



## **REGULAR MONTHLY BOARD MEETING**

**July 24, 2007  
7:00 P.M.**

**Educational Support Center  
3600 – 52<sup>nd</sup> Street  
Kenosha, Wisconsin**



# KENOSHA UNIFIED SCHOOL BOARD

REGULAR SCHOOL BOARD MEETING

Educational Support Center

July 24, 2007

7:00 P.M.

## AGENDA

- I. Pledge of Allegiance
- II. Roll Call of Members
- III. Awards, Board Correspondence, Meetings and Appointments
- IV. Administrative and Supervisory Appointments
- V. Legislative Report
- VI. Views and Comments by the Public
- VII. Response and Comments by the Board of Education
- VIII. Remarks by the President
- IX. Superintendent's Report
- X. Consent Agenda
  - A. Consent/Approve Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2007-2008 Year ..... Pages 1-3
  - B. Consent/Approve Donations to the District ..... Page 4
  - C. Consent/Approve Recommendations Concerning Appointments, Leaves of Absence, Retirements and Resignations ..... Page 5
  - D. Consent/Approve Minutes of 6/23/07, 6/26/07 and 7/10/07 Special Meetings and Executive Sessions, 6/26/07 Regular Meeting, and 5/10/07 and 7/10/07 Special Meetings ..... Pages 6-25

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- X. Consent Agenda – Continued
  - E. Consent/Approve Summary of Receipts, Wire Transfers and Check Registers..... Pages 26-27
- XI. Old Business
  - A. Discussion/Action Readiness and Emergency Management For Schools Grant Application ..... Pages 28-30
  - B. Discussion/Action Utility Budget and Energy Savings Program Update And Recommendations..... Pages 31-36
  - C. Discussion/Action Suggested Goals for 2007/08 ..... Page 37 (First Reading)
- XII. New Business
  - A. Discussion/Action Head Start Supplemental Grant Request for the 2007-08 School Year ..... Pages 38-41
- XIII. Other Business as Permitted by Law
- XIV. Tentative Schedule of Reports, Events and Legal
- XV. Deadlines For School Board (July-August)..... Page 42
- XVI. Predetermined Time and Date of Adjourned Meeting, If Necessary

**KENOSHA UNIFIED SCHOOL DISTRICT NO. 1**  
**Kenosha, Wisconsin**

**July 24, 2007**

**PROVISIONS GOVERNING THE TRANSPORTATION  
OF STUDENTS ATTENDING PUBLIC AND PRIVATE  
SCHOOLS FOR THE 2007-2008 YEAR**

The following provisions for the transporting of students attending public and private schools will become effective from and after the fifteenth day of August 2007. (These provisions relate to Board Policies 3545 and 3545.4.)

**Students Attending Public Schools**

1. Pursuant to Wisconsin Statutes, transportation shall be provided to all students residing in the City of Kenosha, Village of Pleasant Prairie, and Town of Somers who live two or more miles from the public school to which they are assigned.
2. Pursuant to Wisconsin Statutes relating to transportation in area of unusual hazards, transportation shall be provided to all elementary schools, kindergarten through grade 5, who resides in the Village of Pleasant Prairie, Town of Somers (except elementary school students residing within the attendance areas of Forest Park, Grant, Strange, and Harvey Elementary Schools), and certain designed areas in the district as described below.
3. Transportation will be provided for all students residing in the corporate limits of the City of Kenosha and living west of Highway 31 and for Bradford High School students where the only access road is Highway 31.
4. Transportation will be provided to students residing within the corporate limits of the City of Kenosha who attend kindergarten through grade 5 of the elementary school located outside the corporate limits of the City of Kenosha.
5. Transportation will be provided for students who reside within the Bose Elementary School attendance area east of the Chicago and Northwestern Railroad tracks and for students who reside west of 22<sup>nd</sup> Avenue.
6. Transportation will be provided for students who reside within the Jeffery Elementary School attendance area on the south side of 89<sup>th</sup> Street, west of 22<sup>nd</sup> Avenue, and east of 39<sup>th</sup> Avenue and for students residing within the corporate limits of the City of Kenosha north of 85<sup>th</sup> Street and west of 39<sup>th</sup> Avenue.
7. Transportation will be provided to students residing within the Strange Elementary School attendance area north of 52<sup>nd</sup> Street until such time that the City of Kenosha will provide improved walking areas.
8. Transportation will be provided for students who reside within the Grewenow Elementary School attendance area south of 80<sup>th</sup> Street.

9. On a temporary basis, subject to annual review, transportation will be provided for students attending and residing within the Grant Elementary School attendance area south of Highway 142 and west of the old Chicago-Milwaukee North Shore Railroad right-of-way.
10. No transportation will be provided for students who are voluntary enrolled in alternative programs, participating in part-time and full-time open enrollment programs, or participating in Recreation Department programs. Specially designed and approved transportation will be provided for students enrolled in the Bilingual program who reside outside of the attendance area of the assigned school.
11. Elementary students (grades 1 through 5) may be required to walk up to **1** mile to an authorized school bus pick-up point. Students in grades 6 through 12 may be required to walk up to **1** mile to a school bus pick-up point. Exceptions to these distances may occur in areas considered “unusually hazardous” and will be subject to approval by the Supervisor of Transportation.
12. Students supervised before and after school by a day car center located within the attendance area of the school may be bused to the school. The Superintendent will make recommendations to the Board relative to any exceptions to this policy.
13. Transportation will be provided to students attending Indian Trail Academy, residing less than two miles from school, until such time that the City of Kenosha will provide improved walking areas.
14. Students attending schools of choice are not provided transportation. Indian Trail Academy (ITA) and Lakeview Technology Academy (LTA) students may request bus service to their boundary high school and ride a District provided shuttle bus from their boundary high school to ITA or LTA. Students are then shuttled back to their boundary high school for transportation rides home.
15. Transportation will be provided to students who reside in Lance Middle School attendance area who live on Cooper Road or West of Cooper Road until such time that the Village of Pleasant Prairie provides improved walking areas. Students may be required to walk no more than 200 ft. on Cooper road.
16. Students who reside on Highway “H”, 39<sup>th</sup> Ave, and Springbrook Rd may be required to walk no more than 200 ft. on these roads.
17. Transportation will be provided to students who reside in the Bradford High School attendance area who are less than 2 miles but become more than 2 miles due to the Hazardous walk zone along Washington Road from East of Highway 31 to 39<sup>th</sup> Ave.

### **Students Attending Private Schools**

1. Pursuant to Wisconsin Statutes, transportation shall be provided to students attending private schools on the same basis as set forth above for students attending public schools with the additional provisions listed below.
2. Pursuant to Wisconsin Statutes, students residing in the school district who attend private schools located not more than five miles beyond that boundaries of the school district but within the state

are eligible for transportation. In lieu of district bus transportation, parent contracts will be offered to the parent or guardian of each eligible pupil in accord with Wisconsin Statutes.

3. Pursuant to Wisconsin Statutes, transportation will be provide as set forth above to the private school located in the attendance area in which the pupil resides.

### **Transportation for Students with Exceptional Needs**

1. Pursuant to Wisconsin Statutes, transportation shall be provided for children with exceptional education needs, regardless of distance, if such request (or such transportation) is approved by local and state authorities. Approval shall be based on whether or not the child can walk to school with safety and comfort.

### **Other Provisions Concerning the Transportation of Students**

1. Pursuant to Wisconsin Statutes, the Board is empowered to administer, set transportation routes and schedules, secure necessary information, make reports, and apply for and receive aids for the transportation of both public and private school pupils actually transported.
2. Insofar as possible, administrators of private schools shall be requested to coordinate their school calendars with the public school calendar.
3. Transportation will be provided for public and private school students as approved by the Board to implement state-mandated programs and federal programs.
4. Insofar as possible, bus stops for students with exceptional needs and Head Start students are to be designated near to and on the same side of the street as the residence unless bus aids are provided or other arrangements are made with the parent through the district Transportation Office.
5. The provisions of this policy statement as set forth above shall apply in all instances except those in which extraordinary conditions are help to prevail and shall be subject to further review pending any required adjustments due to unforeseen circumstances.
6. Administration will be responsible for establishing and maintaining bus routes in accordance with this policy and changes in student population.

#### **Administrative Recommendation**

The Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2007-08 School Year were reviewed at the July 10, 2007 Personnel/Policy Standing Committee meeting and it was moved to forward to the full Board for approval at its July 24, 2007 meeting.

Dr. R. Scott Pierce  
Superintendent of Schools

Mr. Patrick Finnemore  
Director of Facilities Services

Jeffrey Marx  
Supervisor of Transportation Services

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KENOSHA UNIFIED SCHOOL DISTRICT NO. 1  
Kenosha, Wisconsin

July 24, 2007

DONATIONS TO THE DISTRICT

The District has received the following donations:

1. Mr. Tom Boedecker donated 258 board feet of black walnut worth \$1,900.00 to the Tremper woodworking classroom.
2. An anonymous donor donated \$900.00 to the Bradford Football team.
3. Dr. Ron Zalokar donated \$400.00 to the middle school track program. This donation will be used to purchase equipment that will benefit all six middle schools.

Administrative Recommendation

Administration requests the Board of Education approve acceptance of the above listed gift(s), grant(s) or bequest(s) as per Board Policy 3280, to authorize the establishment of appropriate accounts to monitor fiscal activity, to amend the budget to reflect this action and to publish the budget change per Wisconsin Statute 65.90(5)(a).

