

Wausau School District  
Board of Education Meeting Agenda  
In Compliance with the Wisconsin Open Meeting Law

James Bouché, President  
Public Notice s.19.84 (3)

Cory Sillars, Clerk  
Exemptions s.19.85

**A Education/Operations Committee Meeting** of the BOARD OF EDUCATION will be held in the **Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403** at **5:00 PM** on **Monday, September 22, 2025.**

---

- I. Call to Order
- II. Approve the Minutes
- III. Public and Student Comment
- IV. Primary Care Clinic (**Action Requested**)
- V. District ACP Plan (**Action Requested**)
- VI. Facility Fees
- VII. Seclusion and Restraint Report (**Action Requested**)
- VIII. Adjourn

NOTICE POSTED: Friday, September 19, 2025, at 1:15 pm.

By: Cassie Peck

NOTICE SENT TO:

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

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

# Minutes of EDUCATION/OPERATIONS COMMITTEE 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, August 25, 2025, beginning at 5:00 PM in the Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403.

Present: James Bouche; Sarah Brock; Jon Creisher; Nick Crochiere; Jennifer Paoli; Jane Rusch; Cory Sillars; Lance Trollop.

Absent: Pat McKee.

### I. Call to Order

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

### II. Approve the Minutes

**Sarah Brock moved to approve the minutes of June 23, 2025, seconded by Lance Trollop. The motion carried 8-0.**

### III. Public and Student Comment

There were none.

### IV. Legal Expenses Summary for 2024-2025

Josh Viegut, Assistant Superintendent of Operations, presented a summary report presenting all legal counsel expenses incurred during 2024-2025.

### V. Approve List of Legal Firms (Action Requested)

**Cory Sillars moved to recommend to the full Board, the approval of the attached list of law firms the Board and the District shall access for legal services deemed necessary by the Superintendent of Schools or his/her designee, seconded by Jennifer Paoli. The motion carried 8-0.**

### VI. Set Annual Meeting Date and Location (Action Requested)

**Cory Sillars moved to recommend to the full Board, the approval of Monday, September 22, 2025, as the date for the 2025-2026 Budget Hearing and Annual Meeting. The meeting will be held at 6:00 pm in the Nicholson Board Room at the Longfellow Administration Center, beginning with the Budget Hearing followed by the Annual Meeting, seconded by Sarah Brock. The motion carried 8-0.**

### VII. Share Equalized Value Estimates

Prior to October 1, only equalized valuations from municipalities are available. In order to project property value changes by school district, an assumption must be made that all property values in any given municipality change in a uniform manner. With this assumption, the District's property value is projected to increase 8.98% for 2025-26

mill rate calculation purposes. Certified property value will not be available until October 1; the given projected property value will be used for the initial budget and during the annual meeting.

VIII. Recommendation for 2025-2026 Budget (**Action Requested**)

**Sarah Brock moved to recommend to the full Board the approval of a preliminary 2025-2026 General Fund budget of \$117,366,124 for expenses and \$117,366,124 for revenue, for presentation at the Annual Meeting and Budget Hearing, seconded by Cory Sillars. The motion carried 8-0.**

IX. Recommendation for 2025-2026 Tax Levy (**Action Requested**)

**Cory Sillars moved to recommend to the full Board of Education, a projected tax levy of \$44,385,271 for presentation at the Annual Meeting and Budget Hearing, seconded by Sarah Brock. The motion carried 8-0.**

X. Red Granite Charter School Student Fees (**Action Requested**)

**Lance Trollop moved to recommend to the full Board the approval of the change to the Red Granite student fees for 4K and Kindergarten students as presented, seconded by Cory Sillars. The motion carried 8-0.**

**4K Semester/Annual Fee: \$30 / \$60**

**Kindergarten Semester/Annual Fee: \$60 / \$120**

XI. Girls Golf Co-Op Renewal (**Action Requested**)

**Jennifer Paoli moved to recommend to the full Board the approval of the Girls Golf Co-op between Wausau East and Wausau West, seconded by Jon Creisher. The motion carried 8-0.**

XII. Adjourn

**Lance Trollop moved to adjourn, seconded by Sarah Brock. The motion carried at 5:40 pm.**

Respectfully Submitted,

Cory Sillars,  
Board Clerk

CS:cp



# DIRECT PRIMARY CARE



# Agenda

- **Health Plan Performance**
- **What is a DPC?**
- **Advantages**
- **Potential Savings**
- **Recommendation**



# Wausau School District Health Plan Update

- **Health Plan Performance**
- Loss ratio for last plan year was 116%
  - Increased utilization
  - Rising prices
  - Stop-loss increases
  - High-cost claims
- Changed to UMR as the new Third Party Administrator (TPA) 7/1/25
  - Additional service to help contain medical costs
  - Maintaining access to local providers
- **RPF process for Direct Primary Care (DPC) during the past year**



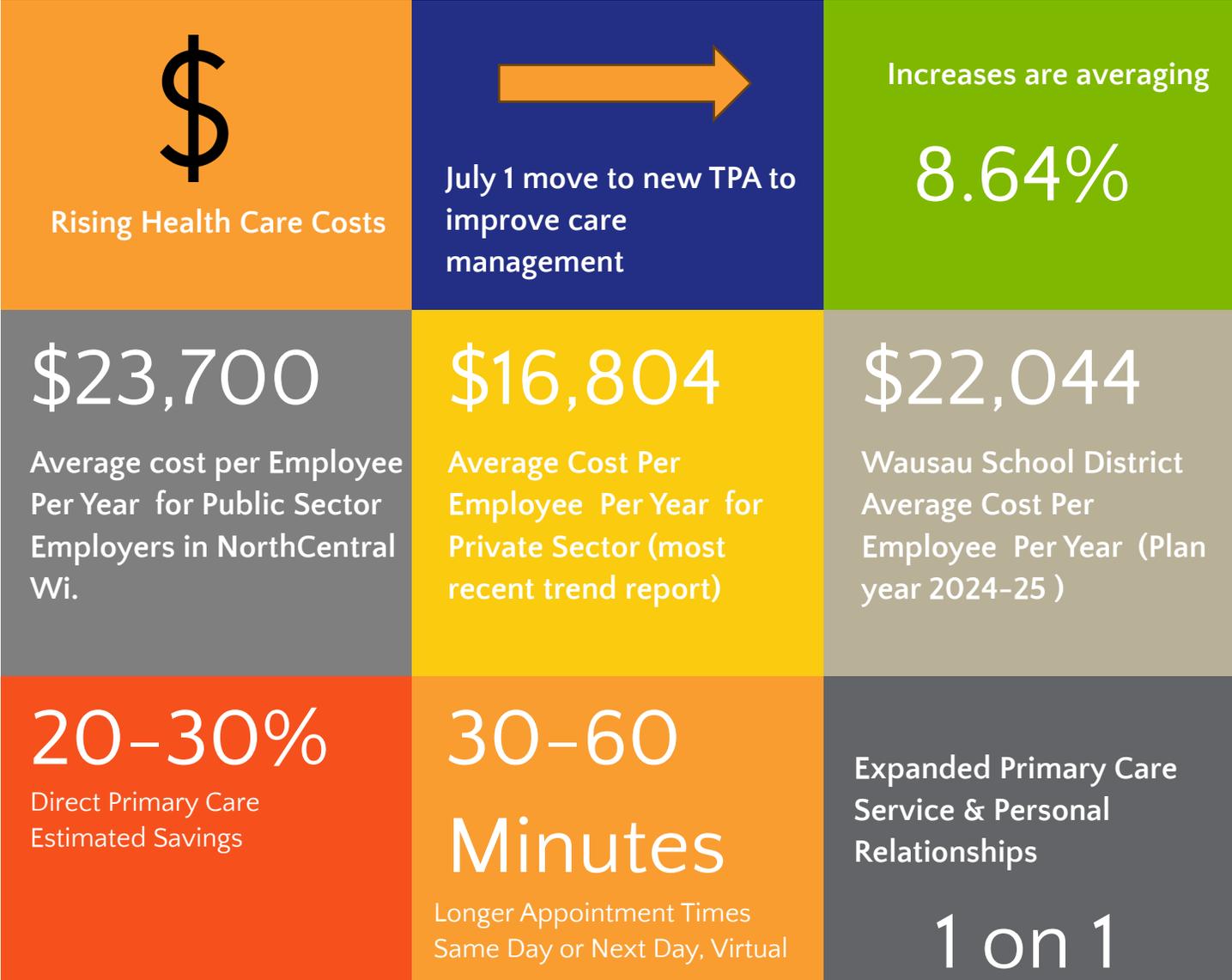
# What is Direct Primary Care?

