

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, January 26, 2026.**

- I. Call to Order
- II. Approve the Minutes
- III. Excellence in Action: G.D. Jones Elementary
- IV. Excellence in Action: Rib Mountain Elementary
- V. Public and Student Comment
- VI. Franklin, Rib Mountain, Lincoln & John Marshall 95% Design (**Action Requested**)
- VII. Legal Expenses for 2nd Quarter of 2025-2026
- VIII. Approve 2026-2027 District Calendar (**Action Requested**)
- IX. Presentation of Financial Projection Model Assumptions
- X. 2025-2026 Student Demographic Report
- XI. Governance Model Option (**Possible Action**)
- XII. ADJOURN

NOTICE POSTED: Thursday, January 22, 2026, at 3:15 pm.

By: Cassie Peck

NOTICE SENT TO:

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Minutes of REGULAR MEETING

The Board of Education Wausau School District

DRAFT

A Education/Operations Committee Meeting of the Board of Education of the Wausau School District was held Monday, December 15, 2025, beginning at 4:45 PM in the John Muir Middle School Auditorium, 1400 West Stewart Ave., Wausau , WI 54401.

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

Absent: Charles Burger;

I. Call to Order

The meeting was called to order at 5:06 pm.

II. John Muir Pop Jazz Performance

The John Muir Pop Jazz performed the John Muir School Song.

III. Approve the Minutes

Pat McKee moved to approve to approve the minutes of November 24, 2025, seconded Cory Sillars. The motion carried 8-0.

IV. Excellence in Action: John Muir Middle School

John Muir Principal, Angela Rodgers, and students from John Muir Middle school gave a brief update on the exciting things happening in their school.

V. Public and Student Comment

There was none.

VI. Open Enrollment Seat Availability (Action Requested)

Jennifer Paoli moved to recommend to the full Board the approval of the regular and special education non-resident spaces available under open enrollment for the 2026-2027 school year as presented, seconded by Lance Trollop. The motion carried 8-0.

VII. Snow Day Communication & Procedures

Diana White and Dr. Katie Colwell presented information on communications and procedures for snow days.

VIII. Approve Co-Ops (Action Requested)

Sarah Brock moved to recommend to the full Board the approval of the WIAA Co-Op renewals as presented, seconded by Jennifer Paoli. The motion carried 8-0.

IX. ADJOURN

Cory Sillars moved to adjourn, seconded by Pat McKee. The motion carried at 5:28 pm.

Respectfully Submitted,

Cory Sillars,
Board Clerk

CS:cp



WAUSAU SCHOOL DISTRICT Referendum Updates - 95% Design

- John Marshall Elementary School
- Rib Mountain Elementary School
- Franklin Elementary School
- Lincoln School

January 26, 2026





Agenda

- 1 95% Review- John Marshall
- 2 95% Review - Rib Mountain
- 3 95% Review – Franklin
- 4 95% Review – Lincoln
- 5 Project Budget
- 6 Questions



95% Update Agenda/ Purpose of Presentation

Our Purpose Today:

- Summarize current design for (4) schools
- Identify changes from the Referendum Scope of Work
- Approve plans to be issued for bidding



➤ District Staff Involvement

District Involvement

- (5) Design Meetings – 4 schools
- District Leadership Team
 - District Maintenance Team
 - Principals
 - City of Wausau
 - Wausau Historical Society



1

John Marshall
Elementary
School



John Marshall

John Marshall Elementary School

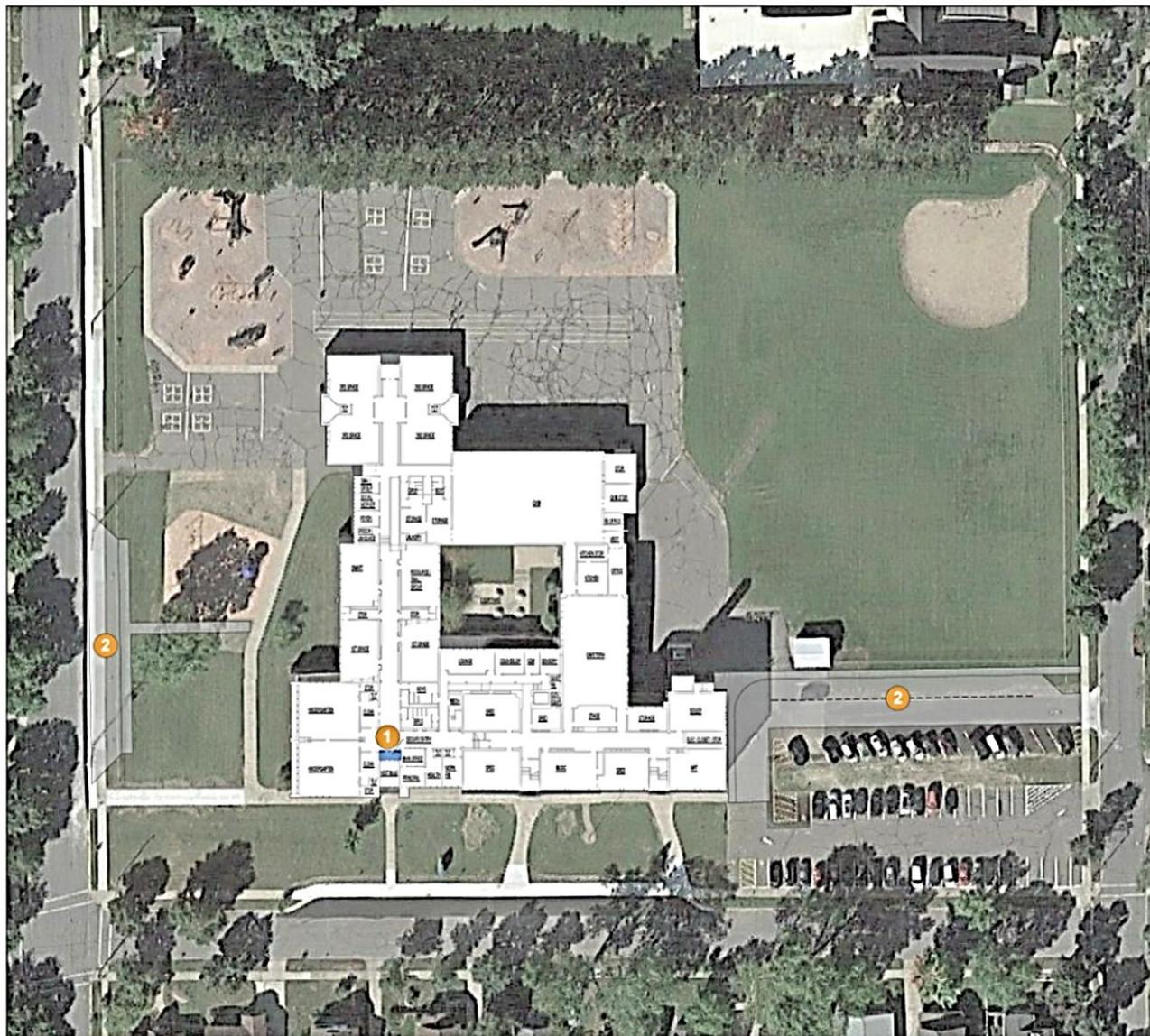
Wausau, Wisconsin

1 Secure Entry and Main Office

2 Revised Parent / Bus Patterns

DEFERRED MAINTENANCE

REMODELING



Referendum Scope of Work

- Secure entry
- Fire alarm system
- Video Surveillance
- Clock/ PA system
- Site: Pick up/ drop off
- Emergency Generator
- ADA Upgrades



➤ John Marshall Additional Scope – September 8, 2025

Marshall Elementary
HVAC Upgrade, Boiler Replacement
Add A/C
Lighting Upgrade to LED
Ceiling Replacement to Accommodate HVAC Upgrades
Partial Roofing Replacement



John Marshall Site Plan

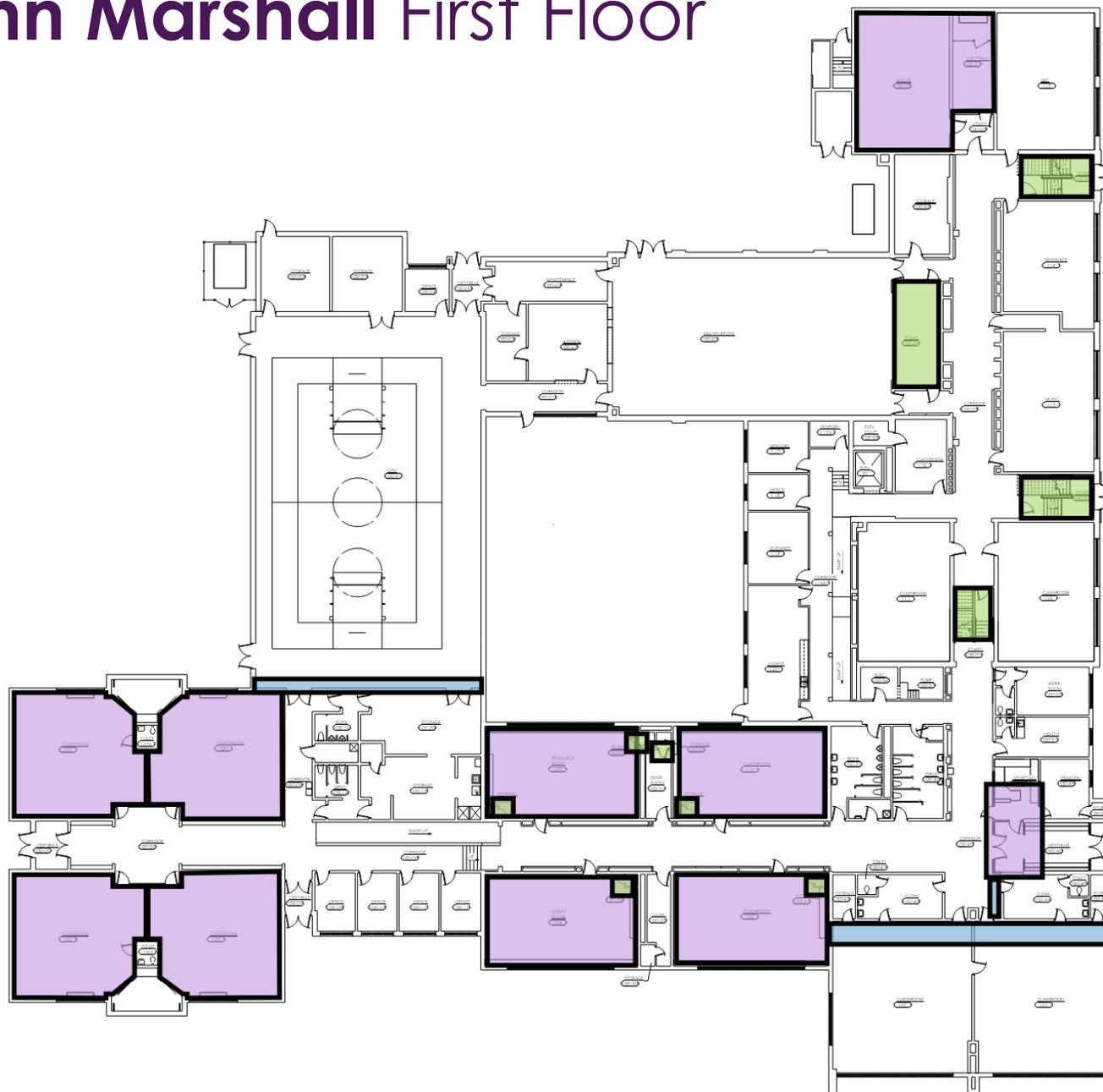


Noted Updates

- South drive
 - Removed from Scope
- North Parking lot
 - Updated bus loop and walking path
 - 58 Parking Stalls
 - Maintain east drive
 - New street access - Weston
 - Fits within existing fence/ shed
- Equipment
 - Condensing Unit
 - Generator
 - Transformer



John Marshall First Floor



Areas of Work

- Secure Front Entry
- ADA Upgrades
 - Handrails
 - Grab Bars
 - Cubbies
 - Pipewrap
 - Door Hardware
 - Stage Considerations
- Other Work
 - Casework/ Patching
 - Mechanical room equipment
 - Electrical Room equipment

Light Renovation

Ceiling/ Lights

Medium Renovation

ADA

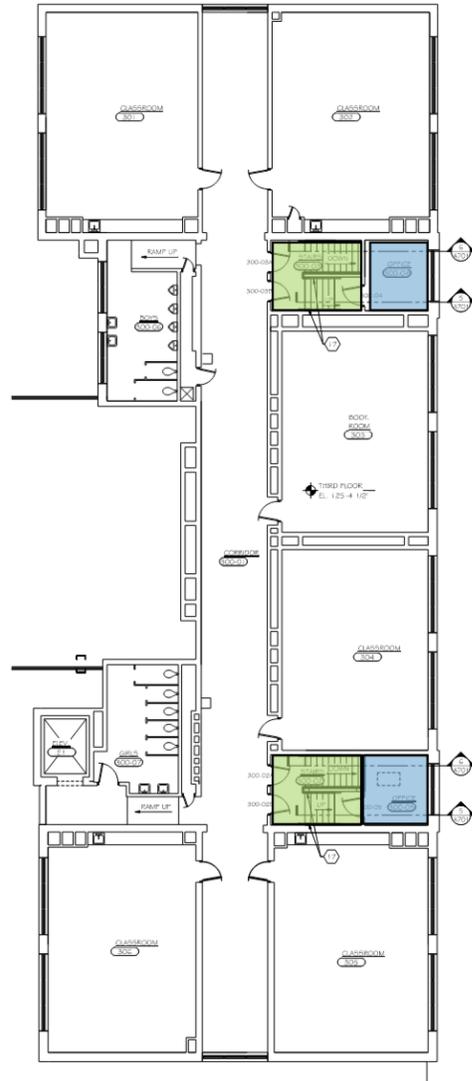
Roofing



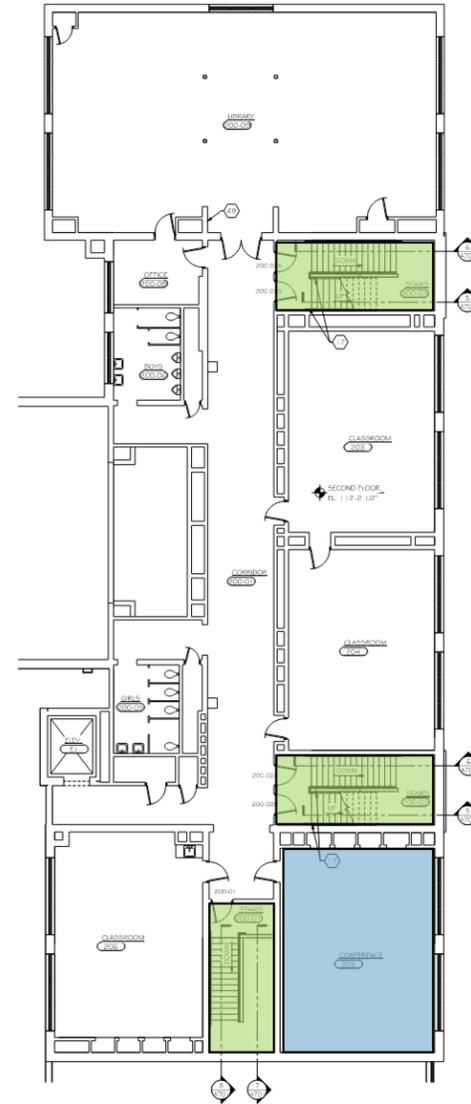
John Marshall Second & Third Floor

Areas of Work

- ADA Upgrades
 - Handrails
- Ventilation Changes
 - Add Ventilation to offices
 - Upgrade Ventilation in conference room