R. Scott Pierce  
Superintendent of Schools



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KENOSHA UNIFIED SCHOOL DIST. NO. 1  
July 24, 2007

| Action      | Board Date | Code | Staff           | Employee Last Name | Employee First Name | School/Dept                  | Position                      | Effective Date | Salary or Hourly Rate | Reason               | Step/Level   | Letter or Contract |
|-------------|------------|------|-----------------|--------------------|---------------------|------------------------------|-------------------------------|----------------|-----------------------|----------------------|--------------|--------------------|
| Appointment | 7/24/07    |      | Instructional   | Andersen           | Keri                | McKinley Middle School       | Math (Algebra)                | 08/29/07       | 33,430.00             | New Hire             | B Step 3     | Letter             |
| Appointment | 7/24/07    |      | Instructional   | Bishop             | Raymond             | Washington Middle School     | Grade 6 (Math)                | 08/29/07       | 43,707.00             | New Hire             | M Step 7     | Contract           |
| Appointment | 7/24/07    |      | Instructional   | Ekstrom            | Steven              | Tremper High School          | Math                          | 08/29/07       | 33,430.00             | New Hire             | B Step 3     | Letter             |
| Appointment | 7/24/07    |      | Instructional   | Essman             | Hollie              | McKinley Middle School       | Math                          | 08/29/07       | 33,430.00             | New Hire             | B Step 3     | Contract           |
| Appointment | 7/24/07    |      | Administration  | Fredriksson        | Ann                 | IMC/ESC                      | Specialist-Library Media (In  | 07/01/07       | 67,218.00             | New Hire             | AST/10/01    | Contract           |
| Appointment | 7/24/07    |      | Instructional   | Horejsch           | Nancy               | Prairie Lane Elementary Schc | Grade 3                       | 08/29/07       | 38,577.00             | New Hire             | B+6 Step 6   | Contract           |
| Appointment | 7/24/07    |      | Instructional   | Houte              | Janette             | McKinley Middle School       | Social Studies (50%)/Scien    | 08/29/07       | 33,430.00             | New Hire             | B Step 3     | Contract           |
| Appointment | 7/24/07    |      | Instructional   | Kennedy            | Melissa             | Grewenow Elementary          | Grade 2                       | 08/29/07       | 38,999.00             | New Hire             | M Step 5     | Letter             |
| Appointment | 7/24/07    |      | Instructional   | Konchan            | Julie               | Prairie Lane Elementary Schc | Grade 4                       | 08/29/07       | 44,239.00             | New Hire             | M Step 8     | Letter             |
| Appointment | 7/24/07    |      | Instructional   | Labatore           | Lisa                | Prairie Lane Elementary Schc | Grade 2                       | 08/29/07       | 37,372.00             | New Hire             | M Step 4     | Contract           |
| Appointment | 7/24/07    |      | Instructional   | Montemurro         | Rachel              | McKinley Middle School       | Science (Gr. 6)               | 08/29/07       | 33,936.00             | New Hire             | B Step 4     | Letter             |
| Appointment | 7/24/07    |      | Instructional   | Ricciardi          | Beth                | Whittier Elementary School   | Grade 1                       | 08/29/07       | 50,209.00             | New Hire             | M Step 11    | Contract           |
| Appointment | 7/24/07    |      | Instructional   | Robinson           | Jennifer            | T1/P5/Bilingual              | Bilingual/ESL                 | 08/29/07       | 46,709.00             | New Hire             | M+30 Step 7  | Contract           |
| Appointment | 7/24/07    |      | Instructional   | Rosberg            | Erikka              | McKinley Middle School       | Grade 6 (English)             | 08/29/07       | 34,447.00             | New Hire             | B+12 Step 3  | Contract           |
| Appointment | 7/24/07    |      | Instructional   | Ruggles            | Michelle            | Bradford High School         | Business Education            | 08/29/07       | 40,308.00             | New Hire             | B+24 Step 6  | Contract           |
| Appointment | 7/24/07    |      | Instructional   | Smith              | Adam                | Bradford High School         | E.D.B. (Special Education)    | 08/29/07       | 37,566.00             | New Hire             | B+24 Step 5  | Letter             |
| Appointment | 7/24/07    |      | Instructional   | Sulko              | Adam                | Tremper High School          | Social Studies                | 08/29/07       | 33,939.00             | New Hire             | B+6 Step 3   | Contract           |
| Appointment | 7/24/07    |      | Instructional   | Tamsen             | Michelle            | Tremper High School          | Business Education            | 08/29/07       | 33,430.00             | New Hire             | B Step 3     | Letter             |
| Appointment | 7/24/07    |      | Instructional   | Tibbe              | Dena                | Prairie Lane Elementary Schc | Kindergarten                  | 08/29/07       | 33,028.00             | New Hire             | B Step 4     | Contract           |
| Appointment | 7/24/07    |      | Instructional   | Wokwicz-Serr       | Catherine           | Tremper High School          | Science                       | 08/29/07       | 60,423.00             | New Hire             | M+30 Step 13 | Contract           |
| Appointment | 7/24/07    |      | Instructional   | Zematis            | Jeffrey             | Tremper High School          | Science                       | 08/29/07       | 40,169.00             | New Hire             | M Step 5     | Letter             |
| Resignation | 7/24/07    |      | Instructional   | Franciosi          | Silvio              | Indian Trail Academy         | Social Studies                | 06/11/07       | 42,447.00             | Resignation/Relocati | B+25 Step 8  | Contract           |
| Resignation | 7/24/07    |      | Instructional   | Gemig              | Jeremy              | Bradford High School         | Cross Categorical (Special    | 06/11/07       | 40,624.00             | Resignation/Position | M Step 6     | Contract           |
| Resignation | 7/24/07    |      | Instructional   | Hanser             | Matthew             | Bullen Middle School         | Bullen/AIS                    | 06/11/07       | 54,171.00             | Resignation/Position | M Step 13    | Contract           |
| Resignation | 7/24/07    |      | Instructional   | Malczewski         | Aaron               | Bradford High School         | Dean of Students              | 06/11/07       | 38,999.00             | Resignation/Position | M Step 5     | Contract           |
| Resignation | 7/24/07    |      | Instructional   | Olson              | Sarah               | Washington Middle School     | Math - Title 1 (.67%)/Bridges | 06/11/07       | 35,416.00             | Resignation/Relocati | B Step 5     | Contract           |
| Resignation | 7/24/07    |      | Instructional   | Sears              | Emily               | Prairie Lane Elementary      | C.D.B. (Special Education)    | 08/29/07       | 49,271.00             | Resignation/Relocati | M+18 Step 9  | Contract           |
| Appointment | 7/24/07    | *    | Instructional   | Basley             | Brett               | McKinley Middle School       | Physical Education            | 08/29/07       | 34,954.00             | New Hire             | B Step 4     | Contract           |
| Appointment | 7/24/07    | *    | Instructional   | Boehm              | Elizabeth           | Reuther High School          | Art                           | 08/29/07       | 33,430.00             | New Hire             | B Step 3     | Contract           |
| Appointment | 7/24/07    | *    | Instructional   | Campbell           | Heidi               | Bradford High School         | L.D. (Special Education)      | 08/29/07       | 34,447.00             | New Hire             | B+12 Step 3  | Letter             |
| Appointment | 7/24/07    | *    | Instructional   | Contreras          | Cynthia             | Bradford High School         | Social Studies                | 08/29/07       | 33,430.00             | New Hire             | B Step 3     | Letter             |
| Appointment | 7/24/07    | *    | Instructional   | Cyzak              | Michael             | Bradford High School         | English                       | 08/29/07       | 33,430.00             | New Hire             | B Step 3     | Letter             |
| Appointment | 7/24/07    | *    | Instructional   | Ellis              | Mary F.             | Nash Elementary School       | C.D.S. (Special Education)    | 08/29/07       | 34,954.00             | New Hire             | B Step 4     | Letter             |
| Appointment | 7/24/07    | *    | Instructional   | Franklin           | Lee                 | Columbus Elementary          | Grade 4                       | 08/29/07       | 34,954.00             | New Hire             | B Step 4     | Contract           |
| Appointment | 7/24/07    | *    | Instructional   | George             | Erin                | Paideia Academy              | Math                          | 08/29/07       | 33,430.00             | New Hire             | B Step 3     | Contract           |
| Appointment | 7/24/07    | *    | Instructional   | Glassen            | Kathleen            | Grant Elementary School      | Grade 4                       | 08/29/07       | 38,140.00             | New Hire             | B+18 Step 5  | Contract           |
| Appointment | 7/24/07    | *    | Instructional   | Harris             | Angela              | Columbus Elementary School   | Grade 3                       | 08/29/07       | 45,922.00             | New Hire             | M+30 Step 6  | Contract           |
| Appointment | 7/24/07    | *    | Instructional   | Ladd               | Erica               | Vernon Elementary School     | Kindergarten - ESL            | 08/29/07       | 38,693.00             | New Hire             | B+24 Step 5  | Contract           |
| Appointment | 7/24/07    | *    | Instructional   | Liesch             | Jacqueline          | Harvey Elementary School     | Library Media Specialist      | 08/29/07       | 33,430.00             | New Hire             | B Step 3     | Letter             |
| Appointment | 7/24/07    | *    | Instructional   | Luellen            | Pamela              | Strange Elementary School    | Grade 1 (49%)                 | 08/29/07       | 16,380.70             | New Hire             | B Step 3     | Contract           |
| Appointment | 7/24/07    | *    | Instructional   | Manderfeld         | Kyle                | Bradford High School         | Physical Education            | 08/29/07       | 33,430.00             | New Hire             | B Step 3     | Letter             |
| Appointment | 7/24/07    | *    | Instructional   | Nieman             | Timothy             | Lincoln Middle School        | Social Studies/Science        | 08/29/07       | 34,954.00             | New Hire             | B Step 4     | Contract           |
| Appointment | 7/24/07    | *    | Instructional   | Scheviak           | Philip              | Lincoln Middle School        | English                       | 08/29/07       | 36,817.00             | New Hire             | M Step 3     | Letter             |
| Appointment | 7/24/07    | *    | Miscellaneous   | Schwenk            | Sandra              | LakeView Technology Acader   | Tech. Ed. Lab Specialist      | 06/21/07       | 13.00                 | New Hire             |              | Contract           |
| Appointment | 7/24/07    | *    | Instructional   | Stevens            | Anne                | Vernon Elementary School     | EC - K                        | 08/29/07       | 34,854.00             | New Hire             | B Step 4     | Contract           |
| Appointment | 7/24/07    | *    | Instructional   | Tennesen           | Carina              | Washington Middle School     | Bilingual (Sec)               | 08/29/07       | 36,546.00             | New Hire             | B+18 Step 4  | Letter             |
| Appointment | 7/24/07    | *    | Instructional   | Tews               | Nicole              | Harvey Elementary School     | Kindergarten                  | 08/29/07       | 33,430.00             | New Hire             | B Step 3     | Letter             |
| Appointment | 7/24/07    | *    | Instructional   | Vela               | Brenda              | Lincoln Middle School        | Grade 6                       | 08/29/07       | 33,430.00             | New Hire             | B Syep 3     | Letter             |
| Resignation | 7/24/07    | *    | Miscellaneous   | Baker              | Mary                | Cesar Chavez Learning Stat   | Preschool Associate           | 06/12/07       | 14.75                 | Resignation/Personal |              |                    |
| Resignation | 7/24/07    | *    | Instructional   | Borchart           | Becky               | Curtis Strange Elementary    | Kindergarten                  | 07/02/07       | 36,490.00             | Resignation/Personal | B+12 Step 5  | Contract           |
| Resignation | 7/24/07    | *    | Instructional   | Collins            | Sarah               | Indian Trail Academy         | Dean of Students              | 06/11/07       | 40,705.00             | Resignation/Personal | B+24 Step 7  | Contract           |
| Resignation | 7/24/07    | *    | Educ. Assistant | Landa              | Catherine           | Durkee Elementary School     | Classroom Reading First       | 06/12/07       | 12.32                 | Resignation/Personal |              | Contract           |
| Resignation | 7/24/07    | *    | Instructional   | Luck               | Emily               | Lincoln Middle School        | Art                           | 06/30/07       | 39,537.00             | Resignation/Personal | M+6 Step 5   | Contract           |
| Resignation | 7/24/07    | *    | Administration  | Shimon             | Brian               | Bradford High School         | School Counselor              | 06/21/07       | 45,630.90             | Resignation          | M+3- Step 11 | Contract           |
| Resignation | 7/24/07    | *    | Instructional   | Taylor             | Steven              | Lance Middle School          | Spanish                       | 06/30/07       | 37,453.00             | Resignation/Personal | B+6 Step 6   | Contract           |
| Retirement  | 7/24/07    | *    | Service Empl    | Rhodes             | Frank               | Facilities Services          | Custodian                     | 07/21/07       | 17.70                 | Retirement           |              |                    |
| Retirement  | 7/24/07    | *    | Instructional   | Scovell            | Judy                | Lincoln Elementary           | Special Education             | 06/11/07       | 65,063.00             | Retirement           | M+30 Step 15 | Contract           |

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SPECIAL MEETING  
OF THE KENOSHA UNIFIED SCHOOL BOARD  
HELD MAY 10, 2007

A special meeting of the Kenosha Unified School Board was held on Thursday, May 10, 2007, in Room 190B at the Educational Support Center. The purpose of this meeting was for discussion of Roles/Responsibilities of Independent Expulsion Hearing Officers and Clarification Regarding Individual Hearing Officer Recommendations.

