

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD JUNE 27, 2017

A regular meeting of the Kenosha Unified School Board was held on Tuesday, July 25, 2017, at 7:00 P.M. in the Board Room of the Educational Support Center. Mrs. Coleman, President, presided.

The meeting was called to order at 7:04 P.M. with the following Board members present: Mr. Falkofske, Mr. Kunich, Ms. Stevens, Mr. Wade, Mrs. Snyder, Mr. Garcia, and Mrs. Coleman. Dr. Savaglio-Jarvis was also present.

Mrs. Coleman, President, opened the meeting by announcing that this was a regular meeting of the School Board of Kenosha Unified School District. 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.

Mrs. Tanya Ruder, Chief Communication Officer, presented the Semper Fidelis All-American Award.

Dr. Savaglio-Jarvis presented two Administrative Appointments.

Mr. Kunich moved to approve Mrs Teresa Curley as Principal at Whittier Elementary School. Ms. Stevens seconded the motion. Unanimously approved.

Ms. Stevens moved to approve Ms. Jill Schwenzen as the Assistant Principal at Bradford High School. Mrs. Snyder seconded the motion. Unanimously approved.

There was not a student ambassador.

There was no legislative report.

Views and/or comments were made by the public.

There were no responses from Board members.

There were no remarks by the Board President.

Dr. Savaglio-Jarvis gave the Superintendent's Report.

Board members considered the following Consent-Approve items:

Consent-Approve item XI-A – Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations and Separations.

Consent-Approve item XI-B – Minutes of the 6/27/17 Special Meeting and Executive Session and 6/27/17 Regular Meeting.

Consent-Approve item XI-C – Summary of Receipts, Wire Transfers, and Check Registers submitted by Mrs. Lisa Salo, Accounting Manager; Mr. Tarik Hamdan, Chief Financial Officer; and Dr. Sue Savaglio-Jarvis, excerpts follow:

“It is recommended that the June 2017 cash receipt deposits totaling \$1,863,839.94, and cash receipt wire transfers-in totaling \$56,563,274.10, be approved.

Check numbers 552209 through 553500 totaling \$9,324,419.58, and general operating wire transfers-out totaling \$425,974.37, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the June 2017 net payroll and benefit EFT batches totaling \$19,512,090.43, and net payroll check batches totaling \$4,308.54, be approved.”

Consent-Approve item XI-D – Policy and Rule 3643 – Emergency School Closings submitted by Mr. Kristopher Keckler, Chief Information Officer, and Dr. Savaglio-Jarvis, excerpts follow:

“Kenosha Unified administration continues to review and monitor the calendar modifications related to school closings across the district. The number of instructional days lost to inclement weather has decreased in recent years.

Based on a School Board request from a few years ago, the practice to “bank” instructional days to ensure fulfillment of the Wisconsin requirement for instruction minutes was expanded from 2 full days to 3 full days. This request was based mainly from the information relevant to identified school closings.

For the last few years, KUSD has not utilized all of these days. As noted in the chart below, the previous 8 years produces an average of less than 2 days utilized each year for district-wide closings. The proposal is to reduce the current practice of banking days from 3 to 2.

At its June 27, 2017, meeting the Board of education approved the revision to Policy & Rule 3643 Emergency School Closing as a first reading. Administration recommends that the School Board approve the revised Policy & Rule 3643 Emergency School Closings as a second reading at its July 25, 2017, meeting.”

Mr. Kunich moved to approve the consent agenda. Mr. Falkofske seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Collective Bargaining Agreement between the Board of Education for the Kenosha Unified School District and the Kenosha Education Association (KEA) submitted by Mrs. Annie Petering, Chief Human Resources Officer; Mr. Tarik Hamdan, Chief Financial Officer; and Dr. Savaglio-Jarvis, excerpts follow:

“On July 11, 2017, representatives from administration and the Board engaged in a negotiation session with the KEA. Both parties exchanged proposals and reached a

tentative agreement agreeing to the maximum total base wage increase of (1.26%) effective July 1, 2017, which will be distributed across-the-board to the members of the bargaining unit. The duration of the collective bargaining agreement is for one year, effective July 1, 2017 through June 30, 2018. See attached tentative agreement for terms and conditions of the collective bargaining agreement.