2 THIRD FLOOR PLAN - AREA A
SCALE: 1/8" = 1'-0"



1 SECOND FLOOR PLAN - AREA A
SCALE: 1/8" = 1'-0"

Light Renovation

Ceiling/ Lights

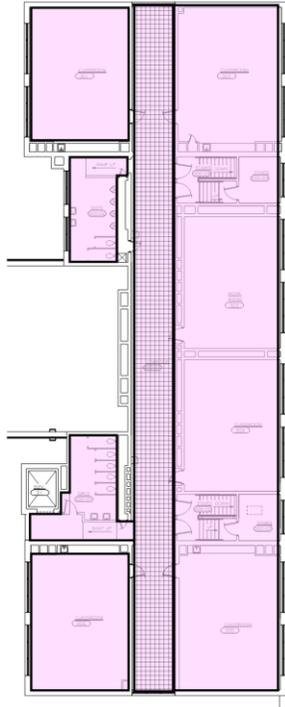
Medium Renovation

ADA

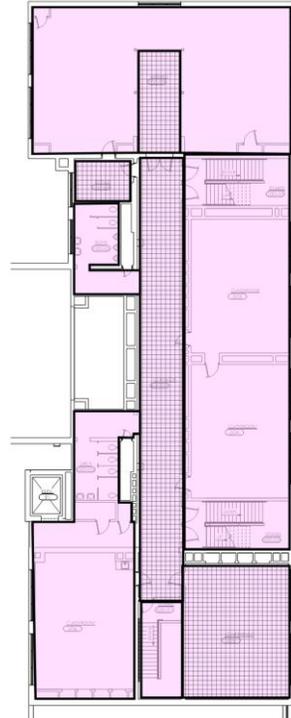
Roofing



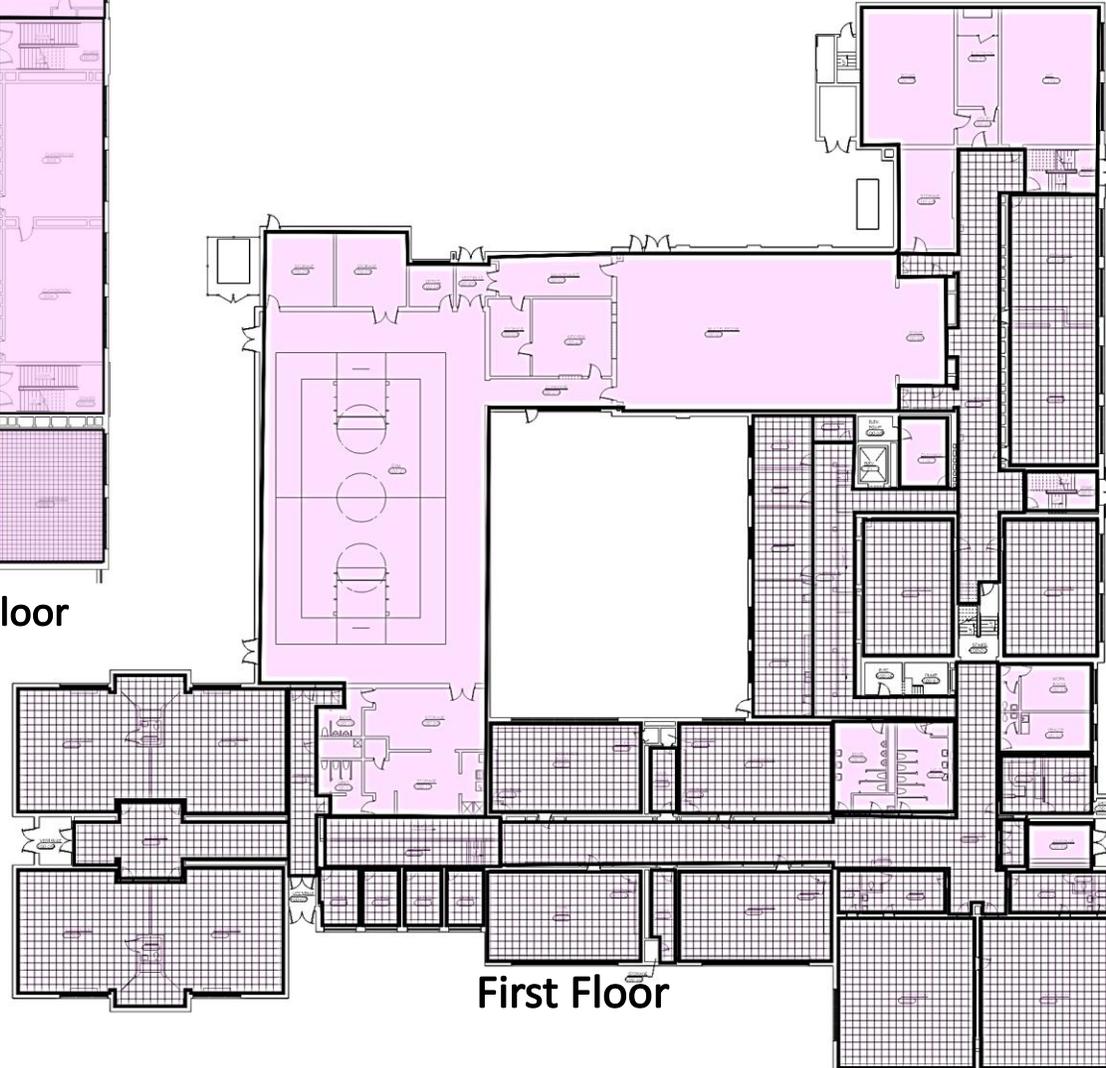
John Marshall Lighting, Ceilings



Third Floor



Second Floor



First Floor

Renovation
Ceiling/ Lights
Medium Renovation
ADA
Roofing

Areas of Work

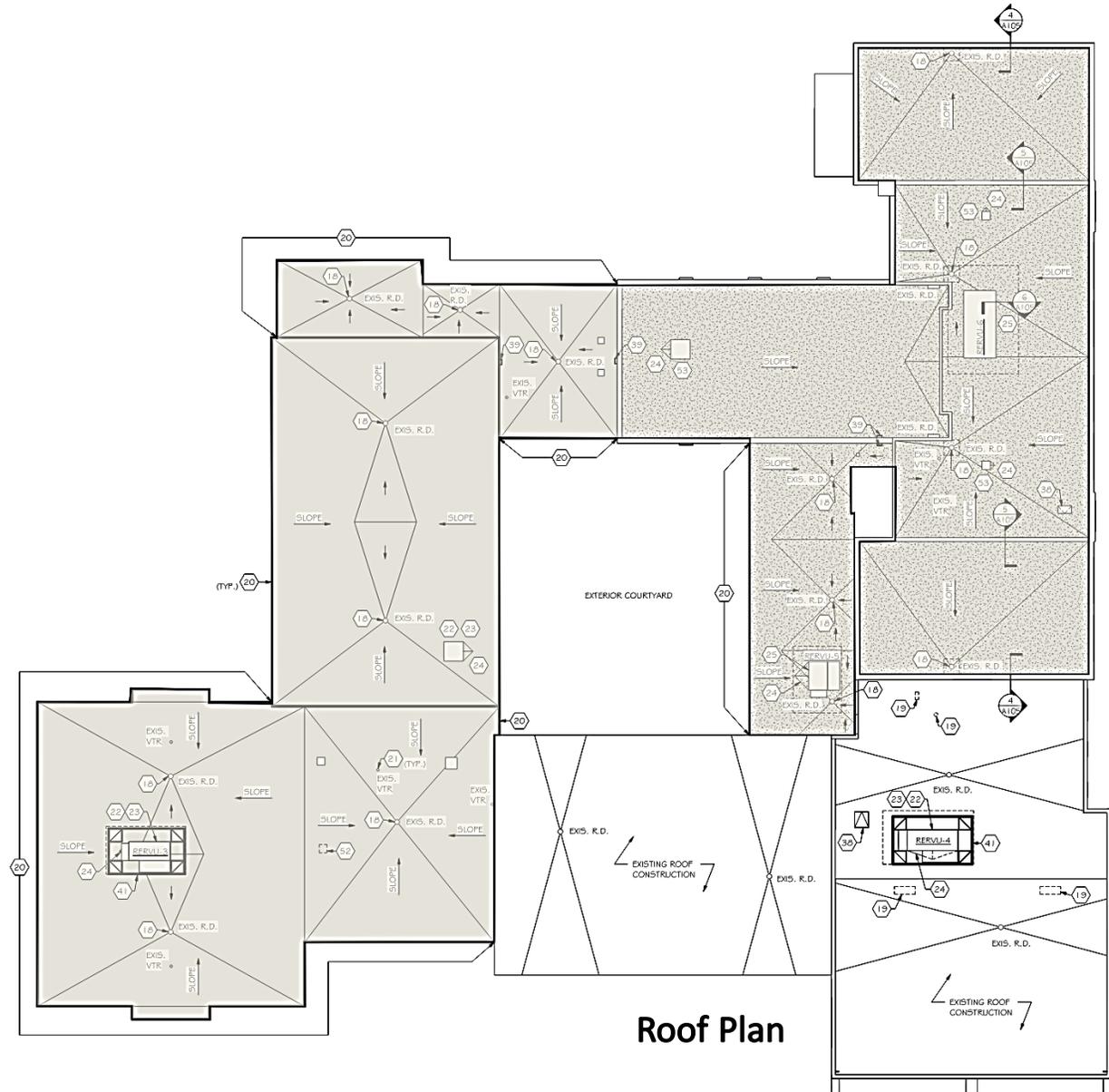
- Ceiling Replacement
 - (Hatched areas)
- Lighting Replacement



John Marshall Roofing

Areas of Work

- Partial Roofing Replacement



Roof Plan

Renovation

Ceiling/ Lighting

Medium

ADA

Roofing



➤ John Marshall Mechanical Systems Summary

• Mechanical:

- Replace boilers and heating water pumps
- Replace domestic hot water heaters
- Add cooling to portions of building not already cooled
- Replace unit ventilators with an overhead central system
- Replace 1 indoor AHU, 2 RTUs, and add 2 new ERVUs all with hot water heating coils and DX cooling.
- Provide ADA compliant trap wraps on existing non-compliant lavatory fixtures



➤ John Marshall Electrical Systems Summary

Electrical

- Power distribution, lighting, telecom, fire alarm and security modifications for secure entry
- Replace older electrical panel in the library
- Existing emergency generator will be replaced and relocated to exterior near storage garage. New transfer switch will be located in north boiler room.
- Electrical service upgrade for new cooling system
- Lighting upgrade to LED
- Video surveillance system upgrade
- Mass Notification upgrade