The meeting was called to order at 6:10 P.M. with the following members present: Mr. Englund, Mrs. R. Stevens, Mr. Olson, and Mrs. P. Stevens. Mr. Ostman arrived later. Mr. Hujik and Mr. Fountain were excused.

Mrs. P. Stevens, Vice President, opened the meeting by announcing that this was a special meeting of the School Board of Kenosha Unified School District No. 1. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Mr. Berthelsen introduced the District's expulsion hearing officers and gave Board members an overview of the expulsion process.

Mr. Ostman arrived at 6:11 P.M.

A discussion took place among Board members and District expulsion hearing officers regarding individual hearing officer's recommendations to the Board and the Board's extension of those recommendations.

Meeting adjourned at 8:15 P.M.

Stacy Schroeder Busby  
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION  
OF THE KENOSHA SCHOOL BOARD  
HELD JUNE 23, 2007

A special meeting of the Kenosha Unified School Board was held on Saturday, June 23, 2007, in the Small Board Room at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 8:05 A.M. with the following members present: Mr. Englund, Mrs. P. Stevens, Mrs. R. Stevens, and Mr. Fountain. Mr. Ostman and Mr. Olson arrived later. Mr. Hujik was excused.

Mr. Fountain, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District No. 1. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Mr. Fountain announced that an executive session had been scheduled to follow this special meeting for the purpose of discussion regarding Personnel: Problems; Personnel: Position Assignments; Personnel: Compensation and/or Contracts; Personnel: Evaluation Considerations; and Collective Bargaining Deliberations.

Mr. Englund moved that this Executive Session be held. Mrs. P. Stevens seconded the motion.

Roll call vote. Ayes: Mr. Englund, Mrs. P. Stevens; Mrs. R. Stevens; and Mr. Fountain. Noes: None. Unanimously approved.

Personnel: Problems; Position Assignments; Compensation and/or Contracts; Evaluation Consideration

Mr. Ostman arrived at 8:07 A.M.

Mr. Olson arrived at 8:20 A.M.

Board members discussed personnel considerations and recommendations.

Meeting adjourned at 9:37 A.M.

These minutes were composed from notes taken by Mr. Fountain.

Stacy Schroeder Busby  
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION  
OF THE KENOSHA UNIFIED SCHOOL BOARD  
HELD JUNE 26, 2007

A special meeting of the Kenosha Unified School Board was held on Tuesday, June 26, 2007, in the Small Board Room at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 6:09 P.M. with the following members present: Mrs. R. Stevens, Mr. Olson, Mr. Ostman and Mr. Englund. Mrs. P. Stevens, Mr. Hujik and Mr. Fountain were excused. Dr. Pierce was also present.

Mr. Englund, Treasurer, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District No. 1. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Mr. Englund announced that an executive session had been scheduled to follow this special meeting for the purpose of discussion regarding Review of Findings/Orders by Independent Hearing Officers; Personnel: Problems; Personnel: Position Assignments; Personnel: Compensation and/or Contracts; and Collective Bargaining Deliberations not subject to S.S. 19.85(3).

Mr. Olson moved that this executive session be held. Mrs. R. Stevens seconded the motion.

Roll call vote. Ayes: Mrs. R. Stevens, Mr. Olson, Mr. Ostman and Mr. Englund. Noes: None. Unanimously approved.

1. Personnel: Problems; Position Assignments; Compensation and/or Contracts

Mrs. Jennifer Ruhle Knight arrived and responded to Board members' questions. She was then excused.

Mr. Chad Dahlk arrived and responded to Board members' questions. He was then excused.

Mr. Brian Geiger arrived and responded to Board members' questions. He was then excused.

Mr. Ron Sandoval arrived and responded to Board members questions. He was then excused.

2. Review Findings/Orders by the Independent Hearing Officer:

Mrs. Stephens arrived at 6:10 P.M. and provided Board members with information regarding two expulsions.

Mrs. Stephens and Dr. Pierce were excused at 6:16 P.M.

Mr. Olson moved to concur with the recommendation of the hearing officer with respect to the first expulsion. Mrs. R. Stevens seconded the motion. Unanimously approved.

Mr. Olson moved to extend the length of the second expulsion through the end of the first semester of the 2008-2009 school year and approve the recommendation of the hearing officer as amended. Mr. Ostman seconded the motion. Unanimously approved.

Dr. Pierce returned to the meeting at 6:21 P.M.

3. Collective Bargaining Deliberations not Subject to S.S. 19.85(3)

Mr. Johnston arrived at 6:25 P.M. and updated Board members on the status of collective bargaining deliberations for service employees.

4. Litigation

A liability claim was presented and Board members concurred with the recommendation to disallow the claim.

Dr. Pierce left the meeting at 6:49 P.M.

Meeting adjourned at 6:55 P.M.

Stacy Schroeder Busby  
School Board Secretary

REGULAR MEETING OF  
THE KENOSHA UNIFIED SCHOOL BOARD  
HELD JUNE 26, 2007

A regular meeting of the Kenosha Unified School Board was held on Tuesday, June 26, 2007, at 7:00 P.M. in the Board Room at the Educational Support Center. Mr. Englund, Treasurer, presided.

The meeting was called to order at 7:03 P.M. with the following Board members present: Mrs. R. Stevens, Mr. Olson, Mr. Ostman and Mr. Englund. Mrs. P. Stevens, Mr. Hujik and Mr. Fountain were excused.

Mr. Englund, Treasurer, opened the meeting by announcing that this was a regular meeting of the School Board of Kenosha Unified School District No. 1. Notice of this regular meeting was given to the public by forwarding the complete agenda to all requesting radio stations and newspapers. Copies of the complete agenda are available for inspection at all public schools and at the Superintendent's office. Anyone desiring information as to forthcoming meetings should contact the Superintendent's office.

Dr. Pierce presented Resolution 273 – Resolution of Appreciation to Mark Stalker which read as follows:

*WHEREAS*, Mark Stalker served one elected, three-year term on the Board of Education of the Kenosha Unified School District No. 1, and

*WHEREAS*, he has been a strong supporter of quality educational programs for all children, and

*WHEREAS*, his service was characterized by conviction, involvement, and in-depth knowledge of the issues, and

*WHEREAS*, during his tenure as a Board Member, he was an active proponent of curricular improvements and policy changes designed to strengthen academic programs, and District financial and program accountability, and

*WHEREAS*, during his term of office the District made significant progress in program development and accountability, and building of needed schools and school additions, including voter approval of a school building referendum, and

*WHEREAS*, his service was highlighted by his fiscal and social conservatism,

*NOW, THEREFORE, BE IT RESOLVED*, that this expression of appreciation for service as a Board Member be adopted, and



*BE IT FURTHER RESOLVED*, that a true copy of this resolution be spread upon the official minutes of the Board of Education, and that a signed copy be presented to Mark Stalker in recognition of his service to the Kenosha Unified School District No. 1.

Mr. Olson moved to approve Resolution 273 – Resolution of Appreciation to Mark Stalker. Mr. Ostman seconded the motion. Unanimously approved.

Dr. Pierce presented the National Merit Finalists and Commended Student Awards, the National Football Foundation Scholar Athlete Award and the SISTAS Earn AAUW Initiative for Educational Equity Award.

Members of the SISTAS group and Khari Bell presented their original poetry.

Dr. Pierce presented an Administrative appointment.

Mr. Olson moved to appoint Ken Dopke as Interim Principal at Tremper High School effective July 1, 2007. Mrs. R. Stevens seconded the motion. Unanimously approved.

Dr. Pierce presented the legislative report.

Views and comments were expressed by members of the public and Board members made their responses and/or comments.

Dr. Pierce gave his Superintendent's report.

The Board then considered the following Consent-Approve items:

Consent–Receive item XI-A – Policy 2000 Series – Administration submitted by Mrs. Kathleen Barca, Executive Director of School Leadership, and Dr. Pierce, excerpts follow:

“The Personnel and Policy Committee reviewed the Policy Series 2000 on April 3, 2007, and recommended it be brought to the full Board on April 23, 2007, for a first reading. Suggested changes were then received from WASB after the April 3 meeting changing/adding a few words but not changing any meaning. WASB also gave updated legal and cross references and administrative regulations which were added. Some of the policy titles were also changed for easier reference. A listing of the changes is attached. At the April 23, 2007, meeting, the Board approved the 2000 Series on a first reading and forwarded the series back to the Personnel/Policy Committee. On June 12, 2007, the Standing Committee recommended the Policy Series 2000 return to the full Board on June 26, 2007, for a second reading and approval.

Administration recommends that the Board approve the Policy Series 2000 on a second reading at their June 26, 2007 regular meeting.”

Consent-Approve item XI-B – Supplemental Head Start Federal Grant – Cost of Living Adjustment submitted Ms. Belinda Grantham, Head Start Administrator; Mr. Kurt Sinclair, Director of School Leadership; Mr. Tim Miller, Executive Director of School Leadership 2; and Dr. Pierce, excerpts follow:

“Approval from the Board of Education is requested to submit and implement the Supplemental Head Start Federal Grant – Cost of Living Adjustment for the 2007-08 school year. The funding for this grant is \$28,162.00. The grant is designed to increase the base funding levels for the Head Start program and to permanently increase Head Start pay scales. For this Head Start program, the monies will be utilized to off-set the cost of employee salaries and benefits.

The purpose of the Head Start program is to provide comprehensive services in the areas of health, education, social services, and parent involvement for low-income preschool children and their families. This grant will service 330 high-risk children that will be three or four years of age on or before September 1, 2007. Funds will be utilized to serve the children and their families in all program component areas as required in the Head Start Act and through the Head Start Performance Standards.

At its June 12, 2007 meeting, the Curriculum/Program Committee moved to forward this grant to the full Board for consideration.

Administration recommends that the Board grant approval to submit and implement for the 2007-08 school year the 2007-08 Supplemental Head Start Federal Grant Request – Cost of Living Adjustment.”