- Privately held group of clinicians
- Direct contract with employers
- Goals for healthcare delivery:
  - Improving access
  - Quality healthcare
  - Driving down costs
  - Reduce inefficiencies



# Why Direct Primary Care?

- Move to high quality, lower cost providers
- Take control of plan performance
- Assist employees with healthcare navigation when additional care is needed



# Advantages to Direct Primary Care

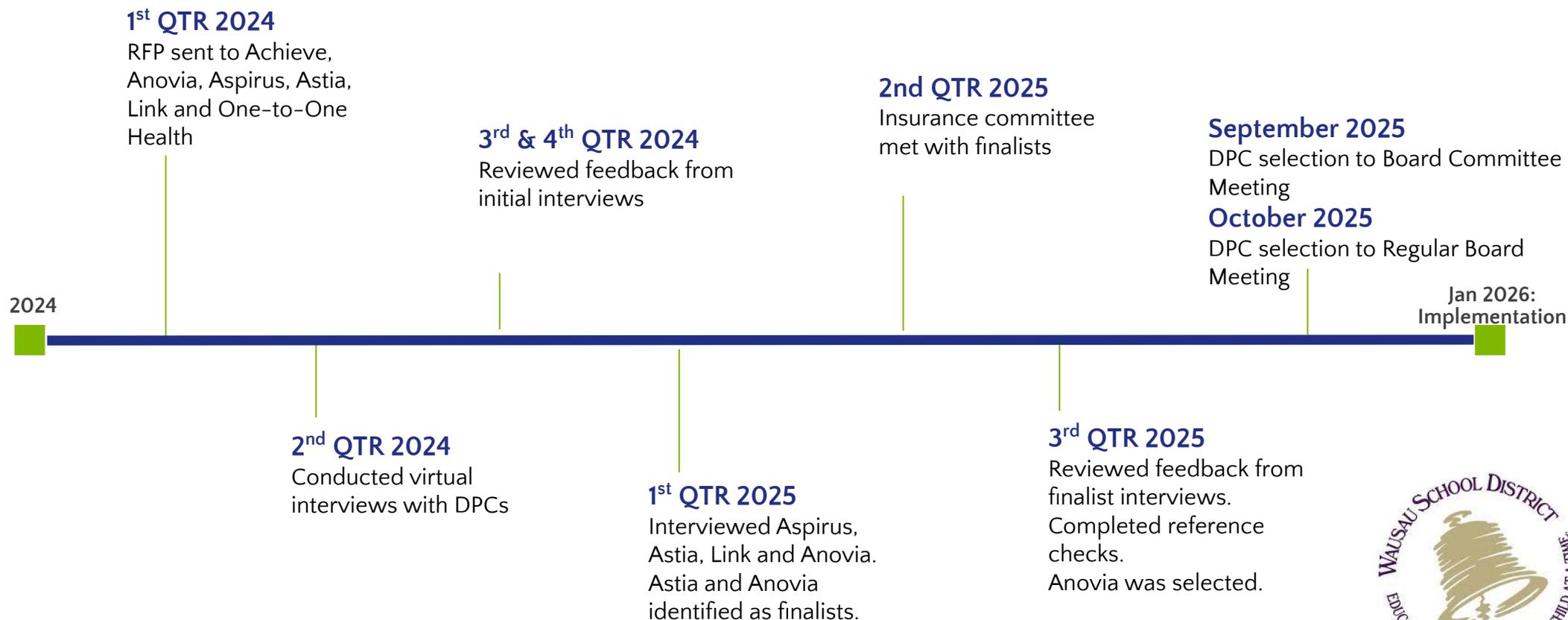
- More treatment at primary care level
- Less required referrals to specialty care
- More referrals to alternative, lower cost and high service providers
- 80% to 85% savings on lab services
- 50% fewer emergency room visits
- 30% fewer days in the hospital
- 65% less imaging
- Unlimited and fast access to Primary Care team
- Can provide services for Wellness Program and New Hire Physicals
- Can provide services for Worker's Compensation injuries



# Comparison of Direct Primary Care Pricing Example

	DPC Billing	Typical Provider Charge
Office Visit	N/A	\$450
• Annualized (2-3 Visits Per Year)	\$348	\$1,125
• ER Visit	N/A	\$1,700
• Urgent Care	N/A	\$750
Procedures		
• Skin Tag Removal	N/A	\$209
• Joint Injection	N/A	\$223
• Nebulizer Treatment	N/A	\$178