2

Rib Mountain
Elementary
School



Rib Mountain

Rib Mountain Elementary School

Wausau, Wisconsin

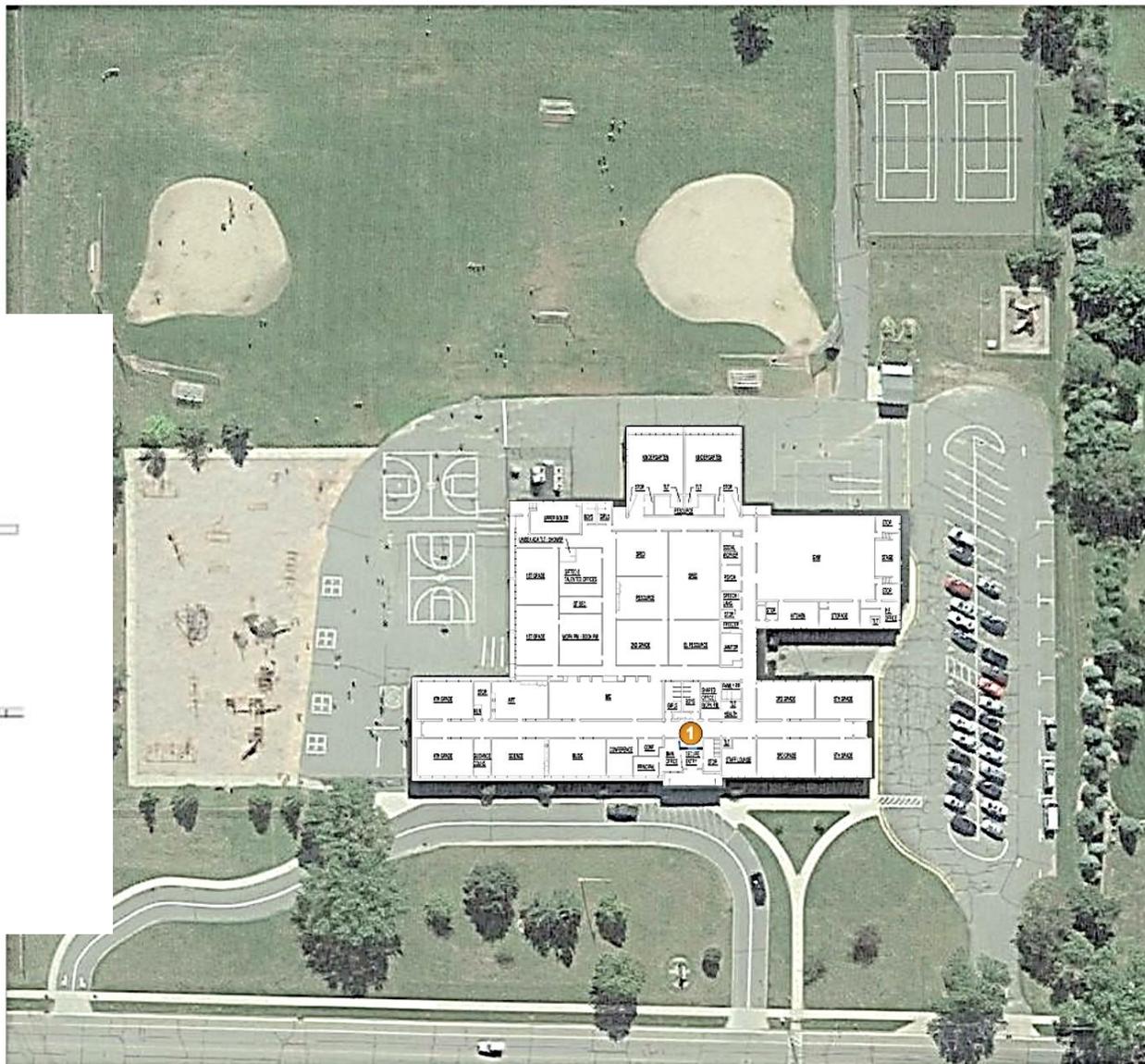
1 Secure Entry

DEFERRED MAINTENANCE
REMODELING



ENLARGED OFFICE AREA

0' 4' 8' 16' 24'



Referendum Scope of Work

- Secure entry
- Fire alarm system panel
- Video Surveillance
- Clock/ PA system
- ADA Upgrades

FIRST FLOOR
0' 15' 30' 45'



Rib Mountain Overall Floor Plans

Areas of Work

- Secure Front Entry
- ADA Upgrades
 - Grab Bars
 - Pipe Wrap
 - Stage Railings
 - Doors and Frames
 - Replace drinking fountains/ add bottle filler
- Changes to Scope
 - Fire alarm work complete
 - Mass Notification



Light Renovation

Ceiling/ Lighting

Medium Renovation

ADA

Roofing



➤ Rib Mountain Mechanical Systems Summary

- **Mechanical/ Plumbing:**

- Upgrade drinking fountain to ADA/ Bottle filler
- Modify existing HVAC as required for new secure entry



➤ Rib Mountain Electrical Systems Summary

Electrical

- Power distribution, lighting, telecom, fire alarm and security modifications for to accommodate any changes for secure entry
- Add video surveillance updates where identified in the referendum scope
- Recircuit emergency power circuits



3

Franklin
Elementary
School



Franklin Elementary School

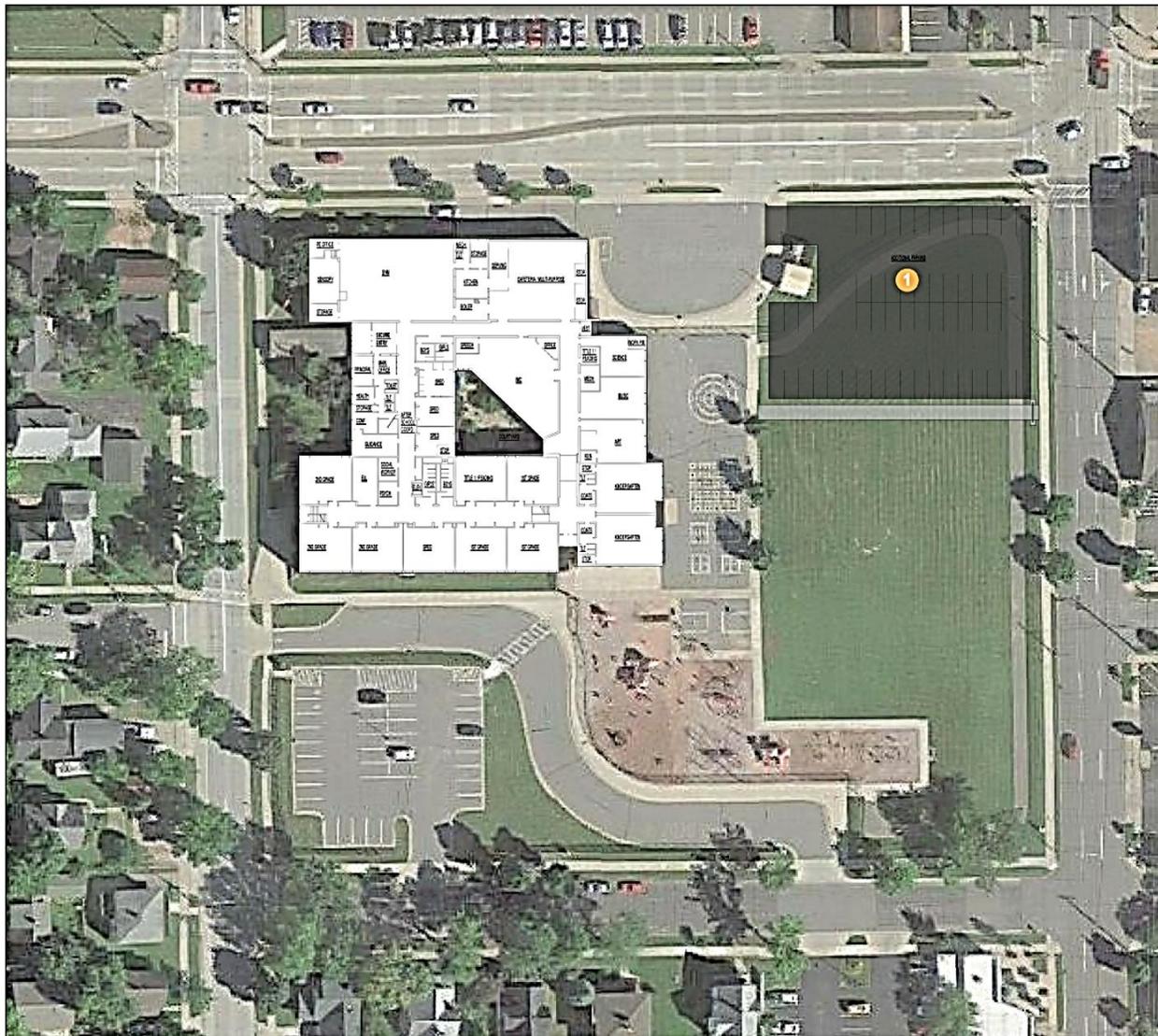
Franklin Elementary School

Wausau, Wisconsin

1 Parking Lot

DEFERRED MAINTENANCE

REMODELING



FIRST FLOOR PLAN

0 10 20 30

Referendum Scope of Work

- Video surveillance
- Clock/ PA system
- Elevator Repair/ Modernization
- ADA upgrades
- Parking Lot
- Floor Repair
- Sitework



Franklin Additional Scope – September 8, 2025

Franklin Elementary

HVAC Upgrade

Add A/C

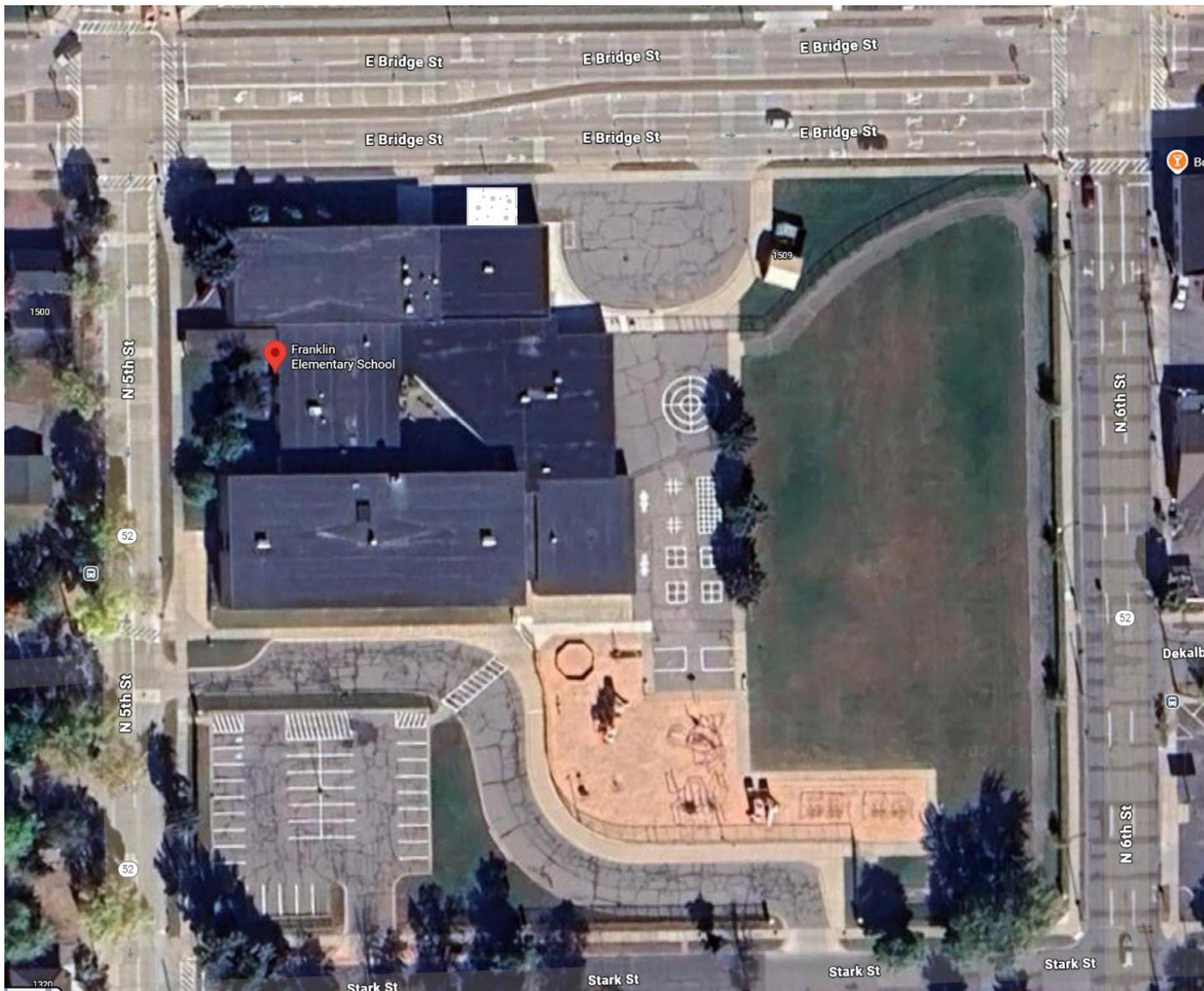
Partial Roofing Replacement

Lighting to LED

Ceiling Replacement to Accommodate HVAC Upgrades



Franklin Site Plan

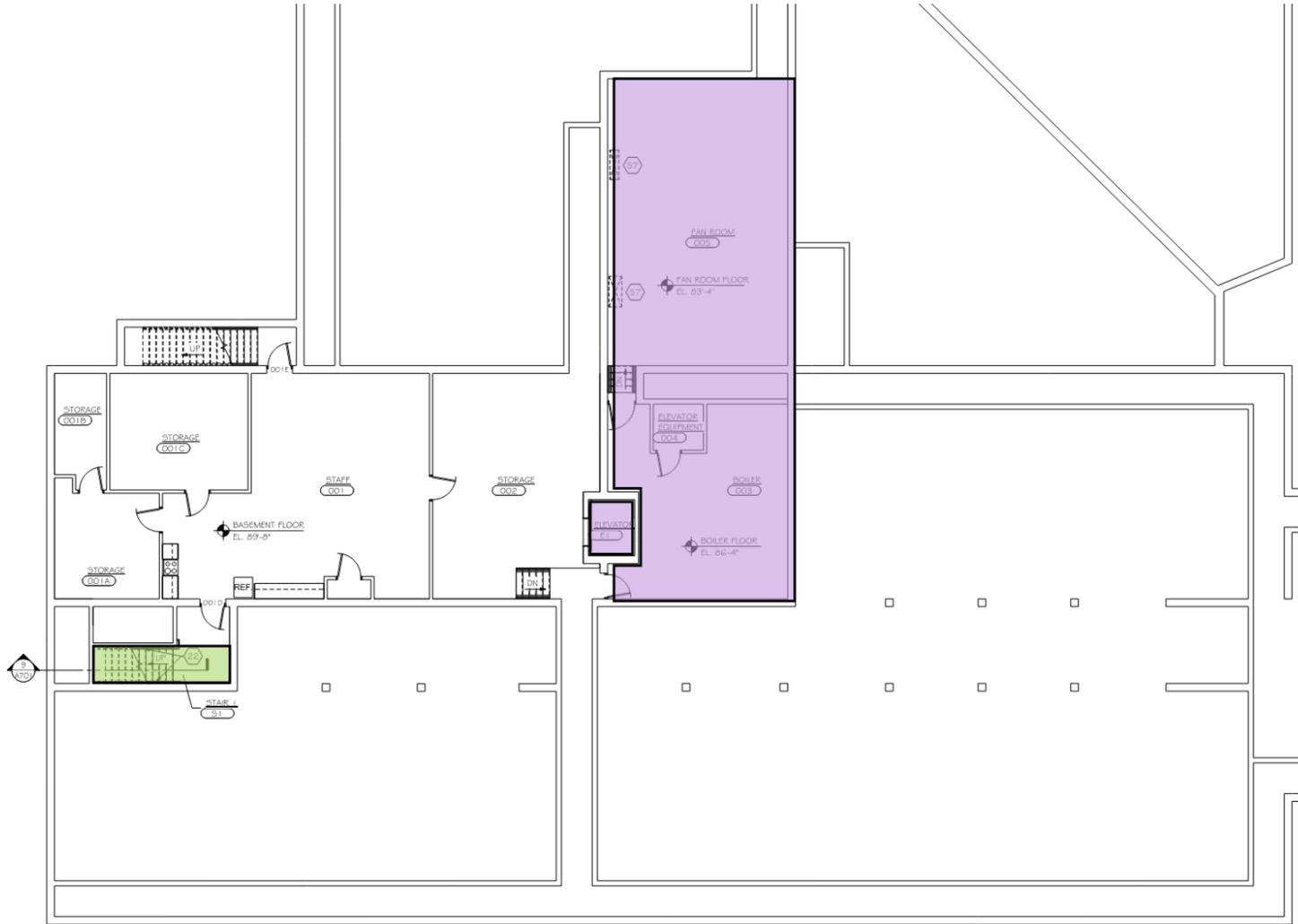


Noted Updates

- Removed from Scope
 - New parking lot
 - Concrete work
 - Curb and gutter
 - Sink Hole
 - Retaining wall
- Added Scope
 - New Chiller
 - New Transformer