Consent-Approve item XI-C – Title IIB Mathematics and Science Partnership Program Grant submitted by Ms. Christine Pratt, K-12 Science Consultant; Ms. Linda Langenstroer, Coordinator of Research; Louise Mattioli, Director of Professional Development; Dr. Edie Holcomb, Executive Director of Instructional Services; and Dr. Pierce, excerpts follow:

“We are informing the Board of Education that we are again submitting the Title IIB Mathematics and Science Partnership Program for the Advancing Science Knowledge (ASK) grant. During the 2006 school year, the Department of Public Instruction did not fund the original ASK grant application but highly encouraged Kenosha Unified to resubmit the grant during the 2007-2008 school year. The grant application has been revised in accordance with recommendations made by the Department of Public Instruction. Funding received will give twenty science teachers of regular and special education students in grades six through nine an opportunity to learn and work with the Carthage College faculty beginning the summer of 2008.

The funding source is the Title IIB Mathematics and Science Partnership Program, which is the competitive portion of Title IIB. This program is designed to improve students’ academic achievement in science and mathematics as it provides competitive grants to partnerships for professional development and curriculum redesign in math and science. Kenosha Unified personnel initiated the grant and authored the proposal in collaboration with Carthage College.

The money received from this grant will directly support the specific Strategic Objective aimed at ensuring that all students are proficient or advanced in science by 2010. It also supports Strategy IV by ensuring “that staff is implementing the District curriculum and using effective instructional strategies as well as data to help students demonstrate proficiency on District and standardized assessments. In addition, these grant dollars will support Strategy VII which states that staff “will work effectively with disengaged students and those who are impacted negatively by social influences which are interfering with learning in order to improve attendance, achievement and the graduation rate.””

Consent-Approve item XI-D – Donations to the Districts as presented in the agenda.

Consent-Approve item XI-E – Recommendations Concerning Appointments, Leave of Absence, Retirements and Resignations as presented in the agenda.

Consent-Approve item XI-F – Minutes of 5/22/07, 5/30/07, 6/09/07 and 6/12/07 Special Meetings and Executive Sessions, 5/22/07 Regular Meeting and 5/30/07 and 6/12/07 Special Meetings as presented in the agenda.

Consent-Approve item XI-G – Summary of Receipts, Wire Transfers and Check Registers submitted by Mr. William L. Johnston, Director of Finance; Ms. Eileen Coss, Accounting Manager; and Dr. Pierce and excerpts follow:

“It is recommended that receipt numbers CR026332 thru CR027092 that total \$740,852.24 be approved.

Check numbers 393221 thru 394997 totaling \$9,267,902.85 are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that wire transfers to First National Bank of Chicago and Nations Bank dated May 1, May 10, May 16, May 24 and May 31, 2007 totaling \$2,651,527.13, to US Bank of Milwaukee dated May 15 and May 30, 2007 totaling \$510,831.54 and to the Wisconsin Retirement System dated May 31, 2007 totaling \$1,017,528.93 be approved.”

Mr. Olson moved to approve the consent agenda as presented. Mr. Ostman seconded the motion. Unanimously approved.

Dr. Pierce presented the Bradford High School 9<sup>th</sup> Grade Leadership submitted by Ms. Sue Savaglio Jarvis, Principal at Bradford High School; Ms. Jean Schlais, Interim Principal at Bradford High School; Ms. Barca; and Dr. Pierce, excerpts follow:

“The Mission of Bradford High School, the model of a diverse, caring community of learners, is to assure that each student graduates with the capability and character to achieve maximum potential while contributing to our community and global society by engaging every student in a wealth of academic and extra-curricular experiences focused on personal interests and aspirations.

The key to accomplishing this mission is to ensure success starting at the 9<sup>th</sup> grade level. The transition from Middle School to a very large High School is a challenge for students, parents and educators. Bradford is committed to creating a structure within itself that provides instructional practices and educational support for 9<sup>th</sup> grade students so after their first year they are on target to graduate.

Assigning an assistant principal to the 9<sup>th</sup> grade to provide the leadership to build the schools capacity to meet these students' needs is the first step in achieving this goal. Key members of the 9<sup>th</sup> grade team would include the 9<sup>th</sup> grade core teachers, counselors and deans dedicated to this level. Their focus would be to establish a smaller learning environment for the 9<sup>th</sup> grade group of students that can provide an immediate intervention for any students that are struggling with their transition. The plan is to systematically and aggressively identify and solve problems by working collaboratively to achieve organizational growth for the benefit of students. An example of possible solutions include the development of a pyramid of academic and behavioral interventions, guided study halls, use of the OWLs (Older Wiser Students) with the freshman students, an extended advisory curriculum, etc.

The success of this administrative structure will be evaluated by analyzing GPA, credit acquisition, attendance, referrals, suspensions, WKCE and common assessment results. A means of obtaining feedback from student, parent and staff will be defined and the results will be included in the evaluation.

Permission is requested to assign a full time assistant principal to lead the 9<sup>th</sup> grade class. In order to accomplish this with no additional cost we are recommending appointing the athletic director at Bradford to an assistant principal position. Half of this position's current salary would be used to fund the new position and the other half would be covered through Bradford's disproportionality funding.

In summary, it is recommended that one of the assistant principals be assigned to the 9<sup>th</sup> grade level. An interim appointment will be made for the new assistant principal position. That position would cover the administrative responsibilities for athletics, physical education and health while assuming other administrative tasks so the assistant principal can dedicate his/her time to the 9<sup>th</sup> grade level. Administrative roles for all the assistant principals will be further defined based on the identified needs utilizing the strengths of all members of the administrative team.

The Personnel and Policy Board Standing Committee reviewed and discussed this proposal at the June 12, 2007 meeting. They requested a statement related to assessment and because this is a pilot program, the new assistant principal be appointed as an interim."

Mr. Olson moved to approve the Bradford High School Ninth Grade Leadership. Mrs. R. Stevens seconded the motion. Motion carried. Mr. Ostman dissenting.

Dr. Pierce presented the Activities Code submitted by Dr. Tim Yontz, Coordinator of Fine Arts; Dr. Holcomb; Scott Lindgren, Coordinator of Athletics, Activities, Health, Physical Education & Recreation; and Dr. Pierce, excerpts follow:

“In accordance to Wisconsin Interscholastic Athletic Association’s Rules of Eligibility: a school shall have a Board approved Code Of Conduct for its athletes. In the past, Kenosha Unified School District had an athletic code that was developed by coaches and administration. However, there was no code that covered other activities in both the middle and high schools. In reviewing other school districts in Wisconsin, it was discovered that most districts had an activities code that covered all extracurricular activities. Therefore, a committee was established to develop a KUSD Activities Code.

The committee did not want to change most of the language that was in the present athletic code, but only wanted to revise the language to encompass all activities. Additionally, the committee felt it necessary to divide the activities into four different categories: athletics, competitive activities, leadership and public recognition activities and music/theater arts activities.

At the recommendation of Dr. John Olson, former Assistant Superintendent of the Madison Metropolitan School District and a nationally recognized authority on sports law, a section was added regarding Wisconsin’s Anti-Hazing Law.

The section on student transfers was updated to comply with the WIAA rules regarding athletes who transfer after the start of the season or the start of school. Plus, it includes the new transfer rule that begins with the start of the 2007 school year that will effect athletes that transfer from any school into a member school after the fourth consecutive semester following entry into grade 9 unless that transfer is made necessary by a total change in residence by the parents.

Academic Eligibility Requirements were also modified to a no “F” policy. In the past middle school athletes were under a different rule than their counterparts at the high school. The committee felt that both should be equal.

The committee did not want to change the appeal procedure for athletes; however, they felt it would be too cumbersome for the other areas. Categories 2, 3 and 4 have their own procedure, which only has three steps.

At is June 12, 2007 meeting, the Personnel/Policy Committee voted unanimously to forward the Activities Code to the full Board for consideration.

Administration along with the Activities Code Committee and Personnel/Policy Committee recommend that the Board approve the Activities Code.”

Mr. Olson moved to approve the Activities Code. Mr. Ostman seconded the motion. Unanimously approved.

Dr. Pierce presented the Newly Aligned District Standards, Benchmarks, and Most Essential Benchmarks in Information Literacy and Instructional Technology and Science submitted by Mrs. Kathleen Robillard, Teacher Consultant; Mrs. Suzanne Chernik, Specialist for Library Media and Instructional Technology; Mrs. Pratt; Dr. Holcomb; Mrs. Ann Frederiksson, Teacher Consultant; and Dr. Pierce, excerpts follow:

“Pursuant to Board Policy 6300: Curriculum Development and Improvement, proposed changes to kindergarten through twelfth grade standards and benchmarks are presented to the superintendent and board of education for approval.

Consultants reviewed the combined draft of Kenosha Unified School District’s Information and Technology Literacy Standards and Benchmarks and aligned it to Wisconsin’s Model Academic Standards for Information and Technology Literacy.

In order to address alignment towards the district objectives of proficiency on district and state assessments, the Assessment Frameworks for the Wisconsin Knowledge and Concept Examinations and Wisconsin Academic Standards were used to revise and/or align existing Kenosha Unified School District Standards and Benchmarks in science.

This report was presented to the Curriculum/Program Committee on June 13, 2007. The committee reviewed the information and voted to forward the report to the full Board. Administration recommends the review of the newly aligned standards, benchmarks, and most essential benchmarks and approval to put them in place beginning with the 2007-08 school year.”

Mr. Ostman moved to approve the Newly Aligned District Standards, Benchmarks, and Most Essential Benchmarks in Information Literacy and Instructional Technology and Science. Mr. Olson seconded the motion. Unanimously approved.

Dr. Pierce presented the Elementary Busing Costs for Spring Teacher Conference Waivers for the 2007-2008 School Year submitted by Mr. Jeffery Marx, Supervisor of Transportation and Safety; Mrs. Barca; and Dr. Pierce, excerpts follow:

“Jeffery, Frank, Pleasant Prairie, Jefferson and Vernon Elementary Schools requested a waiver of the proposed Third Quarter Parent/Teacher Conference Schedule for the 2007/2008 School Year. Parents, staff and administration support the traditional parent/teacher conference date at the end of the third quarter rather than in mid-February. This waiver request was approved at the May 22, 2007 Regular School Board Meeting. The Board requested specific busing cost related to the parent/teacher conference waivers.”

Mr. Olson moved to approve the Elementary Busing Costs for Spring Teacher Conference Waivers for 2007-2008. Mrs. R. Stevens seconded the motion. Discussion followed. Mr. Olson withdrew his motion. Mrs. R. Stevens withdrew her second of the motion.

Dr. Pierce presented the Change in the Adopted Budget submitted by Mr. Tarik Hamdan, Financial & Budget Analyst; Mr. William Johnston, Director of Finance; and Dr. Pierce, excerpts follow:

“The Board of Education adopted the 2006-2007 budget on October 24, 2006, as prescribed by Wisconsin State Statute 65.90. From time to time there is a need to modify or amend the adopted budget for a variety of reasons, including changes in individual program budgets. State Statute requires that any modifications to the

adopted budget require the approval by two-thirds (2/3) majority of the Board of Education and publication of a Class 1 notice within ten (10) days of Board approval. This document identifies proposed budget modifications to the 2006-2007 Budget.