# Direct Primary Care (DPC) RFP Process



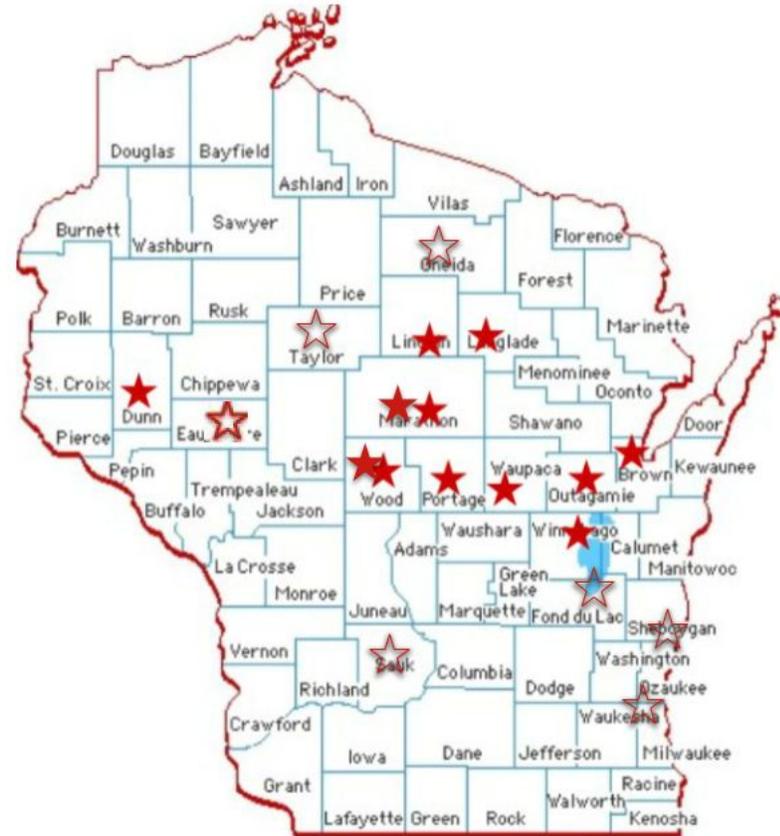
# Implementation Projections

- M3 forecasts cost-neutral/up to \$200K savings in the first year
- DPC savings projection is higher (contingent upon utilization)
- Employee education will be a key component
- Offering a DPC has proved to be a viable long-term solution with other local employers (Greenheck, Kolbe & Kolbe, Crystal Finishing, and Stevens Point Area Public School District)



# Anovia Proposal Summary

- Board Certified Primary Practice Provider
- Physicians that practice at each location
- Subscription fee of \$29 PMPM
- Offer a month-to-month contract
- Currently work with school districts
- Established locations and adding a clinic in Wausau



Antigo  
Appleton  
Applied Laser Technologies - onsite  
*Baraboo (exploring)*  
Clintonville  
DePere  
*Fond du Lac (exploring)*  
Gamber-Johnson - onsite  
*Germantown (exploring)*  
Ki Mobility - onsite  
Oshkosh  
Marshfield  
*Medford (exploring)*  
Menomonie (8/1/25)  
Merrill  
*Rhineland (exploring)*  
Schuette Metals - onsite  
*Sheboygan Falls (exploring)*  
Stevens Point  
Wausau (this fall)  
Weston  
Wisconsin Rapids (this fall)

# Recommendation

Effective January 1, 2025: Implement Anovia  
as a Direct Primary Care (DPC) clinic  
available to employees covered by District  
Health Plan and their families





**QUESTIONS?  
THANK YOU!**



# 2025-2026 Wausau School District Education for Employment & Academic Career Plan



---

*"The purpose of ACP services is to assist pupils with planning and preparing for opportunities after graduating from high school. These opportunities may include postsecondary education and training that leads to careers"*

---

*WSD Board of Education approved:*

## **Table of Contents**

Students Success Stories

Innovative Pathways

Labor Market Information

Postsecondary Education and Workforce Preparation

Professional Development for Staff

Family Engagement

Community Partnerships

ACP Curriculum and Software Services

Individualized ACP Support

Access for All Students

Current Progress and Future Goals for Implementation

# Student Success Stories

Student Success Story

## Student Success Story

### ● Bodee Beversdorf

2 year Youth Apprenticeship: Miron Construction  
2 sport athlete, GPA: 3.8

Career Plan:

- Transferring his YA credits directly into an Adult Apprenticeship at Miron Construction
- Receiving paid training through company
- Related coursework: Metals, Woods, Building Trades, Automotive



## Student Success Story

### ● Emilio Velasquez

Took classes in Project Lead The Way, Accounting, Marketing and Advanced Marketing.

- Elected VP of DECA
- Wrote a 60 page report and awarded the WI DECA Gold student
- Soccer, National Honor Society
- Worked at Men's Wearhouse - 2 years

Career Plan: to attend UW-La Crosse for Digital Marketing



## Student Success Story

### ● Brahm Bina

Coursework:

- Precalculus
- Chemistry

Activities:

- Soccer, Wrestling, Link Crew, National Honor Society
- Theater Production
- Science Olympiad with Mr. Nelson

Career Plan: Enlisted in the US Navy  
Qualified for the Nuclear Engineering program



## Student Success Story

### Video: Bobbi Jo Zimmick

- Completed the Project LIFE program, Bobbi Jo got a “fresh start in life” by securing a job at the Rib Mountain Goodwill.
- Impactful program helps individuals with disabilities gain valuable job experience and prepare for meaningful employment.



- More Student Success Stories Coming on our WSD Website -

# Innovative Pathways in Wausau

---

## **Robotics & Automation**

Address industry demand to increase knowledge and skill in robotics. Wausau East and Wausau West have recently added a Fanuc robot in each Tech Ed department and teachers have attended industry training. Students are introduced to basic robotic operations and maintenance. Students taking this class receive dual credit to NTC. *Student pathway: FAB LAB 1, Fab Lab 2, Robotics & Automation, PLTW*



## **Aviation 101**

This online and in person course is offered through Wausau Area Virtual Education (WAVE). Students complete an online curriculum and complete in person hours on a flight simulator taught by certified flight instructors at Wausau Flying Service located at the Wausau Municipal Airport.



## Auto Collision & Repair

NTC in partnership with Wisconsin Automotive and Truck Education Association offers a college course in the evenings at Wausau East Automotive shop. Students are earning their technical certificate in Auto Collision and Repair.



## Math & Construction Trades

Math & Construction class is offered to students in 9th or 10th grade and is co-taught with a math teacher and a building trades teacher. Students earn both math credit and an elective credit in the construction pathway. Students are building structures like mini homes for the community and at the same time preparing for the standardized math test their junior year.



# Labor Market Information

---

Local, regional, and state labor market information (LMI) is used to develop a local needs assessment to ensure the Wausau School District is offering career pathways, post secondary options and training opportunities that are aligned to our local and state economy.