Franklin Basement



Light Renovation

Ceiling/ Lights

Medium Renovation

ADA

Roofing

1 PARTIAL BASEMENT FLOOR PLAN
SCALE: 1/8" = 1'-0"

Areas of Work

- ADA Upgrades
 - Handrails
- Other
 - Elevator Modernization
 - Mechanical Room



Franklin First Floor

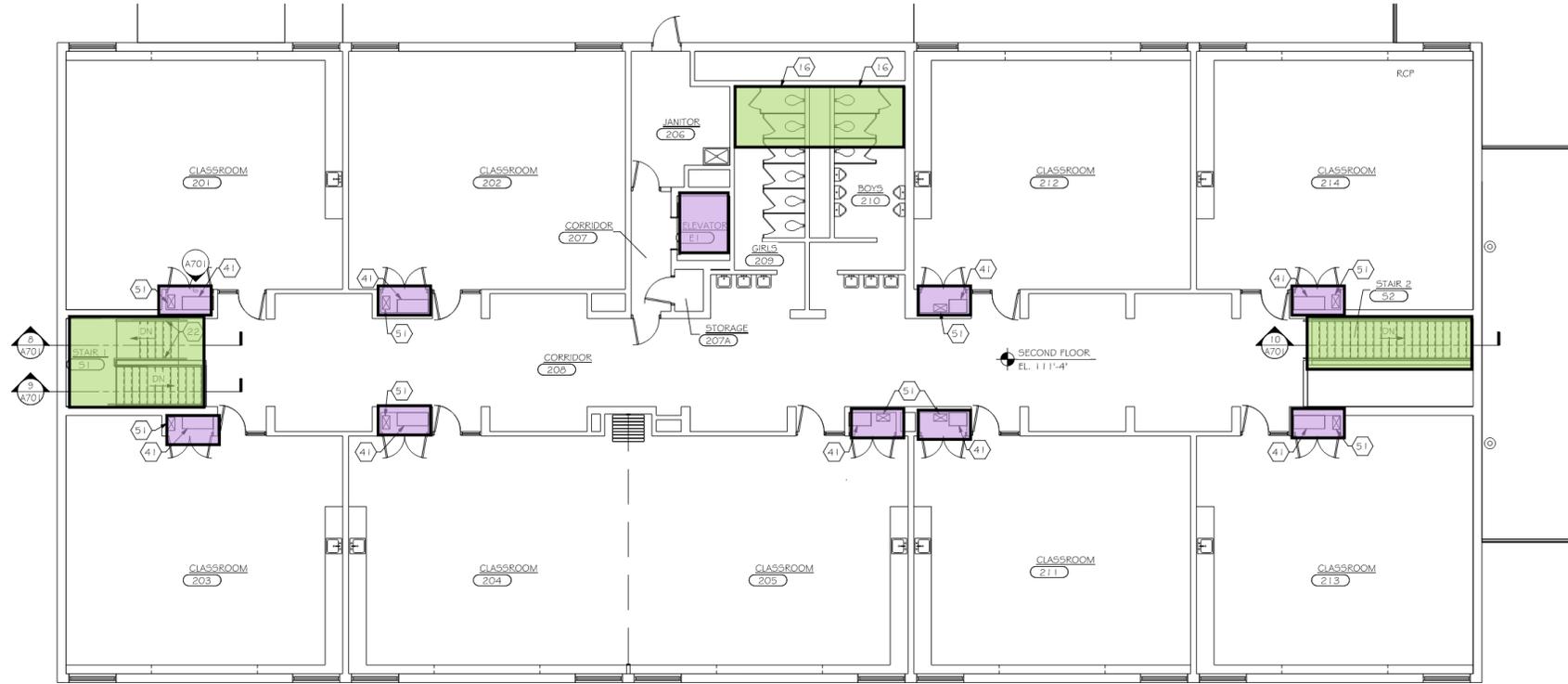


Areas of Work

- Added Scope
 - Secure Front Entry
 - Remodel stage into sensory room
- ADA Upgrades
 - Handrails
 - Grab Bars
 - Cubbies
 - Pipewrap
 - Door Hardware
- Other
 - Elevator Modernization
 - Rebuild footing by special education room
 - Add toilet room to special education room
 - Closet modifications
 - Mechanical room modifications



Franklin Second Floor



1 SECOND FLOOR PLAN
A103 SCALE: 1/8" = 1'-0" N

Light Renovation

Ceiling/ Lights

Medium Renovation

ADA

Roofing

Areas of Work

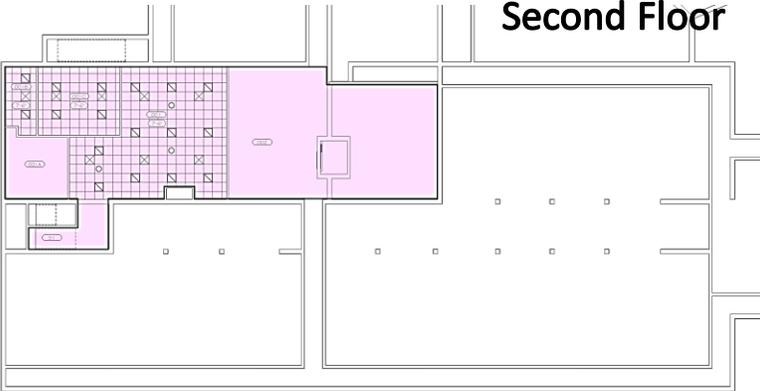
- ADA Upgrades
 - Handrails
 - Grab Bars
- Other
 - Closet Modifications
 - Elevator Modernization



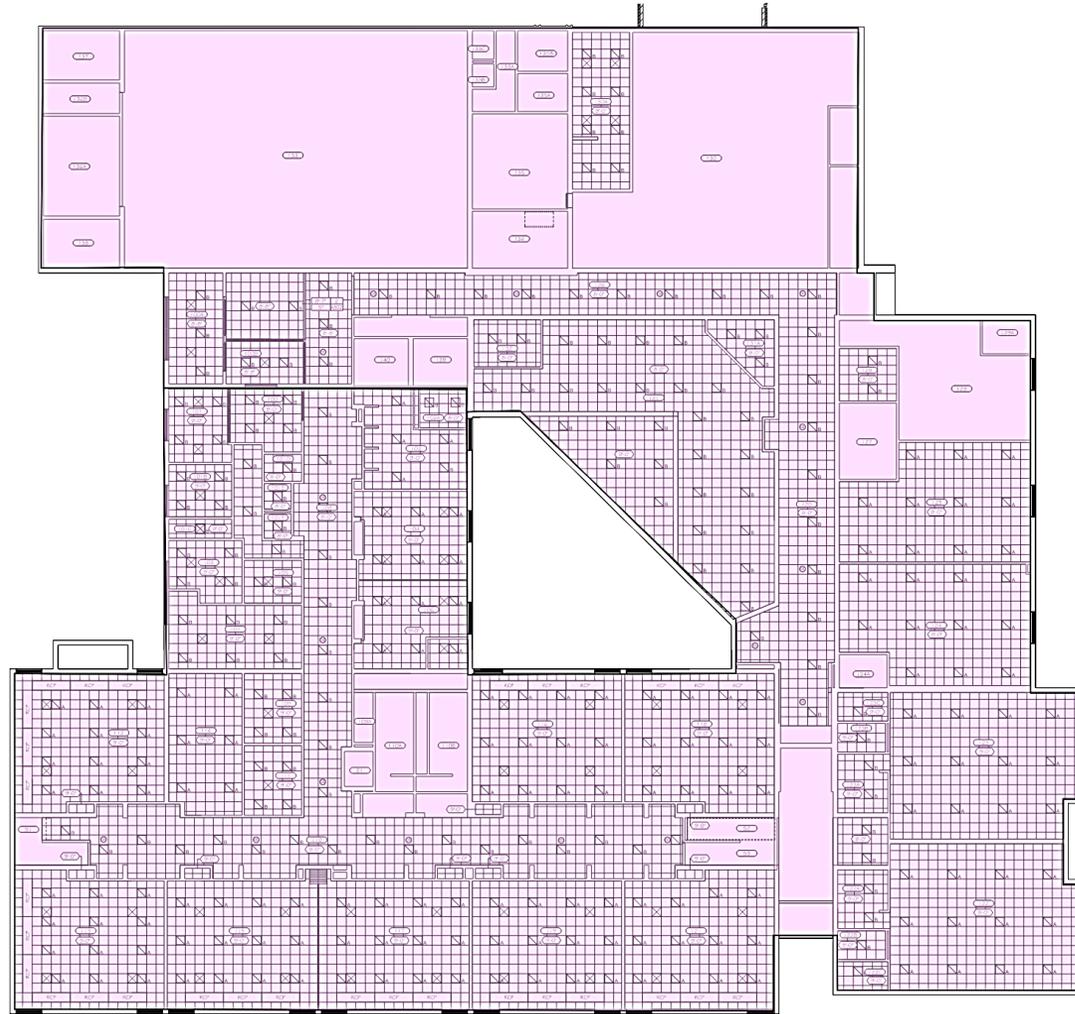
Franklin Lighting, Ceilings



Second Floor



Basement



REFLECTED CEILING -
FIRST FLOOR PLAN
A602

First Floor

Areas of Work

- Ceiling Replacement
 - (Hatched areas)
- Lighting Replacement

Renovation

Ceiling/ Lights

Medium Renovation

ADA

Roofing



➤ Franklin Mechanical Systems Summary

• Mechanical:

- Relocate HVAC grilles, diffusers, etc. for secure entry.
- Provide ADA compliant trap wraps on existing non-compliant lavatory fixtures.
- Replace boilers and heating water pumps
- Replace domestic hot water heaters
- Add cooling to building with new chilled water plant
- Replace 3 air handling units with units that have hot water heating coils and chilled-water cooling coils
- Add a chilled-water cooling coil to 1 existing AHU
- Add plumbing and fixtures to new special education toilet room



➤ Franklin Electrical Systems Summary

Electrical

- Power distribution, lighting, telecom, fire alarm and security modifications for secure entry
- Replace older electrical panel in the library
- Existing emergency generator will be replaced and relocated to exterior near storage garage. New transfer switch will be located in north boiler room.
- Electrical service upgrade for new cooling system
- Interior Lighting upgrade to LED
- Video surveillance system upgrade
- Mass Notification upgrade



4

Lincoln School



Lincoln School

Lincoln Elementary School

Wausau, Wisconsin

1 Secure Entry

DEFERRED MAINTENANCE
REMODELING



ENLARGED OFFICE AREA

0' 5' 10' 20' 30'



FIRST FLOOR PLAN

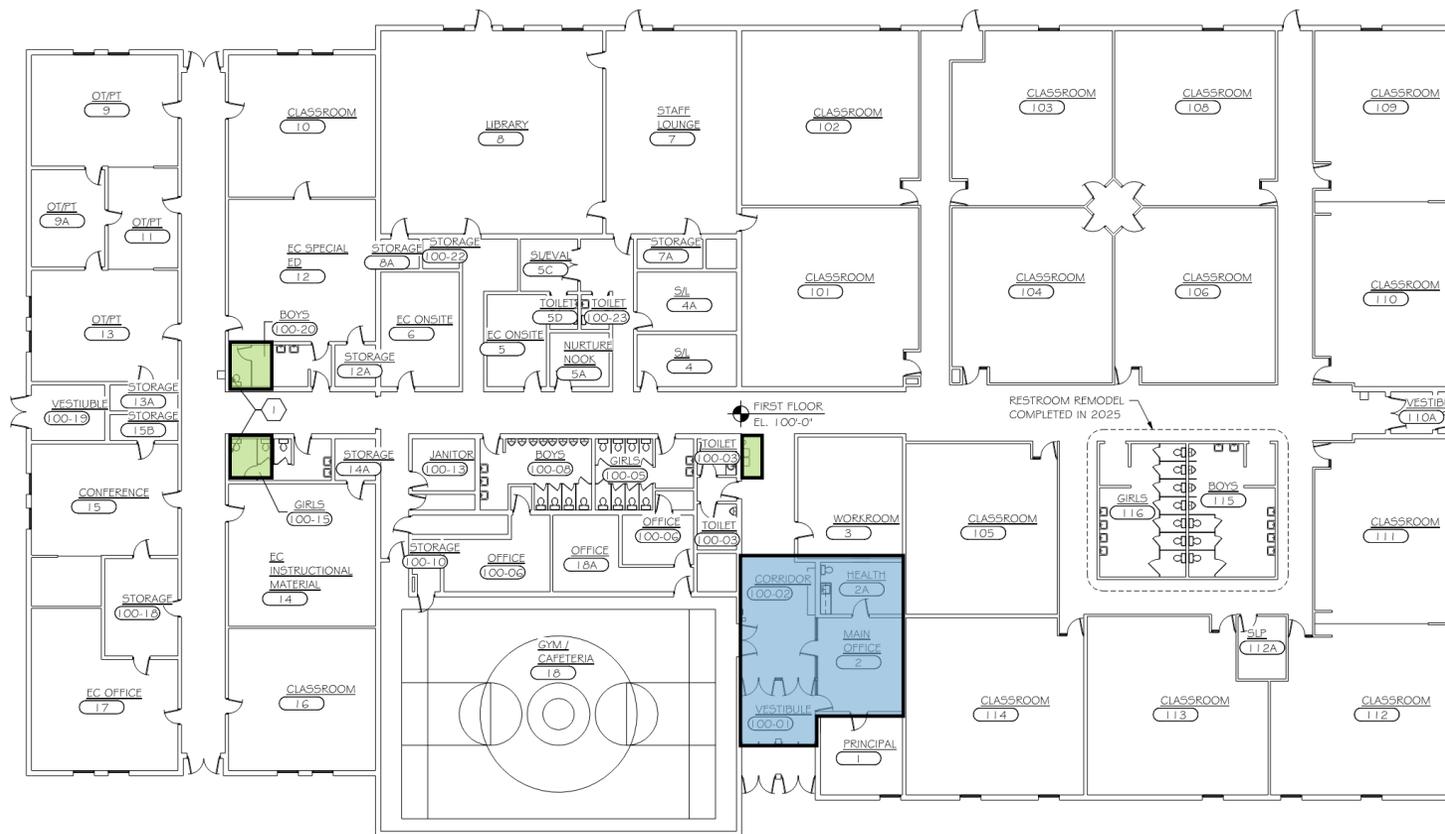
0' 10' 20' 40' 60'