The majority of the required changes are the result of notification of carry over funds determined to be available for various grants after the budget was formally adopted in October. Also, some smaller Grant awards (i.e. Ed Foundation and other Mini-Grants) were received after the adoption of the budget. These Grant awards conform to existing board policy.

Finance was also notified in October that the Indirect Cost rate changed from 2.94% to 3.14%. This rate affects the amount of disposable dollars for some Grants. The budget modifications associated with the rate change are also included.

Since State Statutes authorize the budget be adopted by function, Administration also requests approval of additional budget modifications that do not add dollars to the budget, but change functions (primarily the first two digits of the function).

The Audit, Budget & Finance Committee reviewed the 2006-2007 Budget Modifications at the June 12<sup>th</sup> committee meeting and unanimously approved forwarding this recommendation to the full Board of Education for approval.

Administration recommends that the Board of Education review and approve the 2006-2007 budget modifications as described herein and that the attached Class 1 notice be published within ten (10) days of the official Board Adoption.”

Mr. Ostman moved to approve the change in budget and that the Class 1 notice be published within ten days. Mr. Olson seconded the motion. Unanimously approved.

Dr. Pierce presented the Board Approved Fees for the 2007-2008 School year submitted by Mr. Hamdan; Eileen Coss, Accounting Manager; Mr. Johnston; and Dr. Pierce, excerpts follow:

“Each year, as a component of the budget development process, a review of the fees charged (i.e., student fees, building use fees and recreation fees) is conducted. Consistent with past years, Finance has met with the stakeholders that administer fees to review the procedures and adequacy of established fees. Finance has met with representation of each cluster (i.e., elementary, middle and high school) to ensure that everyone was involved and had an opportunity to communicate issues that had not previously been addressed.

Administration requests that the Board of Education concur with the recommendation to establish the fiscal year 2007-2008 fees for students, Building Use and Recreation at the indicated rates. It is also recommended that the student fee structure be reflected in the General Fund's revenue and expenditures for the 2007-2008 District budget.”

Mr. Ostman moved to approve the Board Approved Fees for the 2007-2008 School Year. Mrs. R. Stevens seconded the motion. Unanimously approved.

Dr. Pierce presented the Resolution Authorizing the Borrowing of Not to Exceed \$20,000,000; and Providing for the Issuance of Taxable General Obligation Promissory Notes Therefore submitted by Ms. Coss, Mr. Johnston and Dr. Pierce, excerpts follow:

“At the May 8<sup>th</sup> Audit, Budget, and Finance Committee, the District’s Financial Advisor, from Robert W. Baird, introduced a new approach to mitigate the market risk that is inherent in this investment program to fund the District’s Other Post Employment Benefits (OPEB) liability. Under the current program, the District (not the Trust) has a moral obligation to borrow funds to make the quarterly interest payments and the principal at the end of the borrowing term (7 years), if the Trust does not have sufficient assets to repay the debt.

This obligation to contribute funds would only occur if the current value of the Trust falls below 101% of the outstanding Trust borrowing. Initially, when the total OPEB liability was thought to be \$126 million, the District borrowed \$9.5 million to add to the Trust investment increasing the Trust’s collateralized value to approximately 170%. The current value of the Trust is 130% based on the most recent (December) borrowing into the Trust and March Mark-to-Market valuation.

If the Trust continues to borrow funds and the Mark-to-Market risk increases, the District may be required to add more funds to the Trust to get the value back to an acceptable position. In lieu of actually borrowing funds, Delphi Bank has agreed to issue a Standby Note Purchase Agreement (SPA). This agreement is similar to a letter of credit that allows the District to issue general obligation notes in the future, if needed. The amount of the SPA will count toward the Trust valuation. The cost of the SPA is 10 basis points per year and the amount of the SPA (\$25 million will cost \$25,000) compared to the actual debt service payment that would be substantially higher.

The Audit, Budget and Finance Committee recommended that the District consider approving a Resolution that would begin the thirty (30) day petition period associated with this type of borrowing at the May 22<sup>nd</sup> Regular School Board Meeting. At the May 22<sup>nd</sup> Meeting, the Resolution was presented and Board asked for more time to review the implications of the Resolution and referred the Resolution back to the Audit, Budget and Finance Committee for additional discussion.

The Audit, Budget and Finance Committee discussed this resolution at the June 12<sup>th</sup> meeting with our Financial Advisor and approved forwarding this resolution to the full Board for approval.

By a roll call vote, Administration requests that the Board of Education concur with the Audit, Budget and Finance Committee’s recommendation and approve the Resolution authorizing the issuance and sale of taxable general obligation promissory notes and authorize Board Officers and District Administration to execute any and all documents relating the sale of these notes.”



Mr. Ostman moved to approve the Resolution Authorizing the Borrowing of Not to Exceed \$20,000,000; and to Provide for the Issuance of Taxable General Obligation Promissory Notes Therefor. Mr. Olson seconded the motion.

Roll call vote: Ayes: Mrs. R. Stevens, Mr. Olson, Mr. Ostman, and Mr. Englund.  
Noes: None. Motion carried

Dr. Pierce presented the Ratification of the KUSD/S.E.I.U. Local No. 168 (Service Employees") Collective Bargaining Agreement, submitted by Mr. Johnston; Mrs. Sheronda Glass, Executive Director of Human Resources; and Dr. Pierce, excerpts follow:

"The District Negotiations Team has reached a tentative agreement with the S.E.I.U. (Service Employees). The Union ratified the agreement on Wednesday, June 6, 2007.

It is recommended that the Board of Education ratify the proposed agreement between the District and the S.E.I.U. Local No. 168 (Service Employees)."

Mr. Olson moved to approve the Ratification of the KUSD Service Employees Collective Bargaining Agreement. Mr. Ostman seconded the motion. Unanimously approved.

Dr. Pierce presented the Hearing Officers presented by Mrs. Sonya Stephens, Executive Director of Educational Accountability, and Dr. Pierce, excerpts follow:

"Due to the continued increase in the number of expulsion hearings, administration would like to maintain the services of following four individuals as hearing officers for the 2007/08 school year:

Frank L. Johnson, a retired Racine Unified School District administrator, served as Director of Employee Relations for a number of years. In addition he also advised RUSD's administration and/or the school board on school law matters including student expulsion processes. Mr. Johnson has served as one of our hearing officers for the past school year.

Richard Regner, a retired KUSD administrator, has a number of years of experience as a teacher, building principal and central office administrator. He has served as one of our hearing officers for the past two years.

Robert Saksvig, a retired KUSD administrator, has served as our hearing officer for the past ten years. Mr. Saksvig brings to the hearing process years of experience as a teacher, building principal and central office administrator.

Nancy Wheeler, served as a Racine court judge for seven years, four of which were as a juvenile court judge. Ms. Wheeler has served as one of our hearing officers for the past two years.

Administration will continue to schedule the hearing officers on a rotating basis, which will allow more flexibility in scheduling the hearings in the appropriate timeframe, especially in emergency or unusual circumstances.

Administration recommends that the School Board authorize the appointment of the aforementioned independent hearing officers for the purpose of expulsion hearings during the 2007/08 school year. In addition, Administration recommends that their contracts as the District's expulsion hearing officers be set at a rate of \$100.00 per hearing for the 2007/08 school year."

Mr. Ostman moved to approve the Hearing Officers. Mr. Olson seconded the motion. Unanimously approved.

Dr. Pierce presented the District/Board/Superintendent 2006-2007 Goals Update and Suggested Goals for 2007-2008 as presented in the agenda.

Dr. Pierce presented Resolution No. 274 – Insuring District Property with the Local Government Property Insurance Fund submitted by Mrs. Glass and Dr. Pierce, excerpts follow:

"Kenosha Unified School District currently insures all buildings and property with the Local Government Property Insurance Fund (LGPIF). After an audit of the LGPIF, the State has requested that a new resolution needs to be filed to be in compliance under Chapter 605, Wis. Stats.

Administration recommends that the School Board approve Resolution No. 274 (attached) to continue to insure the District property with the Local Government Property Insurance Fund."

Mr. Olson moved to approve Resolution 274 – Insuring District Property with the Local Government Property Insurance Fund. Mr. Ostman seconded the motion. Unanimously approved.

Dr. Pierce presented the Authorization for the 2007-2008 Expenditures Prior to Formal Adoption of the Budget submitted by Mr. Johnston and Dr. Pierce, excerpts follow:

"The budget adoption cycle for Wisconsin school districts is such that the School Board does not adopt a final budget until October of each year, despite the fact that the fiscal year begins July 1st. The primary reasons for this delay are that the revenue limits are driven by the student count date in late September and the state aids are not certified by the State and provided to districts until mid-October. It is common for school boards to approve a resolution authorizing district administration to expend funds between July 1st and the time the budget is formally adopted.

Administration recommends that the Board of Education authorize the payment of all currently authorized salaries and benefits beginning July 1st and continuing until the 2007-2008 budget is formally adopted in late October. In addition, it is recommended that the Board authorize expenditures in other areas to continue at the

discretion of Administration up to the levels authorized in the 2006-2007 budget, unless specific Board action has occurred to either initiate or discontinue specific programs or activities.”

Mr. Ostman moved to approve the Authorization of the 2007-08 Expenditures Prior to the Formal Adoption of the Budget. Mr. Olson seconded the motion. Unanimously approved.

Dr. Pierce presented the Renewal of the Southeastern Wisconsin School Alliance Membership submitted by Mr. Johnston and Dr. Pierce, excerpts follow:

“For the past four (4) years, Kenosha Unified has participated in the Southeastern Wisconsin School Alliance (SWSA) which provides school officials and parents with objective, non-partisan information and training needed to be strong advocates for educational excellence. The Alliance serves 33 urban and suburban school districts with a combined enrollment of more than 240,000 students.

The Alliance meets at least once a month and the annual membership fee is \$3,000.

Administration requests that the Board of Education approve the attached resolution and membership in SWSA for the 2007-2008 fiscal year and authorize the Board Officers and District Administrators to execute any and all documents relating to the renewal.”

Mrs. R. Stevens moved to approve the Renewal of the Southeastern Wisconsin School Alliance Membership. Mr. Olson seconded the motion. Unanimously approved.

Meeting adjourned at 8:20 P.M.

Stacy Schroeder Busby  
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION  
OF THE KENOSHA UNIFIED SCHOOL BOARD  
HELD JULY 10, 2007

A special meeting of the Kenosha Unified School Board was held on Tuesday, July 10, 2007, in the Small Board Room at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 5:03 P.M. with the following members present: Mr. Englund, Mr. Olson, and Mr. Hujik. Dr. Pierce was also present. Mr. Ostman arrived later. Mrs. P. Stevens, Mrs. R. Stevens and Mr. Fountain were excused.

Mr. Hujik, Clerk, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District No. 1. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Mr. Hujik announced that an executive session had been scheduled to follow this special meeting for the purpose of discussion regarding Review of a Finding/Order by an Independent Hearing Officer; Litigation; Personnel: Problems; Personnel: Position Assignments; Personnel: Compensation and/or Contracts; and Collective Bargaining Deliberations not subject to S.S. 19.85(3).