LMI resources used in the Wausau School District include:

- [Wisconsin Labor Market Information Guide](#)

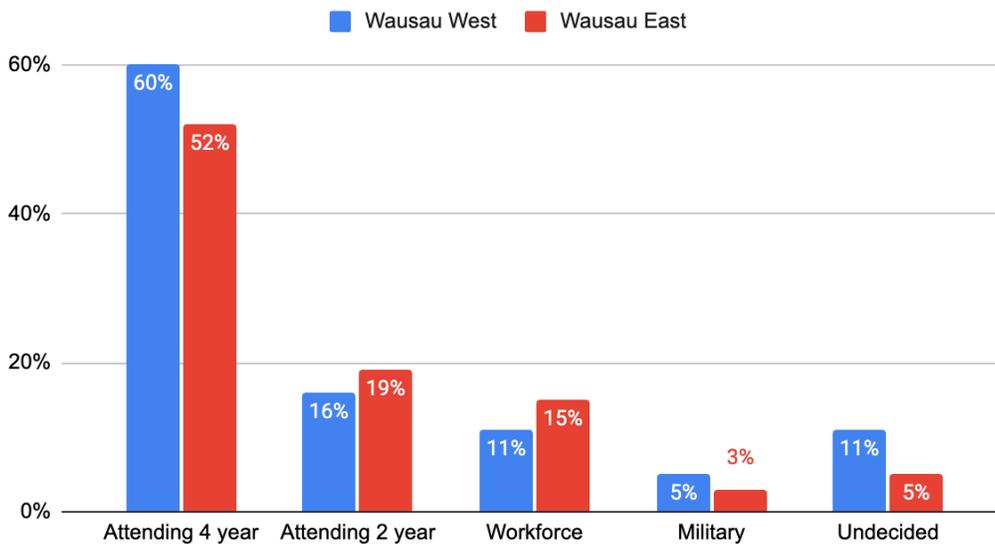
- [Wisconsin Workforce Development Wisconomy](#)
- [Wisconsin Projection Reports by Workforce Development Area](#)
- [WSD Perkins V Comprehensive Local Needs Assessment, 2023-24 - CTE Department](#)

# Post-secondary Education and Workforce Preparation

---

## 2024-25 Senior Survey Results:

### East & West Senior Survey



## Career and Technical Education Participants

Definition: Students enrolled in a course in Ag, Business and Marketing, Family Consumer Science or Technology Education and Engineering or Health Science or IAC coded classes.

- 2023-24
  - 1609 out of 1637 students participated in Career and Technical Education class (98.2%)
  - 100% of 9th graders participate in a CTE class.
  - 100% of 10th graders participate in a CTE class.
  - 97.5% of 11th graders participate in a CTE class.
  - 95% of 12th graders participate in a CTE class

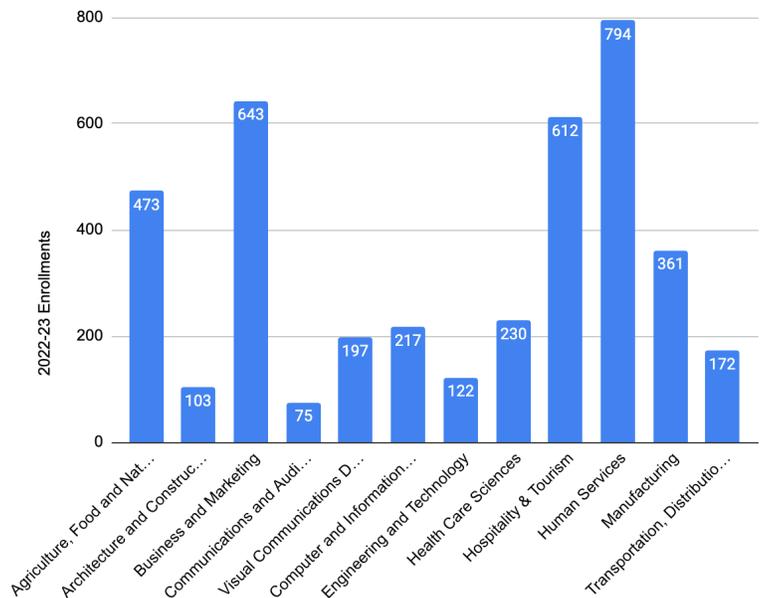
## Career and Technical Education Concentrators

Definition: A secondary student in grades 11 or 12 who has completed (passed) a minimum of two CTE courses in a single career pathway throughout their high school career.

CTE Departments:

- Family and Consumer Science
- Business and Marketing Education
- Technology Education and Engineering
- Agriculture and Natural Resources

WSD CTE Pathway Enrollments, 2022-23



## Work Based Learning (WBL), 191 Students participating

Definition:

- Sustained interactions (90 or 450 hours)
- Real workplace settings
- In Depth first hand engagement
- Aligns with a course
- Student, employer and school agreement form present
- Evaluation present by school and employer

\*[Career and Education Wiseguide](#)



2023-24 Work Based Learning Program Name:

- State Co-op Skill Standard
- School Based Enterprise
- Youth Apprenticeship
- IRC State Approved Business & Industry

2023-24 Work Based Learning Participation

Course Names:

- Youth Apprenticeship
- Marketing Internship
- Business Opportunities

## Industry-Recognized Credentials (IRC) - CTE Incentive Grant

2023-24: 168 students

- Microsoft Office Certifications
- Certified Nursing Assistant
- Early Childhood Education - Assistant Childcare Teacher & Infant Toddler
- Marketing Coop
- Union Brotherhood Trades
- Technical Certificate - Diesel Technician
- DWD Youth Apprenticeship Completers
- Smart Automation Certification Alliance
- Fanuc Certified Robot Operator 1



## Advanced Credit Participation

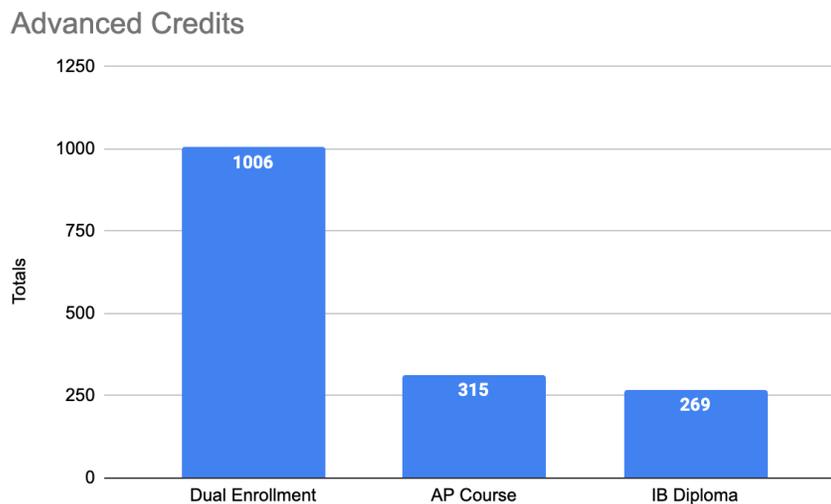
Students enrolled in Dual Credit, IB or AP classes are considered Advanced Credits.

Below is a graph describing advanced credit participation in 2023-24.