Referendum Scope of Work

- Secure entry
- Fire alarm system
- Video Surveillance
- Clock/ PA system
- ADA Upgrades



Lincoln Overall Floor Plan



Light Renovation

Ceiling/ Lighting

Medium Renovation

ADA

Roofing

Areas of Work

- Secure Front Entry
- ADA Upgrades
 - Grab Bars
 - Pipe Wrap
 - Replace drinking fountains/ add bottle filler
- Changes to Scope
 - Mass Notification



Lincoln Mechanical Systems Summary

Mechanical/ Plumbing:

- Review impact of secure front entry
- Upgrade drinking fountain to ADA/ Bottle filler



Lincoln Electrical Systems Summary

Electrical

- Power distribution, lighting, telecom, fire alarm and security modifications for to accommodate any changes for secure entry
- Add video surveillance updates where identified in the referendum scope
- Replace Fire Alarm System



5

Project Budget
95% Project Budget



Project Budgets

<u>Site</u>	<u>Project Budgets (Oct 2025)</u>
John Marshall	\$ 6,832,600
Rib Mountain	\$ 198,000
Franklin	\$ 5,300,900
Lincoln	\$ 268,000
Total	\$12,599,500



Conclusion

Board Action

- Approve plan designs for John Marshall Elementary School, Rib Mountain Elementary School, Franklin Elementary School, and Lincoln School, as presented, to be issued for bidding



6

Questions



MEMO

TO: WSD Board of Education
 FROM: Elizabeth Channel, Interim Assistant Superintendent of Operations
 DATE: January 22, 2026
 RE: Legal Expenses for 2nd Quarter of 2025-2026

In an effort to inform the Board of all legal expenses incurred during the fiscal year, the following report captures all legal costs separated by category and law firm. This summary report represents a quarterly review for all legal expenses incurred during the second quarter of 2025-2026 for which the District was billed as well as the year to date total.

10/1/25 to 12/31/25	2025 - 2026 WSD 2nd Quarter Legal Expenses											
	FIRM	Student Services	HR Management and Administration	HR Personnel Issues and Grievances	Contract Review	Audit Related	Tax Sheltered Annuities	Board of Education	Insurance Issues	Open Records	Misc.	TOTAL
	ATTOLLES LAW											-
	BOARDMAN & CLARK LLP	7,843					429				209	8,481
	BUELOW VETTER BUIKEMA											-
	QUARLES AND BRADY											-
	RUDER WARE											-
	WISCONSIN ASSOCIATION OF SCHOOL BOARDS											-
	VON BRIESEN & ROPER											-
	STRANG, PATTESON, RENNING, LEWIS & LACY											-
	RENNING, LEWIS & LACY	1,629	1,798	4,972	2,075				1,320			11,794
	STRANG LAW											-
	TOTAL	9,472	1,798	4,972	2,075	-	-	429	-	1,320	209	20,275

7/1/25 to 12/31/25	2025 - 2026 Year to Date Legal Expenses											
	FIRM	Student Services	HR Management and Administration	HR Personnel Issues and Grievances	Contract Review	Audit Related	Tax Sheltered Annuities	Board of Education	Insurance Issues	Open Records	Misc.	TOTAL
	ATTOLLES LAW	-	-	-	-	-	-	-	-	-	-	-
	BOARDMAN & CLARK LLP	8,074	-	-	-	-	594	-	99	209		8,976
	BUELOW VETTER BUIKEMA	-	-	-	-	-	-	-	-	-	-	-
	QUARLES AND BRADY	-	-	-	-	-	-	-	-	-	-	-
	RUDER WARE	-	-	-	-	-	-	-	-	-	-	-
	WISCONSIN ASSOCIATION OF SCHOOL BOARDS	-	-	-	-	-	-	-	-	-	-	-
	VON BRIESEN & ROPER	-	-	-	-	-	-	-	-	-	-	-
	STRANG, PATTESON, RENNING, LEWIS & LACY	-	-	-	-	-	-	-	-	-	-	-
	RENNING, LEWIS & LACY	1,862	3,303	5,375	9,041	-	403	-	1,320	16		21,320
	STRANG LAW	-	-	-	-	-	-	-	-	-	-	-
	TOTAL	9,936	3,303	5,375	9,041	-	997	-	1,419	225		30,295

Wausau School District Calendar

2026-27 School Year - Draft Only!

August

S	M	T	W	T	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November

S	M	T	W	T	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May

S	M	T	W	T	F	S
	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			



Aug. 24-27: Staff Professional Development

Sept. 1: First Day of Classes

Sept. 7: No classes (Labor Day)

Sept. 25: No Classes/Staff Professional Development

Oct. 28:

- No in-person AM/PM EC & 4K Classes (at-home learning)
- No Classes (K-5) - AM recordkeeping and afternoon conferences
- No secondary PM classes - afternoon conferences

Oct. 29: No Classes/ Staff Professional Development

Oct. 30: No Classes

Nov. 4: End of the 1st Quarter

Nov. 25 - 27: No Classes - Thanksgiving Break

Dec. 23 - Jan. 1: No Classes - Winter Break

Jan. 18: No Classes/Staff Professional Development

Jan. 22: End of 2nd Quarter

- No in-person AM & PM 4K & EC Classes (at-home learning)
- No PM Elementary Classes (K-5) - Recordkeeping

Feb. 15: No Classes/Staff Professional Development

March 5:

- No in-person AM & PM 4K & EC Classes (at-home learning)
- No PM Elementary Classes (K-5) - Recordkeeping

March 19: End of 3rd Quarter

March 22-26: No Classes - Spring Break

April 26: No Classes/Professional Development for Staff

May 28: No Classes/Professional Development for Staff

May 31: No Classes (Memorial Day)

June 3: End of 4th Quarter & Students' Last Day.

- No PM Classes (K-12 Students)
- No 4K/EC Classes

June 4: Teachers' Last Day

Semester 1: 88 Days

Semester 2: 85 Days



MEMO

TO: WSD Board of Education
 FROM: Elizabeth Channel, Interim Assistant Superintendent of Operations
 DATE: January 26, 2026
 RE: Financial Projection Model Assumptions

Shared in this document are many of the key variables that contribute to the Frontline multi-year projection model. This is done in an effort to create a baseline using information representative of the current state, to which adjustments are subsequently made. The Frontline model primarily uses budget amounts from the 2025-2026 WSD budget with percentages cast forward and adjustments made to create this baseline model. The supporting documents summarize these assumptions.

Salary Assumptions

Projected % Salary Increases		FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
<input checked="" type="checkbox"/>	Teachers	2.63%	2.63%	2.63%	2.63%	2.63%
<input checked="" type="checkbox"/>	Teachers - Non-Salary Sched. (e.g. Appx. B)	2.63%	2.63%	2.63%	2.63%	2.63%
<input checked="" type="checkbox"/>	Administrators	2.63%	2.63%	2.63%	2.63%	2.63%
<input checked="" type="checkbox"/>	Clerical	2.63%	2.63%	2.63%	2.63%	2.63%
<input checked="" type="checkbox"/>	Custodial	2.63%	2.63%	2.63%	2.63%	2.63%
<input checked="" type="checkbox"/>	Municipal	2.63%	2.63%	2.63%	2.63%	2.63%
<input checked="" type="checkbox"/>	Food Service	2.63%	2.63%	2.63%	2.63%	2.63%

Teachers:		FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
<input checked="" type="checkbox"/>	Retirement FTE's per Year	11.0	20.0	20.0	20.0	20.0
<input checked="" type="checkbox"/>	Retiree Salary or Salary Schedule Placement	\$78,279	\$80,071	\$81,882	\$83,711	\$85,558
<input checked="" type="checkbox"/>	Attrition FTE's per Year	45.0	45.0	45.0	45.0	45.0
<input checked="" type="checkbox"/>	Attrition Salary or Salary Schedule Placement	\$55,068	\$56,517	\$57,977	\$59,448	\$60,932
<input checked="" type="checkbox"/>	New Hire Salary or Salary Schedule Placement	\$52,069	\$53,494	\$54,930	\$56,377	\$57,836

Benefit Assumptions

Percent of Payroll Benefits		FY25-26	FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
<input checked="" type="checkbox"/>	FICA/Medicare	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%
<input checked="" type="checkbox"/>	WRS - Board	7.10%	7.20%	7.20%	7.20%	7.20%	7.20%
<input checked="" type="checkbox"/>	Life Ins. Obj 230	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%
<input checked="" type="checkbox"/>	Disability Ins. Obj 251	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%

		FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
<input checked="" type="checkbox"/>	Health Ins. - Percent Increase	8.00%	6.00%	4.00%	4.00%	4.00%
<input checked="" type="checkbox"/>	Dental Ins. - Percent Increase	2.00%	2.00%	2.00%	2.00%	2.00%

Non-Salary & Benefit Expenditure Assumptions

General Fund 10 Assumptions (% change)		FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
<input checked="" type="checkbox"/>	300 Purchased Services	0.00%	0.00%	0.00%	0.00%	0.00%
	400 Non-Capital Objects	0.00%	0.00%	0.00%	0.00%	0.00%
	500 Capital Objects	0.00%	0.00%	0.00%	0.00%	0.00%
	600 Debt Service	0.00%	0.00%	0.00%	0.00%	0.00%
	900 Other Expenditures	0.00%	0.00%	0.00%	0.00%	0.00%

Utilities Assumptions (Function 2530) (% change)		FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
<input checked="" type="checkbox"/>	331 Gas for Heat	1.00%	1.00%	1.00%	1.00%	1.00%
	336 Electricity Other Than Heat	1.00%	1.00%	1.00%	1.00%	1.00%
	337 Water	1.00%	1.00%	1.00%	1.00%	1.00%
	338 Sewerage	1.00%	1.00%	1.00%	1.00%	1.00%
	339 Other Utilities	1.00%	1.00%	1.00%	1.00%	1.00%

Transportation Assumptions (Function 2560) (% change)

- 341 Contracted Pupil Transportation
- 348 Vehicle Fuel

FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
2.50%	2.50%	2.50%	2.50%	5.00%
2.50%	2.50%	2.50%	2.50%	2.50%

District Insurance (% change)

- 711 District Liability
- 712 District Property
- 713 Workers Compensation
- 730 Unemployment Compensation
- 790 Insurance & Judgements

FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
2.00%	2.00%	2.00%	2.00%	2.00%
10.00%	5.00%	5.00%	5.00%	5.00%
5.00%	2.00%	2.00%	2.00%	2.00%
0.00%	0.00%	0.00%	0.00%	0.00%

Fund 27 Assumptions (% change)

- 300 Purchased Services
- 400 Non-Capital Objects
- 500 Capital Objects
- 600 Debt Service
- 900 Other Expenditures

FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
0.00%	0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%	0.00%

Fund 50 Assumptions (% change)

- 300 Purchased Services
- 400 Non-Capital Objects
- 500 Capital Objects
- 600 Debt Service
- 900 Other Expenditures

FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
0.00%	0.00%	0.00%	0.00%	0.00%
2.00%	2.00%	2.00%	2.00%	2.00%
0.00%	0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%	0.00%

Fund 80 Assumptions (% change)

- 300 Purchased Services
- 400 Non-Capital Objects
- 500 Capital Objects
- 600 Debt Service
- 900 Other Expenditures

FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
0.00%	0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%	0.00%

Manual Adjustments - Ongoing

Fund	Object	Function	Description	FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
10			Open Enrollment Tuition (net expense increase)	2.00%	2.00%	2.00%	2.00%	2.00%
10			Wisc Parental Choice Program Vouchers	5%	5%	5%	5%	5%

REVENUE ASSUMPTIONS

Equalized Value/General State Aid/Revenue Limit

- Oct 15 Equalized Valuation (% change)
- Oct 15 Exempt Computer (% change)
- Per Pupil Revenue Limit Increase
- Transfer of Service (\$ amount)
- Per Pupil Categorical Aid Amount Increase

FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
2.00%	2.00%	2.00%	2.00%	2.00%
0.00%	0.00%	0.00%	0.00%	0.00%
\$325	\$325	\$325	\$325	\$325
\$0	\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0	\$0

Other Revenue Assumptions

- Investment Income (% change)

FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
-5.00%	-5.00%	-5.00%	0.00%	0.00%

Revenue Limit Exemptions

- Energy Efficiency, Debt Service (\$ amount)
- Energy Efficiency, Utility Savings (\$ amount)

FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
\$1,133,018	\$0	\$0	\$0	\$0
\$31,322	\$0	\$0	\$0	\$0

Levy Assumptions

- Fund 80 Levy (\$ amount)

FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
\$1,092,000	\$1,092,000	\$1,092,000	\$1,092,000	\$1,092,000

SPED Aid Reimbursement Percent

SPED Aidable Cost Reimbursement % (DPI Req.)