Mr. Ostman arrived at 5:03 P.M.

Mr. Olson moved that this executive session be held. Mr. Englund seconded the motion.

Roll call vote. Ayes: Mr. Englund, Mr. Olson, Mr. Ostman and Mr. Hujik. Noes: None. Unanimously approved.

1. Personnel: Position Assignments; Compensation and/or Contracts

Mrs. Roberta Akalin arrived at 5:04 P.M. and responded to Board members' questions. She was excused at 5:11 P.M.

Mr. Steve Knecht arrived at 5:12 P.M. and responded to Board members' questions. He was excused at 5:20 P.M.

Mr. John Marinan arrived at 5:21 P.M. and responded to Board members' questions. He was excused at 5:25 P.M.

2. Review Findings/Orders by the Independent Hearing Officer

Mrs. Stephens arrived at 5:28 P.M. and provided Board members with information regarding one expulsion.

Mrs. Stephens and Dr. Pierce were excused at 5:35 P.M.

Mr. Olson moved to concur with the recommendation of the hearing officer with respect to the expulsion. Mr. Ostman seconded the motion. Motion carried. Mr. Ostman dissenting.

Dr. Pierce returned to the meeting at 5:37 P.M.

3. Litigation

Mrs. Glass arrived at 5:37 P.M. and presented a liability claim.

Mr. Olson moved to disallow the claim. Mr. Englund seconded the motion. Unanimously approved.

4. Personnel: Problems; Position Assignments; Compensation and/or Contracts

Mrs. Glass presented and a discussion followed regarding a personnel matter.

Mrs. Glass presented and a discussion followed regarding position assignments.

Mr. Hujik presented and a discussion followed regarding proposed changes in the organizational chart to address personnel issues.

5. Collective Bargaining Deliberations not Subject to S.S. 19.85(3)

A brief discussion took place regarding collective bargaining.

Meeting adjourned at 6:02 P.M.

Stacy Schroeder Busby  
School Board Secretary

SPECIAL MEETING  
OF THE KENOSHA UNIFIED SCHOOL BOARD  
HELD JULY 10, 2007

A special meeting of the Kenosha Unified School Board was held on Tuesday, July 10, 2007, in the Board Room at the Educational Support Center. The purpose of this meeting was for Administrative Appointments and Discussion Regarding the 2007-2008 Budget Assumptions.

The meeting was called to order at 8:06 P.M. with the following members present: Mrs. R. Stevens, Mr. Hujik, Mr. Olson, Mr. Ostman and Mrs. P. Stevens. Mr. Englund arrived later. Mr. Fountain was excused.

Mrs. P. Stevens, Vice President, opened the meeting by announcing that this was a special meeting of the School Board of Kenosha Unified School District No. 1. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Mr. Englund arrived at 8:07 P.M.

Dr. Pierce presented the Administrative Appointments.

Mr. Hujik moved to approve Chad Dahlk as Assistant Principal at Lance Middle School effective July 11, 2007. Mr. Olson seconded the motion. Unanimously approved.

Mr. Ostman moved to approve Brian Geiger as Assistant Principal at Bullen Middle School effective July 11, 2007. Mrs. R. Stevens seconded the motion. Unanimously approved.

Mr. Olson moved to approve Jennifer Ruhle Knight as Assistant Principal at Mahone Middle School effective July 11, 2007. Mr. Ostman seconded the motion. Unanimously approved.

Mr. Olson moved to approve Ronald Sandoval as Assistant Principal at Edward Bain School of Language and Art effective July 11, 2007. Mr. Englund seconded the motion. Unanimously approved.

Mr. Johnston presented the 2007-2008 Budget Assumptions submitted by Mr. Tarik Hamdan, Financial and Budget Analyst; Mr. William Johnston, Director of Finance; and Dr. Pierce, excerpts follow:

“At the June Special Meeting to review the 2007-2008 Budget Assumptions, the Board requested that the Budget Assumptions be brought back to the Special Meeting that follows the Committee Meetings on July 10<sup>th</sup>.

Since the Budget Assumptions were last presented, some additional information has been received on revenue and expenditure projections and are delineated below

and contained in Attachment A. This document only includes those Board suggested additions or subtractions that have been received through June 29<sup>th</sup>.

The projected increase to the revenue budget remains at \$10,622,751. This is subject to change prior to the formal budget adoption in October.

The projected increase to the expenditure budget is currently \$10,593,806. This is a decrease of \$28,945 from June.

The total impact of all the assumption changes presented in Attachment A leaves \$28,946 unallocated to create a balanced budget.

At the June 12<sup>th</sup> Meeting, several Board Members also requested additional information on several areas of the District's Budget. The response to those questions are contained in a separate document distributed with the Agenda.

The proposed 2007-2008 budget assumptions continue to support all of the current instructional programs of the district, taking into consideration the beliefs, parameters and objectives of the Strategic Plan. Budget development is a dynamic and continuous process until the Board formally adopts the budget and the tax levy is established by November 1, 2007.

Administration will be presenting these budget assumptions to the Board at the Regular Meeting on July 24<sup>th</sup> as the basis for the District's Preliminary 2007-2008 Budget to be used at the Public Hearing of the Budget in August. As always, the budget is developed and implemented with the ultimate goal of meeting the needs of all our students."

Mr. Hujik indicated that he would like to see the short-term and long-term savings of the proposed option two changes of the organizational chart with the modification of moving of Professional Development under the supervision of Human Resources.

Mr. Johnston inquired if the Board would like the proposed budget assumptions to be brought to the Board for further discussion and review at the July Board meeting and the Board indicated that they would like it brought back in August.

Meeting adjourned at 8:27 P.M.

Stacy Schroeder Busby  
School Board Secretary

Kenosha Unified School District No. 1  
Kenosha, Wisconsin  
Summary of Receipts, Wire Transfers, and Check Registers  
July 24, 2007

|  | From | To | Date | Amount |
|--|------|----|------|--------|
|--|------|----|------|--------|

**Receipts:**

|                |          |          |                   |               |
|----------------|----------|----------|-------------------|---------------|
| Total Receipts | CR027093 | CR027588 | 5/25/07 - 6/30/07 | \$ 807,646.20 |
|----------------|----------|----------|-------------------|---------------|

**Wire Transfers from Johnson Bank to:**

|   |  |  |               |                 |
|---|--|--|---------------|-----------------|
| First Natl Bank of Chicago/NationsBank <i>(for federal payroll taxes)</i> |  |  | June 7, 2007  | 1,192,081.96    |
| First Natl Bank of Chicago/NationsBank <i>(for federal payroll taxes)</i> |  |  | June 18, 2007 | 114,962.28      |
| First Natl Bank of Chicago/NationsBank <i>(for federal payroll taxes)</i> |  |  | June 21, 2007 | 1,191,322.28    |
| US Bank of Milwaukee <i>(for state payroll taxes)</i>                     |  |  | June 15, 2007 | 260,300.27      |
| Wisconsin Retirement System   |  |  | June 29, 2007 | 1,007,336.70    |
| Total Outgoing Wire Transfers   |  |  |               | \$ 3,766,003.49 |

**Check Registers:**

|         |        |        |               |              |
|---------|--------|--------|---------------|--------------|
| General | 394998 | 395210 | June 1, 2007  | 187,527.91   |
| General | 395211 | 395211 | June 1, 2007  | 6,336.00     |
| General | 395212 | 395215 | June 6, 2007  | 955.00       |
| General | 395216 | 395736 | June 8, 2007  | 900,074.10   |
| General | 395737 | 395743 | June 11, 2007 | 177,482.74   |
| General | 395744 | 395915 | June 15, 2007 | 129,336.61   |
| General | 395916 | 395974 | June 15, 2007 | 396,388.45   |
| General | 395975 | 395985 | June 19, 2007 | 53,357.69    |
| General | 395986 | 396544 | June 22, 2007 | 2,012,869.71 |
| General | 396545 | 396556 | June 26, 2007 | 36,732.07    |
| General | 396557 | 396605 | June 27, 2007 | 3,618.94     |
| General | 396606 | 396914 | June 27, 2007 | 1,583,701.07 |
| General | 396915 | 397015 | July 2, 2007  | 2,851,043.59 |

|                       |  |  |  |                 |
|-----------------------|--|--|--|-----------------|
| Total Check Registers |  |  |  | \$ 8,339,423.88 |
|-----------------------|--|--|--|-----------------|



## **Administrative Recommendation**

It is recommended that receipt numbers CR027093 thru CR027588 that total \$807,646.20 be approved.

Check numbers 394998 thru 397015 totaling \$8,339,423.88 are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that wire transfers to First National Bank of Chicago and Nations Bank dated June 17, June 18 and June 21, 2007 totaling \$2,498,366.52, to US Bank of Milwaukee dated June 15, 2007 totaling \$260,300.27 and to the Wisconsin Retirement System dated June 29, 2007 totaling \$1,007,336.70 be approved.

R. Scott Pierce, Ed. D.  
Superintendent of Schools

William L. Johnston, CPA  
Director of Finance

Eileen Coss  
Accounting Manager

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1  
Kenosha, Wisconsin

July 24, 2007

**Readiness and Emergency Management for Schools Grant Application**

The U.S. Department of Education, Office of Safe and Drug Free Schools, provides funds for local educational agencies to improve and strengthen emergency response and crisis management plans, including training school personnel, students, and parents in emergency response procedures, and coordinating these activities with local government, law enforcement, public safety, health, and mental health agencies. The grant application is written to ensure the safety of students by working with staff, students, parents and community partners to prevent, prepare for, respond to, and recover from crises.

KUSD Strategic Plan Beliefs and Parameter statements support this application, “We believe that a safe, supportive environment is essential for learning”, and, “We will always operate safe schools with environments conducive to learning”. These statements emphasize the need for developing best practices in district-wide school security and safety.

Examples of the type of work that would be implemented if the proposal was successful include training for school personnel, parents, and students - conducting vulnerability assessments - reviewing and printing revised crisis plans - developing crisis information websites for the school district - creating and distributing awareness materials for parents and guardians regarding crisis procedures - creating electronic school floor plans – conducting multi-agency tabletop exercises - and purchasing emergency supplies. Law enforcement, public safety, public health, mental health, and local and county government management officials must agree to partner in carrying out grant responsibilities. As such, 14 public and private agencies (police-fire-county sheriff’s department-public health-emergency government-local hospitals, etc) have committed, i.e. “signed-off”, to work collaboratively with KUSD to guarantee its success. Private and parochial Schools will be invited to participate as well.

Noting a short time frame from announcement to submission, the application was submitted on its due date, May 21<sup>st</sup>, 2007. The federal application request is for \$250,000. A part time student support staff specialist will be hired. Resources for supplies and equipment, the cost of contracting a school security consultant for the 18-month period, and all expenses to the school district are included. Matching funds from KUSD are not required. Awards are to be announced in September. Joe Kucak, Coordinator of Student Support, will take the lead role in carrying out grant expectations.

At the June 12, 2007 Personnel/Policy Committee meeting, no action was taken by the Committee and at its July 10, 2007 meeting, the Committee voted to forward the grant application to the full Board for discussion.