Dual Enrollment: 1006

AP Course: 215

IB Diploma: 269



## **WSD Dual Credit Classes with NTC**

- Agriculture
  - Vet Science
  - Advanced Conservation and Horticulture
- Business/Marketing
  - Accounting II
  - Accounting IV
  - Advanced Marketing
  - Microsoft Office
  - Keyboarding
  - Management and Entrepreneurship
  - Personal Financial Management
- English
  - Speech
- Family and Consumer Sciences
  - Aspiring Educators
  - Child Development
  - Early Childhood Services/Careers with Kids
  - Foods and Nutrition II
  - Foods and Nutrition III
  - Foods Science
  - Health Occupations I
  - Careers with Kids
- Global Language
  - AP French
- Mathematics
  - Algebra III
  - Pre-Calculus
  - Advanced Math
  - Intermediate Algebra
- Science
  - Medical Terminology
- Technology and Engineering
  - Metals II - Machine Tool Applications
  - Introduction to Welding
  - Woods II - Fundamentals of Furniture Making
  - Graphic Communications II and III
  - PLTW Fab Lab 1, 2
  - PLTW Principles of Engineering (POE)
  - PLTW Computer Integrated Manufacturing (CIM)
  - Occupational Mechanics I
  - Occupational Mechanics II
  - Robotics & Automation

## Career and Technical Student Organization Enrollments-CTSO's (East, West, WAVE)

564 students are participating in CTSO's in the Wausau School District

### CTSO Participation:

DECA	265
FCCLA	65
FFA	155
SkillsUSA	34
FBLA	12
<hr/>	
Total	654



**SkillsUSA 2x Wisconsin State Champion  
Precision Machining**



**DECA National Champions!**

## Professional Development for Staff

---

The Wausau School District is committed to supporting our entire staff to become engaged in the career readiness process. We provide the following professional development to staff:

- Provide staff with information about career readiness programs and resources available in the district and who students can go to for more intensive career advising is provided to all educators each year.
  - Xello
  - School Counselors
- Career readiness professional learning is provided to all educators regularly on how to conduct equitable and inclusive career conversations with students.
  - Preparation for course registration
- Career readiness professional learning is provided regularly on how teachers in all subject areas can help students understand how the content they are learning connects with various careers.
  - Career Pathways
  - Speakers (Mark C. Perna)

# Family Engagement

---

The Wausau School District engages families and caregivers in academic and career planning by:

- Regularly informing families and caregivers about career readiness activities, presentations and field trips through School Newsletters, CTE postcards and letters home.
- Family engagement opportunities include:
  - Family access to Xello
  - PT Conference - Career Fairs
  - Parent Teacher Advisory night
- Regularly informing families and caregivers about the progress of their student's academic and career planning.
  - 8th grade & 10th grade meetings with counselors - East 11th, West 12th conferences, Junior Parent/Guardian Night
  - Family access to Xello
  - Career Fair and Student Achievement Nights
  - Art Shows & Cafe
  - Plant sale
  - Warrior Welcome Night
  - FAFSA Night
  - Parent/Teacher Conferences
  - Advisor/Advisee Night
  - Family ACP Presentation (Middle School) with UWSP and NTC
  - Junior Parent Night

# Community Partnerships

---

The Wausau School District is proud to collaborate with over 400+ business and community partners.

Wausau Region Chamber of Commerce Expo & Membership

**Greater Wausau Youth Career and Hiring Fest:** 116 businesses

- Boys & Girls Club of Wausau
- United Way of Marathon County
- Marathon County Park & Rec
- DC Everest School District
- Aspirus Hospital
- Connexus Credit Union



Central Wisconsin Manufacturing Alliance (CWIMA) annually hosts all 8th grade students at their **Heavy Metal Tour Day** in October.



Wisconsin Automotive and Truck Education Association (WATEA): 62 community members from the transportation industry

- Transportation Career Expo
- Wheels to Work Program - Community Vehicle Donation program to our community.
- Student Scholarships
- Youth Apprenticeship participant



Wausau Area Builders Association: 200 community members host Wausau East and West students annually at their **Build My Future** event. Students explore all careers available in the trades, transportation, banking, real estate, construction and more.





# Northcentral TECHNICAL COLLEGE

Northcentral Technical College partners with the Wausau School District through dual credit offerings, professional development for staff, school to career partnership meetings, career coaching for students, Youth Apprenticeship advising and student field trips.

NTC also provides industry connections through their advisory committees that our staff participates in:

Advisory Committees:

- Welding
- Machine Tool
- Transportation
- Auto/Diesel
- Marketing
- Early Childhood Education
- Agriculture
- Aviation 101
- Culinary



## ACP Curriculum and Software Services

---

### 2025 Wausau School District Academic Career Plan Team

Nicole Melander, John Muir  
Jena Treu, Longfellow  
Angela Diener, John Muir  
Quillan Wiseman, Horace Mann  
Lindsay Lodholz, Longfellow  
Kay Pickar, Wausau West  
Taylor Wilkowski, Wausau West

Katie Gilles, Wausau East  
Susan Hoelster, Wausau East  
Jon Winter, Longfellow  
Scott Strand, Longfellow  
Andy Grimm, Longfellow  
Katie Colwell, Longfellow  
Jon Euting, Longfellow

The Wausau School District uses the Academic and Career Planning process and various tools to ensure every student engages and supports students with career planning,

preparation, and decision making. The following documents/links provide information about the ACP process including curriculum, lessons, and activities.

### **Grade Level Appropriate Career Connected Activities and Experiences:**

K-5 Curriculum and Activities:

[K-2 Career Exploration#1](#)

[K-2 Career Exploration#2](#)

[3-5 Career Exploration#1](#)

[3-5 Career Exploration#2](#)

Grade 6-8 Curriculum and Activities:

[Horace Mann - Xello/ACP Lessons](#)

[John Muir - Xello/ACP Lessons](#)

[Grade 9-12 Wausau East & Wausau West  
ACP/Xello Lessons](#)



### **Xello Software**

The Department of Public Instruction provides all districts with a career education software called Xello. All students, families and staff have access to this software that allows students to take interest and skill surveys, research and explore post-secondary options, watch videos, develop a career plan portfolios, and build a resume.

## Individualized ACP Support

---

The Transition Coordinator works closely with students, staff, and IEP teams to help determine post-secondary transition goals and plans. The Transition Coordinator assures that all special education teachers are aware of the opportunities their students are taking part in that can influence the post-secondary transition plans associated with the IEP process.

Individualized support, appropriate to each pupil's needs, are provided through:

- Accommodations and/or modifications may be made to support access to activities and instruction
- Personalized transition planning, such as career counseling, work experiences, job shadows, or individual support in the job development and career exploration process
- Workshops and conferences to learn about self-advocacy, independent living, age of majority, and financial literacy.
- The Division of Vocational Rehabilitation which provides even greater

opportunities for our students in career counseling, vocational assessment, assistive technology assessments, transportation, and financial support for post-secondary options.