FY25-26	FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
37.00%	40.00%	40.00%	40.00%	40.00%	40.00%



Student Demographics Report for 2025-2026

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Wausau School District Sites

Elementary Campuses

There are nine elementary schools in the district serving 3074 elementary students and 63 early learners. They include:

- Franklin
- G.D. Jones
- John Marshall
- Lincoln
- Maine
- Rib Mountain
- Riverview
- South Mountain
- Stettin
- Thomas Jefferson

Middle School Campuses

There are two middle schools serving 1554 students. They include:

- Horace Mann
- John Muir

High Schools Campuses

There are two high schools serving 2302 students. They include

- Wausau East
- Wausau West

Charter Campuses

There are four charter schools serving 387 students from early learning to high school. They include:

- Enrich, Excel, Achieve Learning Academy (EEA)
- Red Granite Charter School (Red Granite)
- Wausau Area Montessori Chart School (Montessori)
- Wausau Area Virtual Education (WAVE)

Alternative Campuses

There are three alternative schools providing additional learning opportunities for students. They include:

- Alternative High School
- Prepare, Empower, Education, Rebuild (PEER)
- Project LIFE 18-21 Transition Program

Early Childhood Centers

There is one 4k Academy operated by the Wausau School District and four early childhood centers operated by community partners. They Include:

- Lincoln 4k Academy (operated by the Wausau School District)
- Woodson YMCA – Wausau Branch
- Wausau Child Care
- Newman Catholic Schools
- Mountain View Montessori

Letter to the Board

TO: Board of Education
Cale Bushman, Superintendent of Schools

FROM: Ralph Williams, Director of Technology

DATE: January 8, 2025

RE: 2024-2025 Student Demographics

Each school year, the District completes an analysis of our student demographic information based on the state mandated Third Friday in September and December student snapshot Counts. This information illustrates short and long-term trends. The data provides key information to inform both instructional and financial decisions. Finally, the data are used to describe our current conditions to organizations or in grant writing processes.

Important highlights from the full report follow:

- The report changed due to the consolidation. The closing schools are in the Third Day Count report as a reference to last year but are not in the other reports.
- Enrollment in grades 4K-12 decreased this year by 136 students for a total District enrollment of 7,586.
- Analysis of available data reveals 442 students moved into the Wausau School District while 344 students moved out of the District. These numbers are very similar to the 2024-2025 school year. The number of students moving out of the District increased slightly compared to last year's 343.

- The overall number of students leaving the Wausau School District through Open Enrollment increased by 18, for a total of 538 students. Of the 538 students Open Enrolling out, 108 are new applicants this year. The overall number of students entering the Wausau School District through Open Enrollment increased by 8 for a total of 283. Of the 283 students Open Enrolling in, 95 students are new applicants.
- Kindergarten enrollment continues to attract approximately 85% of available 5-year old students in the Wausau School District area.
- The Wausau School District continues to support a diverse student body with 39% of students representing a race other than white. Additionally, approximately 9.4% of students are English Learners and receive support.
- As of the 2025 Third Friday Count, 172 students are listed at Home Based Education which is an increase of 57 students.
- The District Free/Reduced lunch overall average is 44% compared to 49% for 2024-2025 school year.
- Please contact my office if you have any questions about the data presented.

Pre K – 12 Enrollment Information Third Friday Count September 19, 2025

Introduction:

This section provides a comprehensive breakdown of student enrollment across all district schools for the 2025-2026 school year. Based on the state-mandated Third Friday in September snapshot, the data compares current enrollment figures to the previous year, highlighting the impacts of school consolidations and shifts in grade-level populations.

District Enrollment by School and Grade Level (2025-2026)

School	EEC 4K	4K	K	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	2025 Total	2024 Total	Difference
Franklin	0	0	47	44	54	46	49	50	0	0	0	0	0	0	0	290	181	109
Grant (CLOSED)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	189	-189
Hawthorn Hill (CLOSED)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	227	-227
Hewitt Texas (CLOSED)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	85	-85
Thomas Jefferson	0	0	76	78	67	80	80	68	0	0	0	0	0	0	0	449	372	77
G.D. Jones	0	0	73	66	78	85	90	84	0	0	0	0	0	0	0	476	397	79
John Marshall	0	0	57	50	53	48	58	50	0	0	0	0	0	0	0	316	231	85
Lincoln (Transitioned to 4K Academy)	41	188	0	0	0	0	0	0	0	0	0	0	0	0	0	229	204	25
4K Outreach	0	139	0	0	0	0	0	0	0	0	0	0	0	0	0	139	95	44
Maine	0	0	33	39	30	31	47	43	0	0	0	0	0	0	0	223	229	-6
Red Granite	0	11	12	12	3	2	5	0	0	0	0	0	0	0	0	45	51	-6
Rib Mountain	0	0	24	25	36	32	36	27	0	0	0	0	0	0	0	180	194	-14
Riverview	5	58	69	59	64	67	83	94	0	0	0	0	0	0	0	499	445	54
South Mountain	0	0	33	43	41	39	38	43	0	0	0	0	0	0	0	237	235	2
Stettin	0	0	44	48	43	51	53	66	0	0	0	0	0	0	0	305	327	-22
Montessori	0	13	18	18	12	14	21	16	20	2	1	0	0	0	0	135	121	14
Horace Mann	0	0	0	0	0	0	0	0	185	193	210	0	0	0	0	588	633	-45
John Muir	0	0	0	0	0	0	0	0	354	309	303	0	0	0	0	966	966	0
EEA	0	0	0	0	0	0	0	0	0	2	1	5	6	11	8	33	38	-5
East	0	0	0	0	0	0	0	0	0	0	0	236	216	212	226	890	892	-2
West	0	0	0	0	0	0	0	0	0	0	0	364	357	358	333	1412	1460	-48
WAVE	0	0	3	4	4	5	8	5	5	8	7	14	28	42	41	174	150	24
2025 Totals	46	409	489	486	485	500	568	546	564	514	522	619	607	623	608	7586	7722	-136
2024 Totals	47	379	484	483	512	569	556	561	517	524	600	604	618	609	659	7722		
Difference	-1	30	5	3	-27	-69	12	-15	47	-10	-78	15	-11	14	-51	-136		

Wausau School District Enrollment Summary by Grade Band (2025-2026)

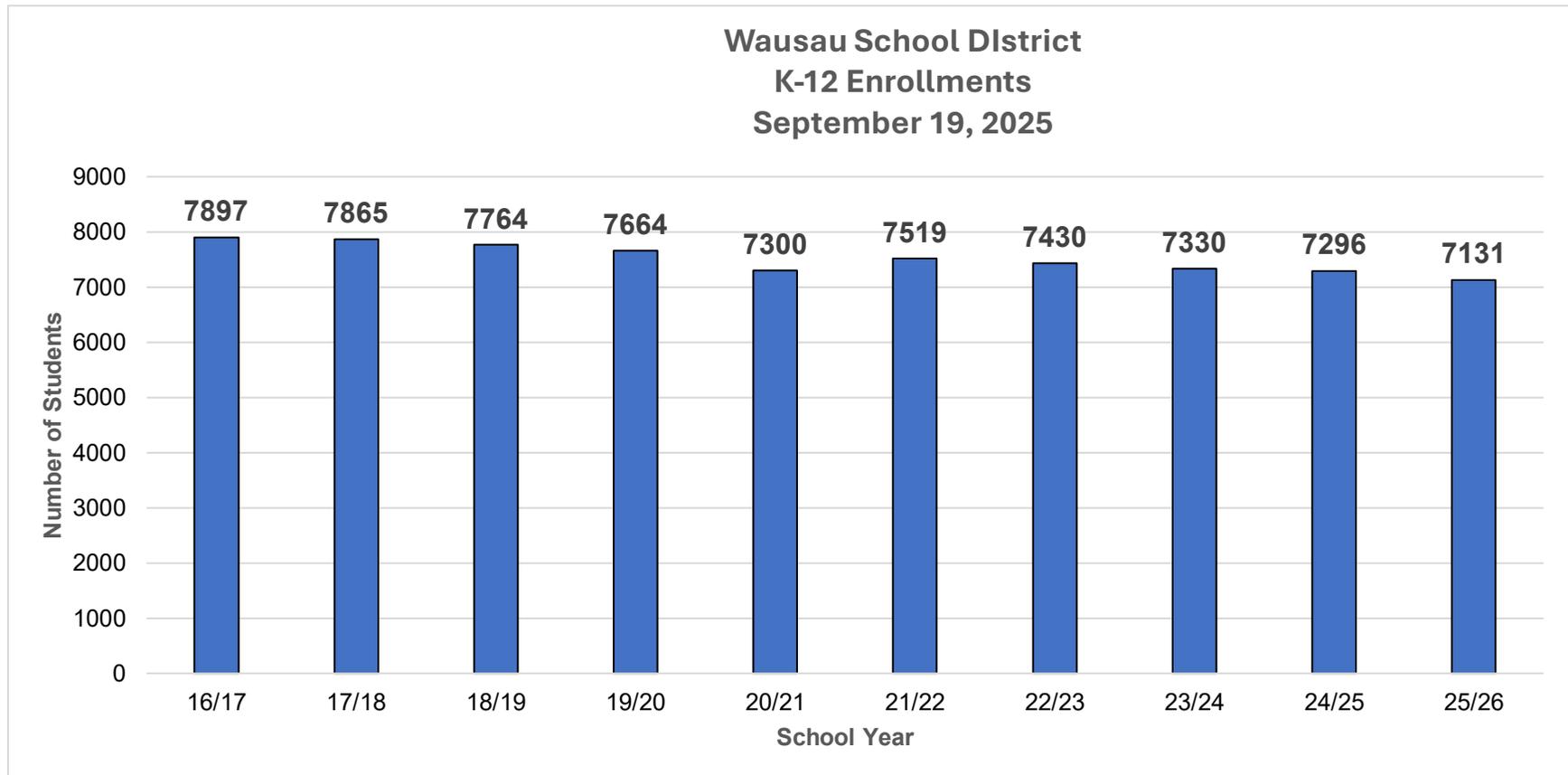
Grade Band	2024/2025 Enrolment	2025/2026 Enrolment	Enrollment Difference
Preschool	426	455	29
Elementary	3165	3074	-91
Middle	1641	1600	-41
High	2490	2457	-33
K-12	7722	7586	-136

10- Year Enrollment Trends

Introduction:

Long-term enrollment data is essential for understanding the district's trajectory and informing future financial and instructional planning. This ten-year analysis tracks total student headcount from the 2016-2017 school year through the current 2025-2026 term, illustrating a gradual decline in the overall student population.

Visual Representation of 10-Year Enrollment Decline (2016-2026)



Annual Enrollment Figures for the Wausau School District (2016-2026)

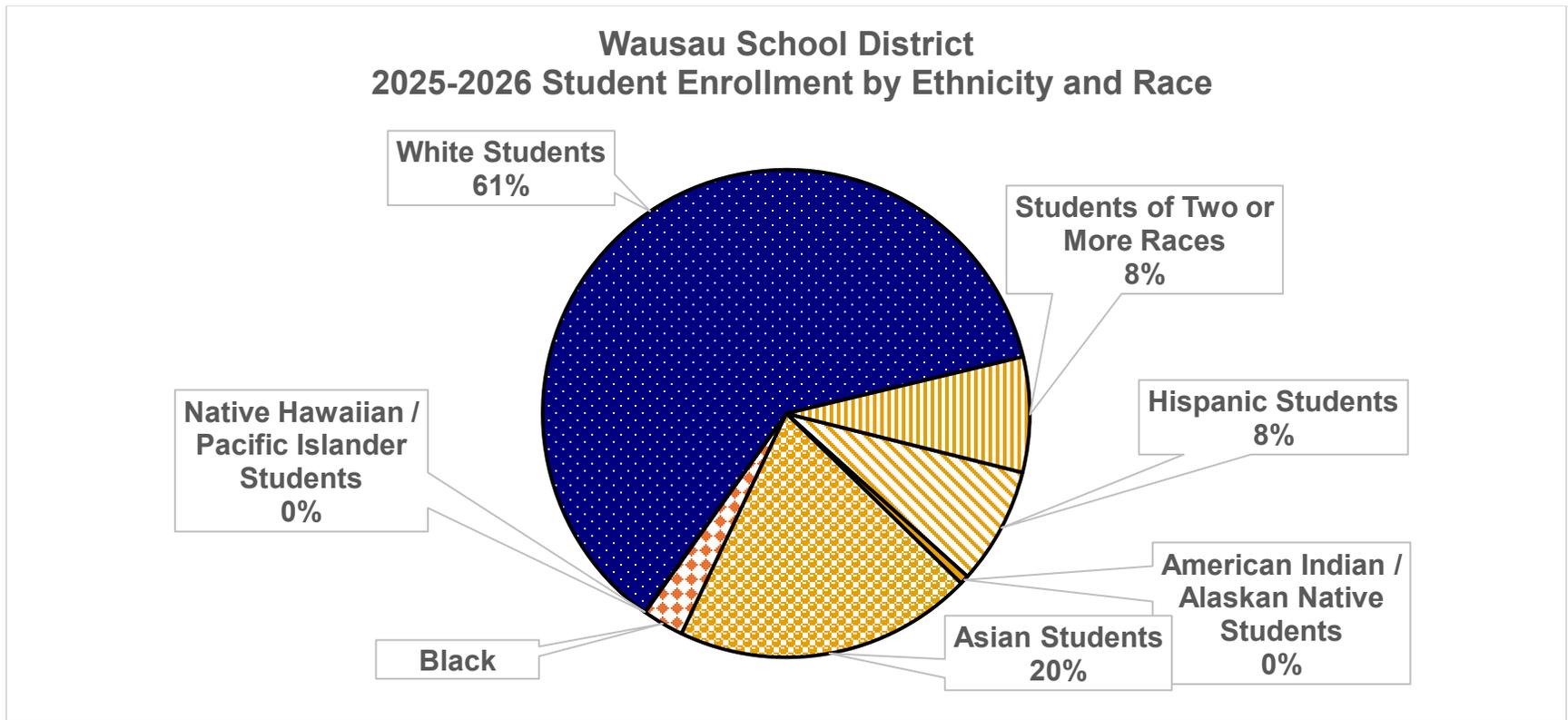
Year	Students
16/17	7897
17/18	7865
18/19	7764
19/20	7664
20/21	7300
21/22	7519
22/23	7430
23/24	7330
24/25	7296
25/26	7131

Student Enrollment by Ethnicity and Race

Introduction:

The Wausau School District remains committed to supporting a diverse student body. This data outlines the racial and ethnic composition of our students, with 39% of the population identifying as a race other than white. Understanding these demographics ensures our resources and support systems are aligned with the needs of our diverse community.