Administration recommends that the Board of Education grant approval to accept and implement the 2007 Readiness and Emergency Management for Schools Grant if received from the U.S. Department of Education.

|   |  |   |
|---|--|---|
| R. Scott Pierce, Ed.D.<br>Superintendent of Schools | Kathy Lauer<br>Director of Special Education | Joe Kucak<br>Coordinator of Student Support |
|---|--|---|

## Fiscal, Facilities and Personnel Impact Statement

|                    |   |                        |                                    |
|--------------------|---|------------------------|------------------------------------|
| <b>Title:</b>      | <b>Readiness and Emergency Management for Schools Federal Grant Application</b> | <b>Budget Year:</b>    | 07-08 & 08-09<br>(18 month period) |
| <b>Department:</b> | Student Support   | <b>Budget Manager:</b> | Joe Kucak                          |

| <b>REQUEST</b>   |
|--|
| <p>The U.S. Dept. of Education, Office of Safe and Drug Free Schools, provides funds (competitive process) to improve and strengthen emergency response and crisis management plans. Our dept. has completed a \$250,000 grant application. Administration requests approval for grant submission.</p> |

| <b>RATIONALE/ INSTRUCTIONAL FOCUS</b>   |
|---|
| <p>Strategic Plan Beliefs and Parameter narrative support this application: "We believe that a safe, supportive environment is essential for learning", and, "We will always operate safe schools with environments conducive to learning".</p> |

| <b>IMPACT</b>  |
|--|
| <p>Activities of the proposed project fall into 6 categories: 1) establishing a School Safety Council, 2) conducting a detailed district-wide building by building vulnerability analysis, 3) training for school and community members, 4) Re-vamping security plans, 5) Conducting exercises and drills, and, 6) a formal evaluation component.</p> <p>Fourteen formal, working partnerships with public and private responder agencies have been submitted along with the proposal. Private and parochial schools are invited to participate as well.</p> <p>Anticipated Outcomes:<br/>                     Improved Preparedness - Better Coordination with state and local responders, including parents -<br/>                     Development of Mutual Aid compacts with Chicago and Milwaukee, and, - A plan for sustainability beyond project funding.</p> |

| <b>BUDGET IMPACT</b> |                    |               |
|----------------------|--------------------|---------------|
| <b>Object Level</b>  | <b>Descriptive</b> | <b>Amount</b> |
| 100's                | Salaries           | \$57,750.00   |
| 200's                | Fringes            | \$13,440.00   |
| 300's                | Purchased Services | \$162,289.00  |

|       |                     |                     |
|-------|---------------------|---------------------|
| 400's | Non-Capital Objects | \$12,500.00         |
| 500's | Capital Objects     | \$0.00              |
|       |                     | \$0.00              |
|       | <b>TOTAL</b>        | <b>\$245,979.00</b> |

This is a  one-time or a  recurring expenditure

| <b>FUNDING SOURCES</b>   |  |
|--|--|
| Select Funding Sources: Additional Source of Revenue Available   |  |
| Total Project Costs are covered by the US Dept. of Education, Office of Safe and Drug Free Schools. No district match is required. |  |

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KENOSHA UNIFIED SCHOOL DISTRICT NO. 1  
Kenosha, Wisconsin

July 24, 2007

**UTILITY BUDGET & ENERGY SAVINGS PROGRAM UPDATE &  
RECOMMENDATIONS**

The purpose of this report is to provide an update on the 2006-07 utility budget and the operational energy savings program through the month of May, and to discuss the possible reinvestment of energy savings into the buildings. Attached are three graphs showing budgets and actuals for the past three years from July through April for natural gas, electricity, and the combination of the two. The key items are:

- We have spent \$120,015.93 less on natural gas this year than last, a 7.01% decrease.
- We have spent only \$24,571.74 more on electricity this year than last, a 1.27% increase despite both a double-digit rate increase that took effect in December and the additions to Bradford and Prairie Lane.
- We have spent 82.52% of the utility budget this year versus 96.75% last year.

Things are looking very good overall on our utility budget this year as a result of lower gas prices and our operational energy savings program.

In regards to the operational energy savings program, the 2006-07 school year has been successful. A summary of the savings realized from September through May is also provided as an attachment to this report. The following is a brief summary of the amount of energy saved:

- Electricity Saved      4,008,435 KWh
- Gas Saved                177,774 Therms
- **Dollars Saved         \$448,821**

In order to put these savings numbers into perspective, here are a couple of comparisons:

- The 4,008,435 KWh of electricity savings is approximately equivalent to the amount of electricity needed to operate both Bradford and Tremper High Schools for the same nine month period.
- The 177,774 therms saved is equivalent to the amount of gas needed to operate six of our average sized elementary schools.

- The \$448,821 of dollar savings is more than the total energy bill for Lance, Lincoln, McKinley, and Washington Middle Schools combined.

### **Proposed School Rebates and Reinvestment:**

This has been the most successful year yet for energy savings, and the District has realized real financial savings that can help balance the bottom line and that can also be reinvested in our buildings. Last year a 20% rebate was given to schools that saved at least 12.5% off the base year and a 5% rebate was given to those who saved between 5.0 and 12.5%. Because of the large increase in gas prices last year, none of the operational savings dollars were reinvested in the buildings as energy savings projects.

This year, we are in a great position to both provide rebates to the schools and to reinvest money into the buildings. When this program began, Administration and the Board agreed that if the program was successful and there were funds remaining in the utility account that 25% of the funds would be given to the schools in form of a rebate, that 25% would be given to the Facilities Department to reinvest in the buildings in the form of energy saving projects, and that 50% would be used to help balance the District budget. It is recommended that the savings at the end of this fiscal year be distributed in this fashion. The actual amount of overall savings and of the school rebates will be determined after the July utility bills have been received and processed and that information will be brought to the Planning, Facilities, and Equipment Committee in September.

### **Planning, Facilities, and Equipment Committee:**

This report was reviewed at the July 10, 2007 Planning, Facilities, and Equipment Committee meeting, and the Committee unanimously recommended that it be forwarded to the full Board for consideration.

### **Administration Recommendation:**

Administration recommends Board approval of the energy saving rebate and reinvestment plan presented in this report.

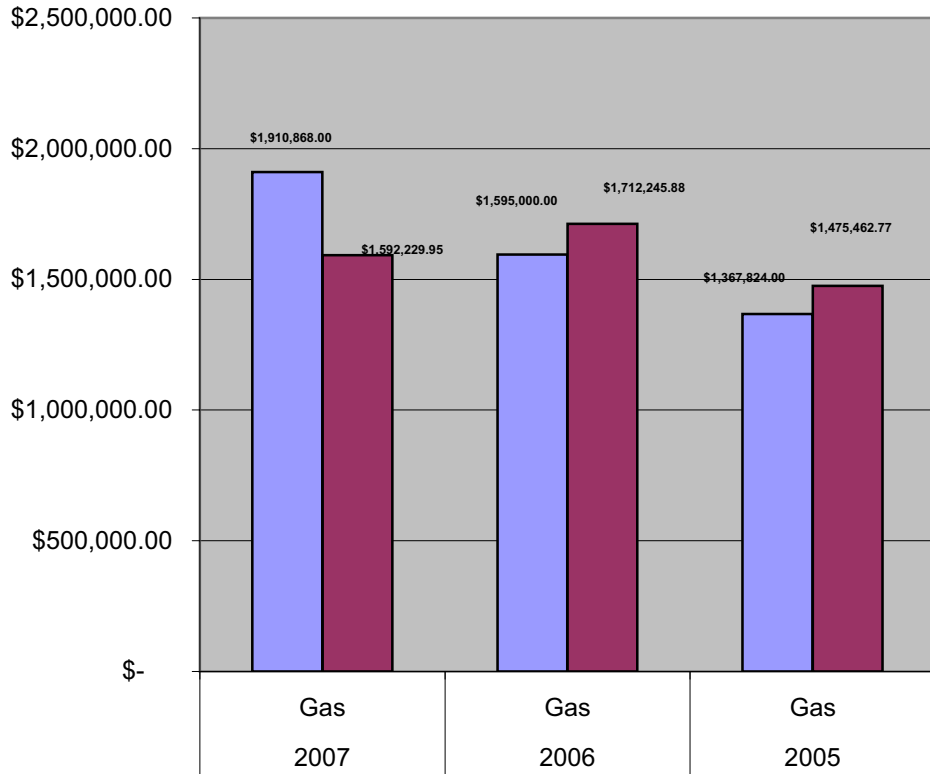
Dr. R. Scott Pierce  
Superintendent of Schools

Mr. Patrick M. Finnemore, P.E.  
Director of Facilities

Mr. John Allen  
Distribution and Utilities Manager

### May Gas YTD

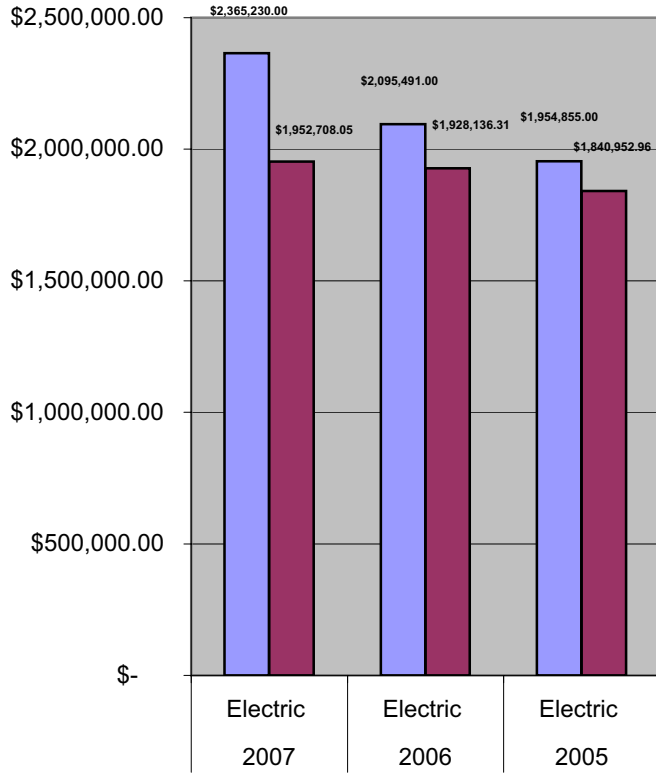
Legend: Budget (Blue), YTD Expended (Maroon)