- Training and programming offered through the PAES Lab and Project SEARCH

## Access for All Students

---

### **High School Career Centers**

All students and families in grades 9-12 have access to our high school Career Centers which are staffed with a full time Career Center Coordinator. Career Centers offer support in aptitude testing, career coaching, college and major/degree selection, college applications, financial aid support, scholarship applications, college essays, FAFSA applications, job shadows and searches, job applications, interview prep, resume and cover letters, volunteer opportunities and youth and adult apprenticeship programs.

### **Career Exploration for all Students...**

Many of the career connected field trips in the WSD are provided for all students based on the grade levels that attend the event. Examples:

- All 4th grade students attend Food for America at a local farm
- All 6th & 7th grade students in WSD attend STEM Fest (MindTrekks) at Northcentral Technical College
- All 8th grade students in WSD attend the Heavy Metal Tour in partnerships with Central Wisconsin Manufacturing Alliance
- All 10th grade students in WSD attend the Greater Wausau Youth Career and Hiring Fest. The hosting school of the event also provides access for all their grades 9-12 students to attend.

### **Perkins V Comprehensive Local Needs Assessment**

Requirements of the Federal Perkins V Comprehensive Local Needs Assessment process requires the WSD to address barriers to students from special populations participating in ACP activities. Each career pathway included in the Perkins grant sets goals and dedicates grant assets to address any gaps in supporting students in special populations.

# Current Progress and Future Goals for Implementation

---

## **Goal #1**

Increase awareness of Career Connected learning with students, staff and our community by:

- Analyzing data such as MRA data, senior survey Xello and Perkins Pathway data
- Expand partnerships to increase student career exposure opportunities
- Host the Greater Wausau Youth Career and Hiring Fest, West (2026), East (2027).

## **Goal #2**

Integrate career connected learning in all subject areas.

- Department lessons on ACP in content areas
- Aligning Wisconsin Career Readiness Standards to all academic departments

# Academic & Career Planning

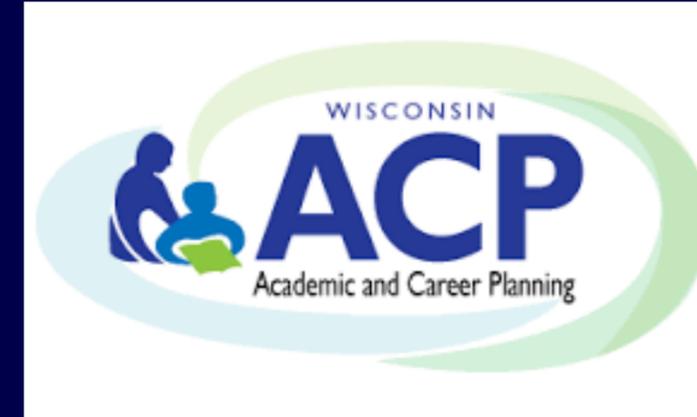
*Jon Winter*



[www.wausauschools.org](http://www.wausauschools.org)



# Overview...



DPI PI 26 E4E/ACP

September Approval

Updates for 2025-26

Goals & Future Direction

ACP Team



# Recent ACP Activities...



Wisconsin Education Fair

70 colleges and military reps



# ACP Professional Development

Professional Development



WSD team attended the Wisconsin Career Readiness Summit



**build** Northcentral WI  
my future



CONSTRUCTION CAREER DAY & INTERACTIVE SHOWCASE FOR STUDENTS

**9.24.25** • Location: Kolbe East



**Wednesday from 9-1pm**

**21 schools  
1400 students!**



# Heavy Metal

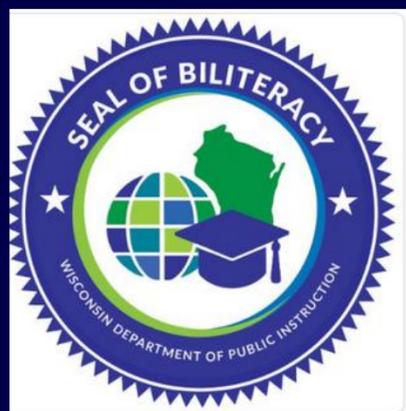
October 7th & 8th

All 8th graders are attending 2 tours of local manufacturing facilities and learning about different careers available at a manufacturing facility.

# Announcements!

**204!**

204 Industry Recognized Credentials were earned in 2025.



New Students earning a Seal of Biliteracy



New CTSO-Career and Technical Student Organizations HOSA

# Continued ACP Work in 2025–26

## Innovative Pathways

- Pre apprenticeship for Electricians

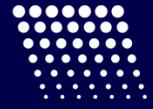
Strengthening high school CTE pathways - Completing a Comprehensive Local Needs Assessment process with DPI.

## Improved family engagement through intentional communication

- Parent interviews (HMT, WE career activity)

## Continue leveraging community partnerships in all of our programming

- Fieldtrips
- Professional development
- Advisory teams



# ACP Team

Amy Burazin  
Katie Colwell  
Angela Diener  
Jon Euting  
Katie Gilles  
Andy Grimm  
Susan Holster  
Lindsay Lodholz

Nicole Melander  
Kay Pickar  
Scott Strand  
Jena Treu  
Taylor Wilkowski  
Jon Winter  
Quillan Wiseman



# Goal #1

**Increase awareness of career connected learning with students, staff and our community by:**

- **Analyzing CTE Needs Assessment Data, MRA Data, Senior Survey, Xello usage data.**
- **Expand partnerships to increase student career exposure to local career opportunities**
- **Wausau West (2026), East (2027) will host Greater Wausau Hiring & Career Fest**



# Goal #2

**Integrate career connected learning in all subject areas.**

- **Department lessons on ACP in all content areas**
- **Aligning WCRS to all academic departments**
- **Intentional focus on ACP**



# **Thank you / Questions**

**In alignment with administrative rule PI 26.04, we are seeking approval of the Wausau School District 2025-26 Education for Employment (E4E) and Academic Career Plan (ACP).**

# Fee Schedule Modification Discussion



# Estimated Cost of Replacement

		<b>2025</b>	<b>2030</b>
Softball	East	\$ 112,000	\$ 130,000
Softball	West	\$ 112,000	\$ 130,000
Baseball	East	\$ 219,000	\$ 254,000
Baseball	West	\$ 219,000	\$ 254,000
Multipurpose Field	East	\$ 722,000	\$ 837,000
Multipurpose Field	West	\$ 610,000	\$ 707,000
	<b>Total</b>	<b>\$ 1,996,025</b>	<b>\$ 2,314,030</b>