Demographic Composition



Minority Representation

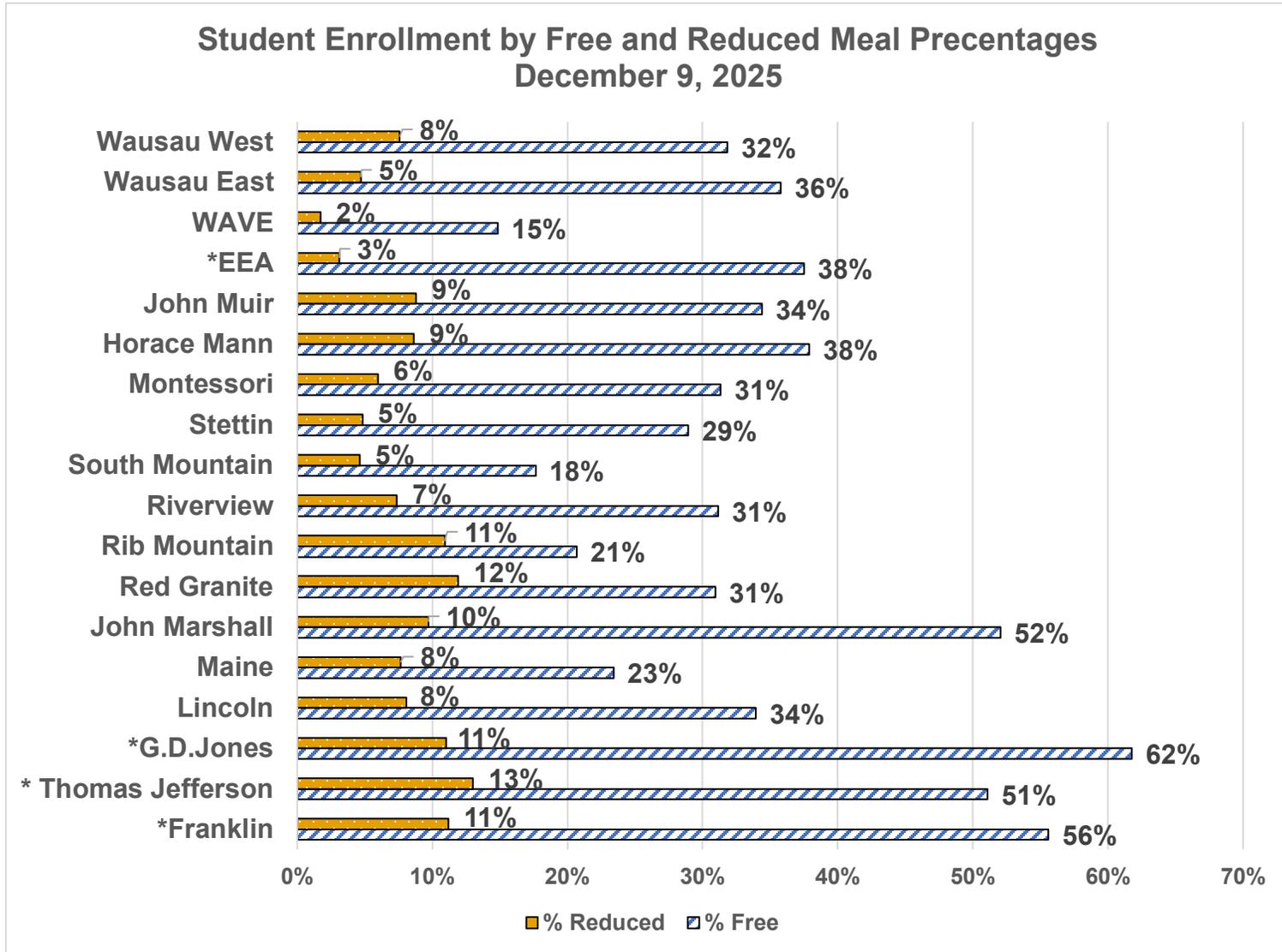
Demographic Category	Students Count	Percentage of Total
Hispanic Students	589	8%
American Indian / Alaskan Native Students	46	1%
Asian Students	1504	20%
Black Students	209	3%
Native Hawaiian / Pacific Islander Students	3	0%
White Students	4656	61%
Students of Two or More Races	579	8%
Total	7586	100%

Student Enrollment by Free and Reduced Meal Percentages from Dec 9 Snapshot

Introduction:

Socioeconomic data, measured through Free and Reduced Meal eligibility, is a key indicator used for grant writing and determining instructional resource allocation. The district-wide average for the 2025-2026 school year is 44%, a decrease from the 49% reported in the previous year

School-by-School Free and Reduced Meal Eligibility (December 2025)



District Wide Averages

School	% Free	% Reduced
*Franklin	56%	11%
* Thomas Jefferson	51%	13%
*G.D.Jones	62%	11%
Lincoln	34%	8%
Maine	23%	8%
John Marshall	52%	10%
Red Granite	31%	12%
Rib Mountain	21%	11%
Riverview	31%	7%
South Mountain	18%	5%
Stettin	29%	5%
Montessori	31%	6%
Horace Mann	38%	9%
John Muir	34%	9%
*EEA	38%	3%
WAVE	15%	2%
Wausau East	36%	5%
Wausau West	32%	8%

Annual Student Transfer Analysis

Introduction:

This analysis tracks students moving into and out of the district through various channels, excluding open enrollment. In the current cycle, 442 students moved into the district while 344 moved out, showing a net gain in traditional transfers from sources such as private schools, home-based education, and other states. This data includes students who attended the Wausau School District for at least one school day.

Student Transfer Analysis by Source and Destination (2025-2026)

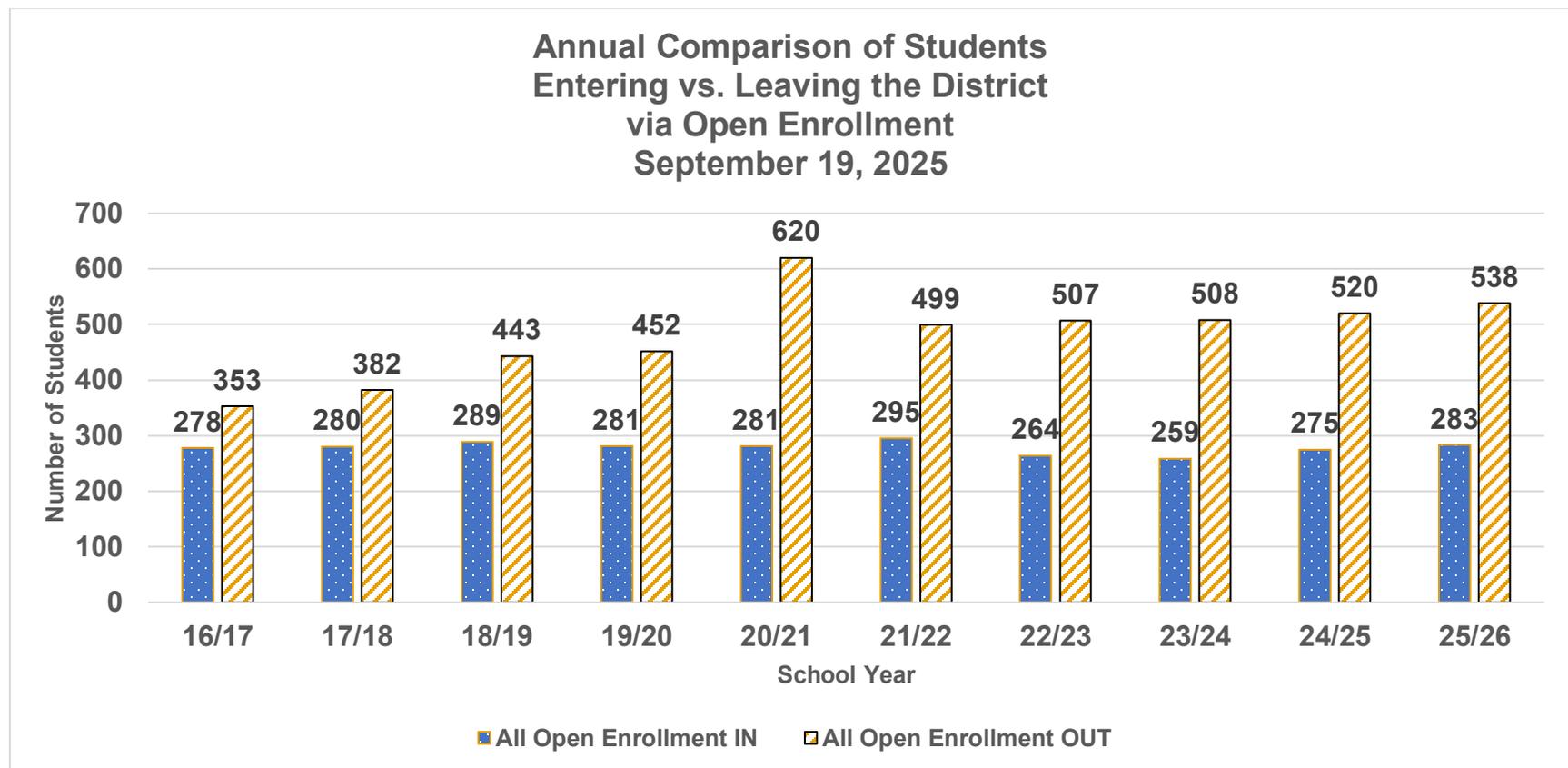
Transfer Source/Destination	Direction	Elementary School	Middle School	High School	Total
Private School	Into District	94	16	26	136
Private School	Out of District	38	8	0	46
DC Everest	Into District	45	16	18	79
DC Everest	Out of District	60	10	5	75
Mosinee	Into District	3	1	2	6
Mosinee	Out of District	7	0	0	7
Merrill	Into District	4	2	6	12
Merrill	Out of District	6	4	1	11
Marathon	Into District	3	0	1	4
Marathon	Out of District	1	0	0	1
Home Based Education	Into District	11	5	6	22
Home Based Education	Out of District	8	2	2	12
Other WI. School Districts	Into District	50	28	30	108
Other WI. School Districts	Out of District	80	24	29	133
Out of State	Into District	35	15	17	67
Out of State	Out of District	22	15	20	57
Out of Country	Into District	0	2	6	8
Out of Country	Out of District	2	0	0	2
Grand Total	Into District	245	85	112	442
Grand Total	Out of District	224	63	57	344

Open Enrollment Trends

Introduction:

Open enrollment data tracks the movement of students between the Wausau School District and other Wisconsin public school districts. This year, the number of students open enrolling out of the district increased to 538, while the number of students open enrolling into the district grew to 283.

10-Year Open Enrollment Inflow and Outflow Summary (2016-2026)



Annual Net Change

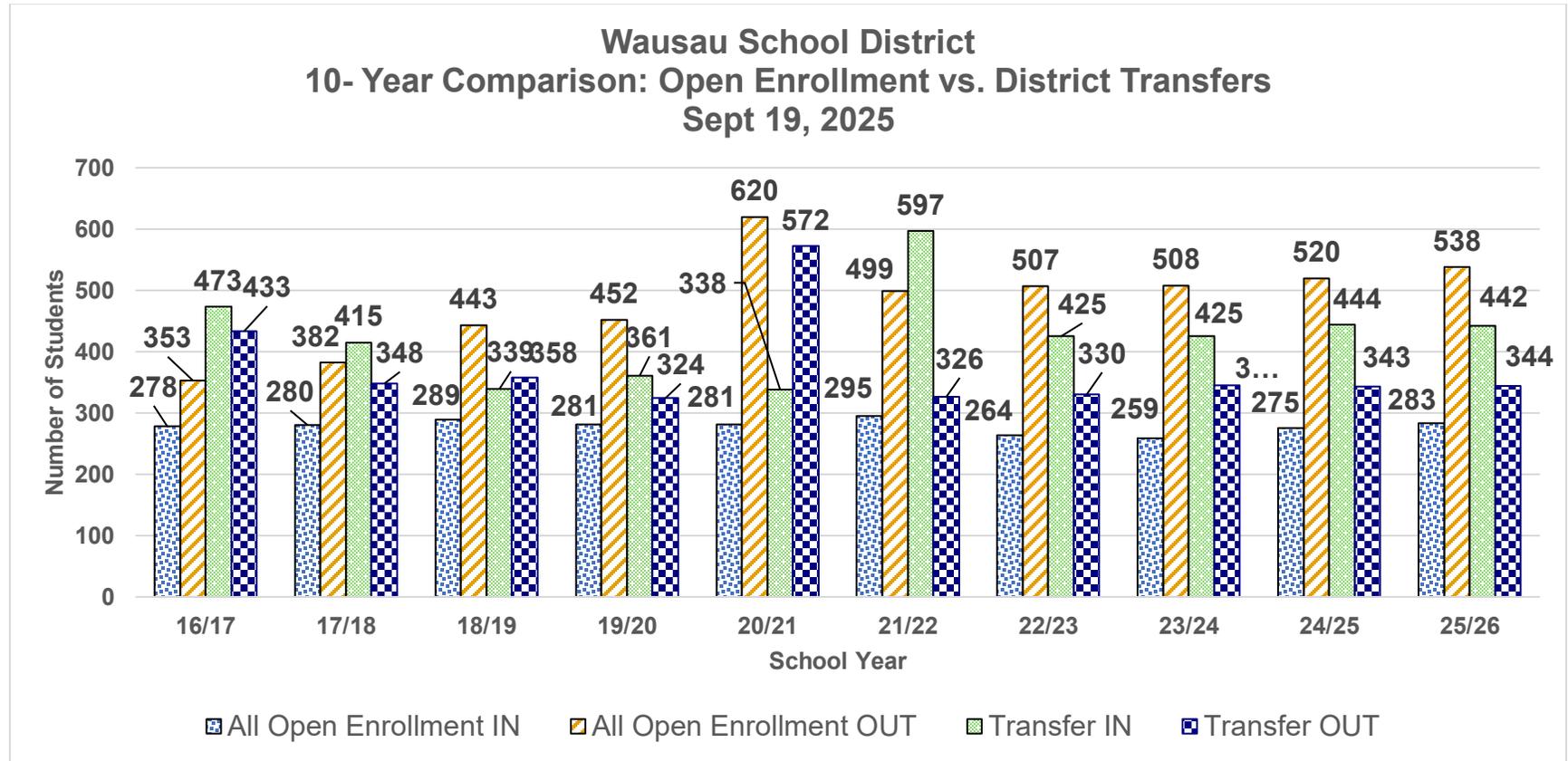
Year	All Open Enrollment IN	All Open Enrollment OUT
16/17	278	353
17/18	280	382
18/19	289	443
19/20	281	452
20/21	281	620
21/22	295	499
22/23	264	507
23/24	259	508
24/25	275	520
25/26	283	538

Annual Student Movement Summary

Introduction:

This summary provides a high-level view of all student movement, combining both open enrollment and traditional transfer data. By viewing these metrics together, the Board can assess the district's overall stability and its ability to attract and retain families over time.

