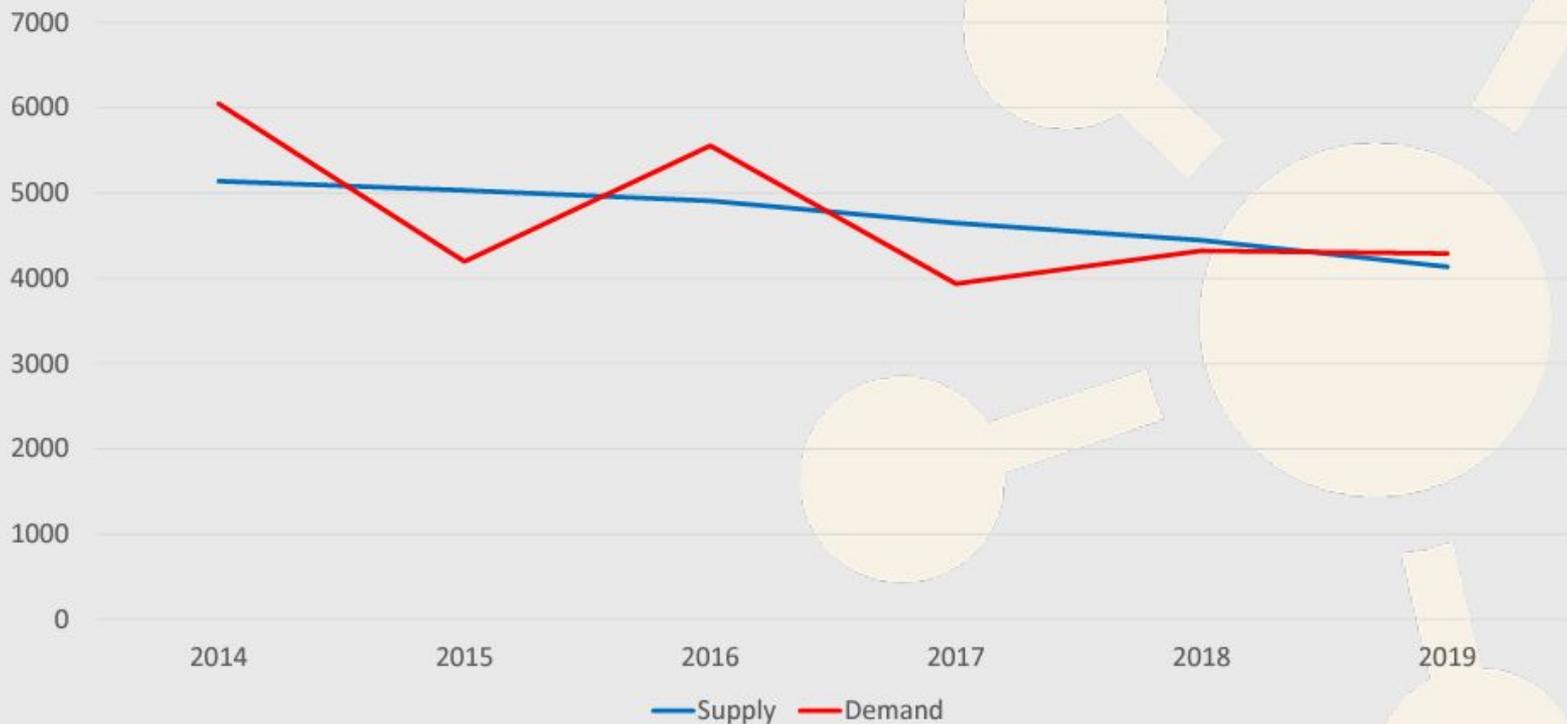
- Stayers: remain in same district, school, and role
- Movers: remain in same role, but move:
 - Same District: move between schools in the same district
 - Different District: move between districts
- Leavers:
 - *Temporary* Leaver: out of workforce for one year, then return
 - *Long-Term/Non-Retirement* Leaver: gone for 2+ consecutive years but under age 55
 - *Long-Term/Retirement* Leaver: gone 2+ years and 55+
- Role-Changer: Same district and school, different role (AP, instructional coach, etc.)
- Mover-Changer: Different district and/or school, different role:
 - Same District
 - Different District

LABOR FORCE PARTICIPATION RESULTS

- Based on an annual average of 59,828 teachers in Wisconsin public schools over the past two decades, counts of teachers in each category and sub-category are as follows:

Category	Average Number	Percentage
Stayers	50241	84.0%
Movers	3847	6.4%
Same District	2507	4.2%
Different District	1341	2.2%
Leavers	5136	8.6%
Temporary	529	0.9%
Long-Term Non-Retirement	2706	4.5%
Long-Term Retirement	1900	3.2%
Role-Changers	255	0.4%
Mover-Changers	349	0.6%
Same District	215	0.4%
Different District	133	0.2%

VERY PRELIMINARY FINDINGS...





EXIT INTERVIEW DATA

[Summary Report Link](#)

Future Focus of our Work

- Increased staff training (especially support staff)
- Mentor and onboarding experiences
- EMLSS Focus within our district work
 - Behavior Support
 - Academic Supports
- Data reviews and adjustments based on that data
- Continued staff feedback
- Clearly define and communicate procedures



Thank You!