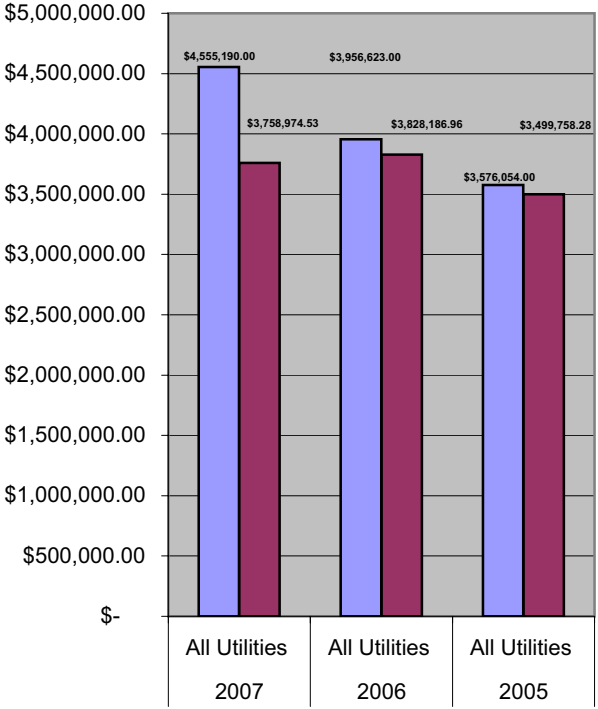
### May Electric YTD

■ Budget ■ YTD Expended



**May  
All Utilities YTD**

■ Budget    ■ YTD Expended





**2007-08 SUGGESTED DISTRICT/BOARD/SUPERINTENDENT GOALS**

| NO. | SUGGESTED DISTRICT GOALS  | SUGGESTED MEASUREMENT: DISTRICT GOALS  | SUGGESTED BOARD GOALS   | SUGGESTED MEASUREMENT: BOARD GOALS  | SUGGESTED SUPERINTENDENT GOALS   | SUGGESTED MEASUREMENT: SUPERINTENDENT GOALS  |
|-----|---|--|---|---|--|--|
| 1   | The District will continue with Year Three (3) Implementation of the Strategic Plan             | 1)The Board will receive semi-annual (twice during school year) monitoring reports on strategies during the 2007-2008 school year.<br>2)The Board will receive quarterly updates from Superintendent and/or other District Facilitators on status of implementation.<br>3 All site plans will be concluded by the end of the 2007-2008 school year.  | The Board will participate in one Board development activity for the 2007-2008 school year.         | 1) One (1) Board development activity focusing on responses from completed Board self-assessment will occur during 07-08 school year.<br>2) Each Board member will attend at least one (1) Board development activity of their choice during 2007-2008 school year.<br>3) The Board will respond to ESC Survey on Board of Education during Board in-service. | The Superintendent will continue to provide leadership in implementation of District Strategic Plan. | 1) The Superintendent will ensure implementation of all strategies identified by Planning Team for 2007-2008 school year.<br>2) The Superintendent will assure that by the end of the 2007-2008 school year, all school buildings, except the new charter schools, will have commenced site planning.  |
| 2   | The District will ensure highest levels of communication to all constituents                    | 1) 2007 Convocation for all District staff will kick off initiative for greater communication with featured speaker Dr. Steve Constantino presenting, "Family Engagement: A Proven Path to Achievement for All".<br>2) A series of workshops throughout the year will focus on improved communications at all levels.<br>3) The annual ESC Survey to internal constituents will be administered in April of 2008 with feedback provided to Board of Education by July, 2008.   | All Board members will visit 50% of schools at least one (1) time during the 2007-2008 school year. | Measurement of 100% success by June, 2008   | The Superintendent will formally visit each school at least twice annually                           | Documentation of attendance at year end evaluation   |
| 3   | The District will continue to address building capacity constraints with focus on high schools. | 1) Referendum planning for new high school will commence in August, 2007.<br>2) A series of informational meetings on the High School Referendum will be scheduled and conducted during the months of September through January.<br>3) Informational flyers and other materials will be distributed to constituents during the fall term following format utilized for the successful 2005 elementary school referendum.<br>4) The District will conduct a spring referendum for additional high school space during the February 2008 Primary Election. | Members of the Board will evaluate their performance during 2007-2008 school year.                  | 1) In Spring of 2008 (April) Board members will complete personal self-assessment.<br>2) In Spring of 2008 (April) Board members will complete Board Assessment.<br>3) Board members will review results and use information to identify Board goals for the 2008-2009 school year.   | The Superintendent will review ESC assessment during the 2007-2008 school year.                      | 1) Results of the on-line survey will be assessed with at least two goals identified to work on within each ESC department during 2007-2008 school year. Those goals will be communicated to Board of Education by October Board Meeting.<br>2) Comparative analysis of ESC Survey responses from 2006-2007 and 2007-2008 will be completed and reported to Board of Education by September, 2007.<br>3) Update on progress of goals of each department will be reported to Board by May 2008. |
| 4   | The District will continue focus on student achievement during 2007-2008 school year.           | 1) The District Benchmark Report will be reviewed with each building establishing a goal to achieve during the 2007-2008 school year.<br>2) Progress of each school achieving their goal will be reported to Board of Education in July, 2008<br>3) Graduation rates will increase 1% over previous school year.   |   |   | The Superintendent will ensure greater collaboration of Associations during 2007-2008 school year.   | 1) Regular meetings between leadership of bargaining groups will be held on regular basis through 2007-2008 school year.<br>2) All bargaining groups will have representation sit on the District Benefits Committee which will meet at least quarterly during 2007-2008 school year.  |

Presented at June 26, 2007 Regular Meeting

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KENOSHA UNIFIED SCHOOL DISTRICT NO. 1  
Kenosha, Wisconsin

July 24, 2007

HEAD START STATE SUPPLEMENTAL GRANT REQUEST FOR THE 2007-08 SCHOOL YEAR

Approval from the Board of Education is requested to submit and implement the Head Start State Supplemental Grant for the 2007-08 school year. The funding for this grant is \$391,400. It is designed to fund the operating costs of the Kenosha Unified School District Head Start Child Development Program.

**Grant Title**

Head Start State Supplemental Grant

**Funding Source**

State of Wisconsin  
Department of Public Instruction

**Grant Time Period**

July 1, 2007 to June 30, 2008

**Purpose**

The purpose of the Head Start program is to provide comprehensive services in the areas of health, education, social services, and parent involvement for low-income preschool children and their families. This grant will service 76 high-risk children that will be three or four years of age on or before September 1, 2007. Funds will be utilized to serve the children and their families in all program component areas as required in the Head Start Act and through the Head Start Performance Standards.

**Number of Students Served**

76 Eligible Head Start Students

**Relationship to District Strategic Plan and Goals**

The Head Start program goals directly correlate to the District's objectives to have:

- Students meet or exceed state identified proficiency levels for performance in reading, math, and science.
- All students will consistently demonstrate respectful and responsible behavior within our diverse school community.
- All students will meet our requirements for graduation.

The District's Early Childhood Standards and Benchmarks and the Head Start Performance Standards serve as a framework for all Head Start programming. By working with the children early in their lives, we have an opportunity to imprint the value of education on the child and his/her family. A positive value of education will impact the District objectives.

**Fiscal Impact**

See attached Fiscal Impact statement.

## **Program Services**

The state of Wisconsin is providing exactly the same funding as last year for the 76 Head Start children. This state grant will cover the cost for:

- 2 full time teachers
- 2 full time educational assistants
- One .4 part time educational assistant
- 2 family service providers
- Breakfast, lunch and snacks for all Head Start children
- Bus monitors for the special education busses
- Nursing services for the program
- Miscellaneous expenses such as copy machines, field trips, postage, etc.

## **Evaluation Plan**

- The Head Start program meets a community need for the services that it provides. This will be evident through the maintenance of a Head Start waiting list of families that qualify for the program.
- Achievement of the 2007-08 Head Start Action Plan goals.
- Student outcomes to be monitored in the eight outcome areas required by Head Start for each individual child and the growth of the child will be reported to parents/guardians three times during the school year.
- Semi-annual Program Report to the Policy Council and School Board.
- Semi-annual Program Plan Report to the Head Start Region V office in Chicago.
- Head Start monthly reports (HS 22) to the Policy Council and School Board.

## **Staff Person in Charge of Program**

Belinda Grantham, Head Start Administrator

## **Persons involved in preparation of the grant application:**

Angela Erbentrout, Policy Council Vice-President

Rhonda Etzelmueller, Family Service Provider

Belinda Grantham, Head Start Administrator

Tarik Hamdan, Grant Analyst

Tracy Henry, Teacher

Laura McClure, Pre-School Associate

Anna McMahan, Teacher

Laura Schollmeier, Teacher

## **Administrative Recommendation**

Administration recommends that the School Board give approval to submit and implement the 2007-08 Head Start State Supplemental Grant.

R. Scott Pierce  
Superintendent of Schools

Timothy Miller  
Executive Director of School Leadership Cluster 2

Belinda Grantham  
Head Start Administrator

## Fiscal, Facilities and Personnel Impact Statement

**Title:** Head Start State Supplemental Grant Request      **Budget Year:** 2007-2008

**Department:** Head Start      **Budget Manager:** Belinda Grantham

### REQUEST

Approval from the Board of Education is requested to submit and implement the Head Start State Supplemental Grant for the 2007-08 school year. The funding for this grant is \$ 391,400. It is designed to supplement the operating costs of the Kenosha Unified School District Head Start Child Development Program.

### RATIONALE/ INSTRUCTIONAL FOCUS

This grant serves the academic, social and health needs of low-income three and four year old children and their families. Children who qualify must reside within the boundaries of KUSD. Providing these children with a base of strong academic skills, self esteem, and a love of learning will lead to improved attendance and graduation rates.

### IMPACT

This Head Start grant provides:

- Funding for staffing (teachers and educational assistants) to serve 76 children within the boundaries of the Head Start Performance Standards.
- Funding for support staff (family services providers) for families of Head Start children as specified in the Head Start Performance Standards.
- Funding for breakfast, lunch and snacks for all Head Start children.
- Funding for nursing services to implement the Head Start health requirements.

### BUDGET IMPACT

| Object Level | Descriptive         | Amount              |
|--------------|---------------------|---------------------|
| 100's        | Salaries            | \$170,371.00        |
| 200's        | Fringes             | \$103,535.00        |
| 300's        | Purchased Services  | \$88,956.00         |
| 400's        | Non-Capital Objects | \$28,538.00         |
| 500's        | Capital Objects     | \$0.00              |
| <b>TOTAL</b> |                     | <b>\$391,400.00</b> |



This is a  one-time or a  recurring expenditure

**FUNDING SOURCES**

Select Funding Sources:

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1  
Kenosha, Wisconsin

July 24, 2007

**Tentative Schedule of Reports, Events,  
and Legal Deadlines for School Board  
July-August**

**July**

- July 10, 2007 – Standing Committee Meetings – 6:00 and 7:00 P.M. and Special Meeting – 8:00 P.M. in ESC Board Meeting Room
- July 24, 2007 – PR/Goals/Legislative Standing Committee – 5:00 P.M. in Room 190B in Educational Support Center; Regular Board of Education Meeting – 7:00 in ESC Board Meeting Room

**August**

- August 14, 2007 – Standing Committee Meetings – 6:00 and 7:00 P.M. and Special Meeting at 8:00 P.M.
- August 22-28, 2007 – New Teacher Orientation
- August 28, 2007 - Regular Board of Education Meeting – 7:00 P.M. in ESC Board Meeting Room
- August 29, 2007 - Convocation

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