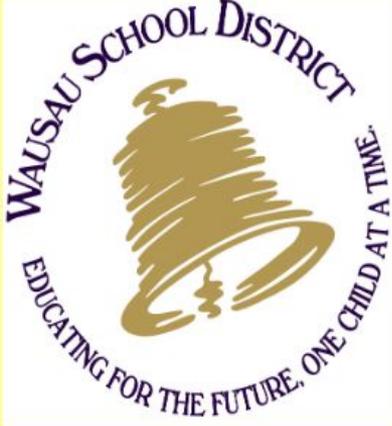
# Additional Wear Costs/Non-Warranty

- Pitcher's mound replacement
- Batter's box replacement
- Annual PM's
- Weekly raking/grooming
- Non-warranty repairs

# Causes for Premature Wear

- Weekly maintenance not completed at correct intervals due to unscheduled usage
- Improper usage of fields
  - Bikes on fields
  - Tents and food on fields
  - Incorrect footwear
  - Vandalism
- Overuse of fields
  - Weekend and evening groups using fields
  - Increased user groups choosing turf over natural turf
  - Practices held on turf rather than natural turf fields

# Proposed Fee Schedule (changes in red)

Wausau School District Facility Use Fee Schedule				
	Factors Determining Tier Placement for Turf Fields and Lights			
		Tier 1 - WSD funded. WSD WIAA Sanctioned Sports. Fund 80 Funded Middle School Athletics.	Tier 2 - Local groups. Ex. Boy/Girl Scouts, WYBS, Legion League, Little Leagues, local tournaments/fundraisers	Tier 3 - Outside groups with no WSD affiliation. Ex. MC United, surrounding school district
	<b>Resources</b>	Low need for or use of district-provided/owned resources such as electricity, bathroom products, equipment, etc...	Moderate need for or use of district-provided/owned resources such as electricity, bathroom products, equipment, etc	High need for or use of district-provided/owned resources such as electricity, bathroom products, equipment, etc...
	<b>Staffing</b>	No custodian is needed to open up/close up or be on-site during the event.	A custodian is needed to open up/close up and potentially be on-site during the event.	District personnel, including but not limited to custodians and/or kitchen staff, are needed to open/close and be on-site during the event.
	<b>Facilities</b>	A single-site, low maintenance area such as a classroom or an outdoor field /gymnasium for practice use, etc.	A single site or multiple sites, moderate maintenance area such as an auditorium, commons or gym etc.. where an event is being hosted	A single site or multiple sites, higher maintenance area such as an auditorium, commons or gym etc.. where a larger event is being hosted
<b>Purpose</b>	The purpose of the event/usage is to benefit a significant majority of Wausau School District students.	The purpose of the event/usage is to benefit both Wausau School District Students and the hosting organization.	The purpose of the event/usage is to benefit the hosting organization	
<b>Notes</b>				
(1) Tier placement is for estimating purposes only. Final determination of minimum fees will be communicated when the reservation is fully approved.				
(2) A preponderance of need and purpose will be used to determine the final tier placement and cost for use of the facility.				
(3) The Requestor will be provided a minimum cost for their request. The actual cost may vary due to increased hours, damage, misinformation, etc.				
(4) All non-District users must provide proof of liability insurance prior to using the facilities.				
(5) Use of District pool(s) requires additional permission and requirements. Contact Wausau School District Buildings and Grounds office for details.				
(6) Use of fields does not include supplies, i.e. chalk, balls or grooming equipment.				
(7) District will have the final determination if Custodial support is required and in what amount due to the nature of the event and set-up / tear-down time.				

# Proposed Fee Schedule (continued)

		Cost per hour		
SCHOOLS/AREA	Sq.Ft./capacity (approx.)	Tier 1	Tier 2	Tier 3
Classroom	900-1100	No Cost	\$20	\$125
Fieldhouse (High Schools)	West: 29,000 East: 32,000	No Cost	\$40	\$250
Gymnasium (Middle and Elementary Schools)	15,000	No Cost	\$30	\$200
Practice Fields or outdoor venues	Varies	No Cost	\$10	\$75
Varsity Fields or outdoor venues	Varies	No Cost	\$20	\$100
<b>Turf Fields (West - B1, S1, JJ Field, East - B1, S1, Lumberyard MPF)</b>	<b>Varies</b>	<b>No Cost</b>	<b>\$100</b>	<b>\$300</b>
Auditorium (Requires District A/V specialist)	West: 748 seats East: 900 seats	No Cost	\$30	\$200
Cafeteria/Commons (High Schools only)	2,500	No Cost	\$30	\$200
Pool (Additional requirements, call for details)		No Cost	\$40	\$250
Parking Lots	Varies	No Cost	\$10	\$75
School Forest	Varies	No Cost	\$40	\$200
Ancillary items		Cost per unit		
Custodian (Outside normally staffed time, 6am - 11pm weekdays and non-holidays)		\$25/hr weekday \$35/hr weekend	\$25/hr weekday \$35/hr weekend	\$25/hr weekday \$35/hr weekend
Kitchen Staff (required for kitchen use)		\$25/hr weekday \$35/hr weekend	\$25/hr weekday \$35/hr weekend	\$25/hr weekday \$35/hr weekend
District A/V Specialist		\$35/hr weekday \$45/hr weekend	\$35/hr weekday \$45/hr weekend	\$35/hr weekday \$45/hr weekend
Computer Technician		\$35/hr weekday \$45/hr weekend	\$35/hr weekday \$45/hr weekend	\$35/hr weekday \$45/hr weekend
<b>Lighting Fees on Turf Fields</b>		<b>No Cost</b>	<b>\$100/hr</b>	<b>\$100/hr</b>
Snow Removal (if required beyond normal frequency)		Actual cost	Actual cost	Actual cost

# Next Steps

- Board direction/feedback as suggested by CESA 10
- Community facility or school usage facility?
- Complete policy overview by committee comprised of various users and staff





# WAUSAU SCHOOL DISTRICT

Pupil Services/Special Education Department  
Longfellow Administration Center

---

415 Seymour Street · P.O. Box 359 · Wausau, WI 54402-0359 · 715- 261-0532 · Fax 715-261-2556 · [www.wausauschools.org](http://www.wausauschools.org)  
Wendy Cartledge, Director of Special Education and Pupil Services

TO: The Board of Education  
FROM: Wendy Cartledge, Director of Special Education and Pupil Services  
DATE: 09/22/2025  
RE: 2024-25 Seclusion and Restraint Report

---

*Seclusion and/or physical restraint may only be used when a student's behavior presents a clear, present, and imminent risk to the physical safety of the student or others, and it is the least restrictive intervention feasible. All district staff are provided an annual review of the requirements of the current law, Wisconsin Act 118, through the District required SafeSchools online training. Principals were all re-certified in ProACT in June of 2025 and have been given the directive that the use of seclusion and/or physical restraint is not a disciplinary measure, rather, a safety measure, and is only to be used under circumstances that present **imminent risk**. ProACT Certification training is offered throughout the school year for certified and support staff. The current requirements of Wisconsin Act 118 also apply to private/parochial schools.*

## 2024-2025 DATA

The number of students district-wide requiring the intervention of seclusion or restraint was **22**. This is a **decrease** in the total number of students involved in seclusion and restraint from the previous year.