Annual Student Movement Summary (2016-2026)



Total Migration Summary (2016-2026)

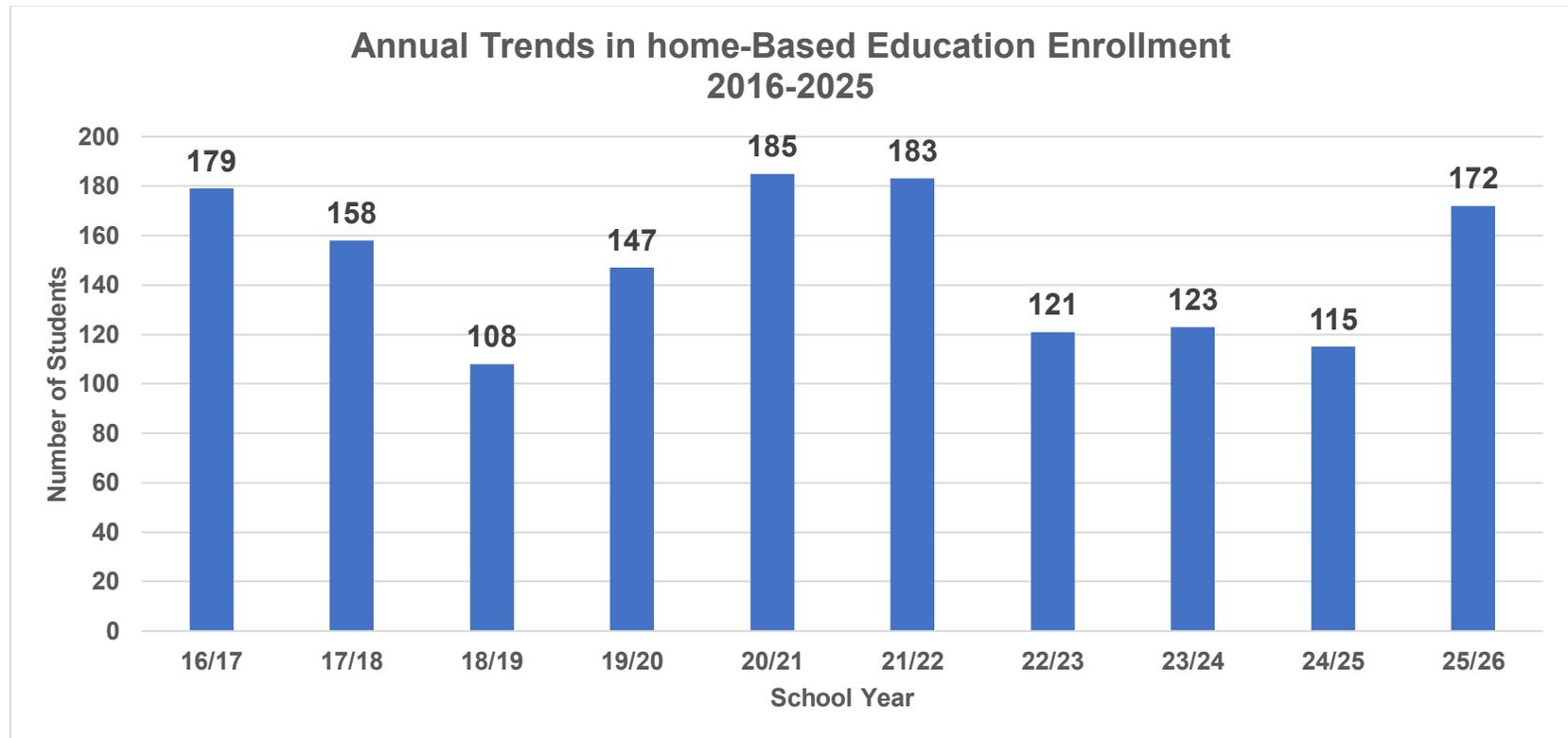
Year	All Open Enrollment IN	All Open Enrollment OUT	Transfer IN	Transfer OUT
16/17	278	353	473	433
17/18	280	382	415	348
18/19	289	443	339	358
19/20	281	452	361	324
20/21	281	620	338	572
21/22	295	499	597	326
22/23	264	507	425	330
23/24	259	508	425	345
24/25	275	520	444	343
25/26	283	538	442	344

Home-Based Private Education Trends

Introduction:

Home-based education figures represent students within our boundaries whose families have opted for private home-schooling. There has been a significant increase this year, with 172 students currently listed in home-based education, up from 115 in the 2024-2025 school year.

10-Year Home-Based Private Education Enrollment (2016-2026)



10-Year Home-Schooling Data

Year	Students
16/17	179
17/18	158
18/19	108
19/20	147
20/21	185
21/22	183
22/23	121
23/24	123
24/25	115
25/26	172

Immigrant and Refugee population

Introduction:

Wausau School District continues to welcome students from around the globe, providing a rich cultural environment. Currently, the district serves 157 immigrant and refugee students representing 36 different countries of origin. Mexico, Afghanistan, and Nicaragua are currently the most common countries of origin for our newest residents.

Immigrant and Refugee Student Population by Country of Origin (2025-2026)

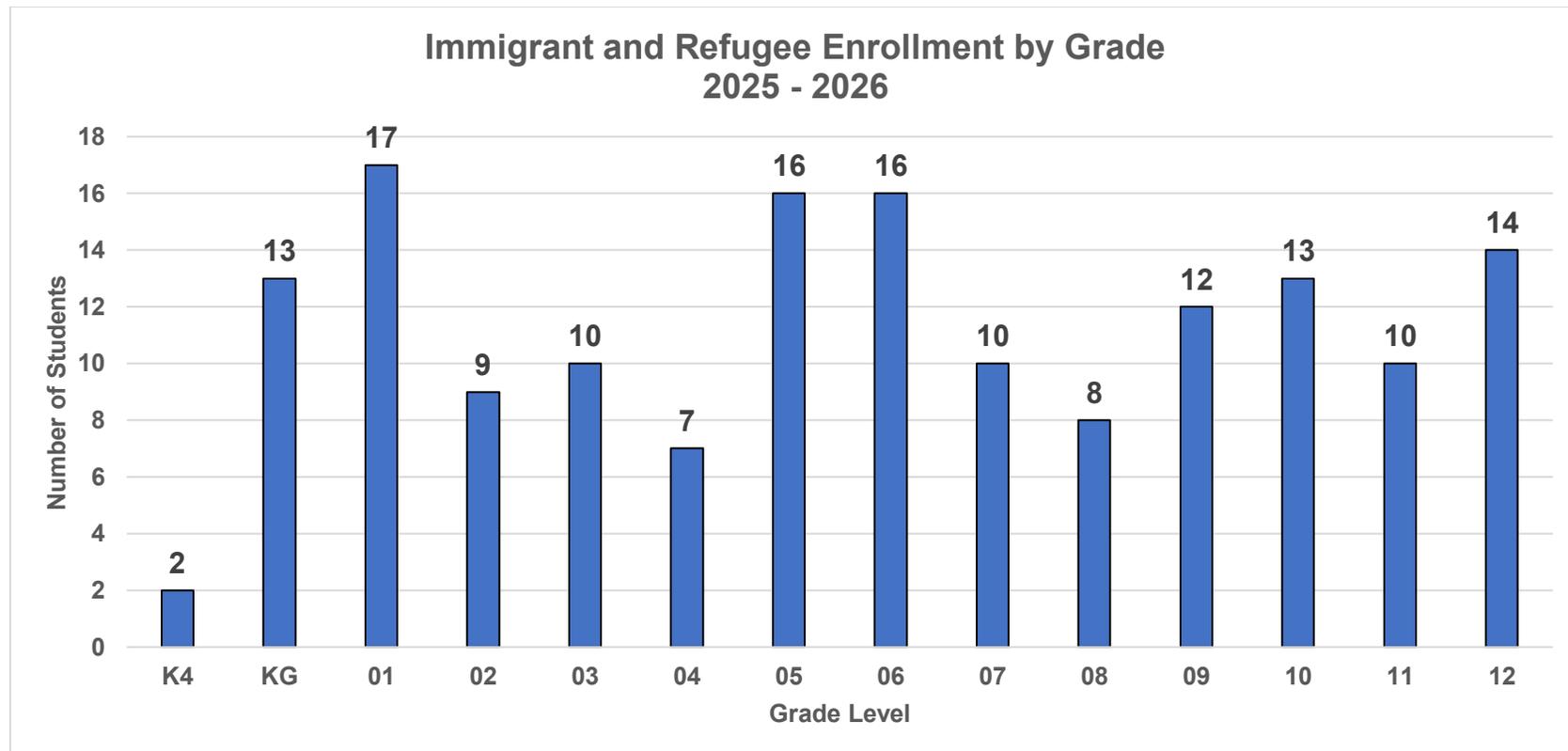
Country of Origin	Number of Students
Mexico	21
Afghanistan	15
Nicaragua	10
Congo	8
Venezuela	7
Kenya	7
Colombia	6
Vietnam	6
Malawi	6
Zambia	5
Bangladesh	5
Tanzania	5
Zimbabwe	5
Lao	5
India	4
Yemen	4
Albania	4
Central African Republic	3
Burma	3
Honduras	3
Jordan	3
Ukraine	3
Brazil	3
Cuba	2
Myanmar	2
Laos	2
China	1
Haiti	1
Somalia	1
Syria	1
Netherlands	1
Malaysia	1
Philippines	1
Uganda	1
Sri Lanka	1
Democratic Republic of Congo	1
Grand Total	157

Immigrant and Refugee Enrollment by Grade

Introduction:

The Wausau School District takes pride in being a welcoming community for families from around the globe. This section provides a detailed breakdown of our 157 immigrant and refugee students, distributed by their current grade level for the 2025-2026 school year. By analyzing this distribution, the District can better allocate English Language Learner (ELL) resources and specialized instructional support to the grade levels with the highest concentration of newly arrived students.

Immigrant and Refugee Student Distribution by Grade (2025-2026)



Summary of Immigrant and Refugee Enrollment Totals

K4	2
KG	13
01	17
02	9
03	10
04	7
05	16
06	16
07	10
08	8
09	12
10	13
11	10
12	14



2025-26 Demographic Report



Enrollment Snapshot

- Total enrollment dropped by 1.76% to 7,586 students
- Open enrollment out increased by 3.46% to 538
- Open enrollment in increased by 2.91% to 283
- District attracts 85% of available kindergarten students
- Free and reduced meal eligibility dropped to 44%





Thank you!





BOARD PROCEDURES JANUARY 26, 2026



Board Procedures

- Objectives:
 - Investigate other districts' procedures
 - 7 other comparable districts
 - Evaluate the Wausau School District's current processes
 - Provide suggestions moving forward



District	# of Board Members	Committees	Committee of the Whole	Notables
(A)	9	4	Yes	Committee lead presents to board
(B)	9	2	No	Committee chair determines if further board discussion is needed, community members assigned to committees
(C)	7	0	No	Board may choose to postpone vote if needed, board workshops are utilized
(D)	7	4	Yes	Committee topics broken up by policy numbers, 2 nd board meeting each month designated as workshop
(E)	7	5	Yes	'Executive committee' serves as committee of the whole
(F)	7	3	No	Committee board members lead the discussion, agenda items can be pulled by individual board members
(G)	7	0	No	Coherent governance model
Wausau	9	Ed/Ops & Audit of the Bills	Yes	

Current System

- 2 meetings per month
 - Board Meeting (2nd Monday of each month)
 - Education/Operations (4th Monday of each month)
 - Serves as a Committee of the Whole
 - Discussions on agenda items
 - Topics are moved forward from Ed/Ops to full Board for vote

Benefits

- Full Board hears all of the information presented
- Provide community opportunity for feedback between 'Committee of the Whole' and Board meeting
- Transparency
- Fosters collaborative relationship between Admin and Board
- Increases discussion amongst all Board members



Suggestions

1. Current function seems effective and efficient, however, there may be confusion differentiating between Ed/Ops and the Board meeting
2. Rename Ed/Ops to 'Committee of the Whole'
3. Physical reconfiguration of Ed/Ops seating
4. Scripted statement at beginning of the Committee of the Whole expressing purpose
5. Move Audit of the Bills into the Committee of the Whole



Questions and Next Steps:

No Action: Process and Procedures will remain as they are currently

Action: Move to change name of the “Education /Operations Committee of the Whole” to “Committee of the Whole” while changing the responsibility of reviewing the “Audit of the Bills” to the new “Committee of the Whole” to take place during that meeting. The “Audit of the Bills Committee” would then dissolve.



THANK YOU