- Seclusion Incident Total **5**
- Restraint Incident Total **23**
- Restraint and Seclusion Total **4**
- Combined total of **32** incidents of seclusion and/or restraint
- Decrease compared to incidents from 2023-2024.

It is the mission of the Wausau School District to advance student learning, achievement, and success.

---

The District does not discriminate in education and employment on the basis of the Protected Classes of race, color, national origin, age, sex (including transgender status, change of sex, sexual orientation, or gender identity), pregnancy, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working and non-learning hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer and school about religious matters or political matters, or any other characteristic protected by law in its employment and education practices.

## 2023-2024 DATA

The number of students district-wide requiring the intervention of seclusion or restraint was **27**. This is a **decrease** in the total number of students involved in seclusion and restraint from the previous year.

- Seclusion Incident Total **23**
- Restraint Incident Total **27**
- Restraint and Seclusion Total **8**
- Combined Total of **58** incidents of seclusion and/or restraint
- Slight decrease compared to incidents from 2022-2023.

During the 2025-2026 school year, seclusion and/or restraint data will be monitored, in accordance with Wisconsin Act 118, on a monthly basis and additional problem solving and consultation will be provided. Pro-ACT Crisis Intervention certification will also be offered throughout the year.

### The attached report details the following information by school:

- Number of incidents of seclusion and physical restraint during the 2022-2023 school year
  - Number of students involved in the incidents receiving special education services (IEPs)
  - Number of students who were not identified as in need of special education services at the time of the incident(s)

If you have any questions, or would like further clarification or information, please contact me at 715-261-0533.

Wendy Cartledge  
Director of Special Education and Pupil Services

It is the mission of the Wausau School District to advance student learning, achievement, and success.

---

The District does not discriminate in education and employment on the basis of the Protected Classes of race, color, national origin, age, sex (including transgender status, change of sex, sexual orientation, or gender identity), pregnancy, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working and non-learning hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer and school about religious matters or political matters, or any other characteristic protected by law in its employment and education practices.

**WSD Seclusion & Restraints by School Building: 24-25**

1	School/Program	Enter the total number of INCIDENTS of SECLUSION in the listed school in the previous school year	Enter the total number of PUPILS who were involved in the incidents of SECLUSION	Enter the number of PUPILS WITH DISABILITIES who were involved in the incidents of SECLUSION	Enter the total number of INCIDENTS of PHYSICAL RESTRAINT in the listed school in the previous school year	Enter the total number of PUPILS who were involved in the incidents of PHYSICAL RESTRAINT	Enter the number of CHILDREN WITH DISABILITIES who were involved in the incidents of PHYSICAL RESTRAINT	Enter the total number of INCIDENTS of PHYSICAL RESTRAINT and SECLUSION in the listed school in the previous school year	Enter the total number of PUPILS who were involved in the incidents of PHYSICAL RESTRAINT and SECLUSION	Enter the number of CHILDREN WITH DISABILITIES who were involved in the incidents of PHYSICAL RESTRAINT and SECLUSION
2	PEER	0	0	0	0	0	0	0	0	0
3	Franklin	0	0	0	0	0	0	0	0	0
4	Grant	1	1	0	6	4	3	0	0	0
5	Hawthorn Hills	0	0	0	0	0	0	0	0	0
6	Hewitt	0	0	0	1	1	0	0	0	0
7	T. Jefferson	1	1	0	1	1	0	0	0	0
8	Jones	0	0	0	0	0	0	0	0	0
9	Lincoln	0	0	0	3	1	1	1	1	1
10	Maine	0	0	0	1	1	1	0	0	0
11	Marshall	1	1	1	0	0	0	0	0	0
12	Montessori	0	0	0	0	0	0	0	0	0
13	Rib Mt	1	1	1	3	3	2	1	1	1
14	Riverview	0	0	0	3	2	2	0	0	0
15	Red Granite	1	1	1	0	0	0	0	0	0
16	S. Mt.	0	0	0	0	0	0	1	1	1
17	Stettin	0	0	0	0	0	0	1	1	1
18	Mann	0	0	0	0	0	0	0	0	0
19	Muir	0	0	0	2	2	2	0	0	0
20	East	0	0	0	0	0	0	0	0	0
21	West	0	0	0	1	1	0	0	0	0
22	EEA	0	0	0	0	0	0	0	0	0
23	Summer School	0	0	0	0	0	0	0	0	0
24	WAVE	0	0	0	0	0	0	0	0	0
25	Alternative High	0	0	0	0	0	0	0	0	0
26	Project Life	0	0	0	0	0	0	0	0	0
27	Fundamentals, LLC	0	0	0	2	1	1	0	0	0

It is the mission of the Wausau School District to advance student learning, achievement, and success.

The District does not discriminate in education and employment on the basis of the Protected Classes of race, color, national origin, age, sex (including transgender status, change of sex, sexual orientation, or gender identity), pregnancy, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working and non-learning hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer and school about religious matters or political matters, or any other characteristic protected by law in its employment and education practices.



# ANNUAL SECLUSION & RESTRAINT REPORT 2024-2025



# Seclusion and Restraint in Schools

This annual report is in accordance with Wisconsin Act 118 and Wausau School Board Policy 5630.0 - Use of seclusion and restraint in schools.

*Seclusion and/or physical restraint may only be used when a student's behavior presents a clear, present, and imminent risk to the physical safety of the student or others, and it is the least restrictive intervention feasible. All district staff are provided an annual review of the requirements of the current law, Wisconsin Act 118, through the District required SafeSchools online training. Principals were all re-certified in ProACT in June of 2025 and have been given the directive that the use of seclusion and/or physical restraint is not a disciplinary measure, rather, a safety measure, and is only to be used under circumstances that present **imminent risk**. ProACT Certification training is offered through the school year for certified and support staff. The current requirements of Wisconsin Act 118 also apply to private/parochial schools.*



# 2024-2025 Data

The number of students district-wide requiring the intervention of seclusion or restraint was **22**. This is a decrease in the total number of students involved in seclusion and restraint from the previous year.

- Seclusion Incident Total: **5**
- Restraint Incident Total: **23**
- Restraint and Seclusion Total: **4**
- Combined total of **32** incidents of seclusion and/or restraint
- Decrease compared to incidents from 2023-2024

During the 2025-26 school year, seclusion and/or restraint data will be monitored, in accordance with Wisconsin Act 118, on a monthly basis and additional problem solving and consultation will be provided. ProACT Crisis Intervention certification will also be offered throughout the year.



*\*24-25 data by school and disability status can be found in page 3 of the attached report.*





**QUESTIONS?**

**THANK YOU!**