The KEA was scheduled to ratify the attached agreement with its members on July 21, 2017.

It is the administration's recommendation that the Board adopt the attached agreement as the collective bargaining agreement between the Kenosha Unified School District and the Kenosha Education Association."

Mr. Kunich moved to approve the collective bargaining agreement between the Kenosha Unified School District and the Kenosha Education Association. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Increase for Non-Represented Full-Time Equivalent Employees Other Than Certified Teaching Personnel submitted by Mrs. Petering, Mr. Hamdan, and Dr. Savaglio-Jarvis, excerpts follow:

"On July 11, 2017, representatives from administration and the Board engaged in a negotiation session with the KEA on behalf of full-time and part-time certified teaching personnel. Both parties exchanged proposals and reached a tentative agreement for the maximum total base wage increase of 1.26%.

If the Board approves the collectively bargained agreement allowing for 1.26% total base wage increase for teachers, other non-represented full-time equivalent (FTE) employees' wages should also be considered. The term full-time equivalent refers to all regular (not time sheet) employees in the following groups: AST, carpenters, painters, educational support personnel, interpreters, secretary and service.

Administration recommends that the Board approve a 1.26% base wage increase for all full-time equivalent employees as referenced above effective July 1, 2017."

Ms. Stevens moved to approve a 1.26% base wage increase for all full-time equivalent employees as referenced above effective July 1, 2017. Mr. Falkofske seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Report of Contracts in Aggregate of \$25,000 submitted by Mr. Robert Hofer, Purchasing Agent; Mrs. Julie Housaman, Chief Academic Officer; Mr. Hamdan; and Dr. Savaglio-Jarvis, excerpts follow:

"School Board Policy 3420 requires that "all contracts and renewals of contracts in aggregate of \$25,000 in a fiscal year shall be approved by the School Board except in the event of an emergency as determined and reported to the School Board monthly by the Purchasing Agent."

The contracts/agreements in aggregate of \$25,000 that have been added to the Contract Management Database subsequent to June 27, 2017 with approval of the purchasing agent are shown in the database in coral color.

The following contract/agreement has not been added to the Contract Management Database and is being presented for board approval:

- Rosetta Stone Advantage (Tell Me More) - Language learning software for use in middle schools to supplement Spanish instruction as an elective to learn one of six world languages, and to provide independent learning option outside of school - \$129,099.
- Ellevation - Provides ESL educators tools to enhance instruction, increase productivity, and improve teacher collaboration. Cost includes software and teacher training - \$36,500.”

Ms. Stevens moved to approve the contracts/agreements with Rosetta Stone Advantage (Tell Me More) in the amount of \$129,099 and with Ellevation in the amount of \$36,500. Mr. Kunich seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Renewal of Southeastern Wisconsin School Alliance Membership submitted by Mr. Hamdan and Dr. Savaglio-Jarvis, excerpts follow:

“For the past fourteen (14) years, the District has participated in the Southeastern Wisconsin School Alliance (SWSA) which provides school leaders and parents with objective, non-partisan information and training needed to be strong advocates for educational excellence. The SWSA serves 31 urban and suburban school districts with a combined enrollment of more than 200,000 students.

The mission of the Southeastern Wisconsin Schools Alliance is to advocate for and inform education policy in support of world class public schools to benefit all students and the economic vitality of the region. The SWSA meets at least once a month and the annual membership fee is \$3,200.

Administration recommends that the Board approve the attached resolution and membership in SWSA for the 2017-2018 fiscal year and authorization of Board Officers and District Administration to execute any and all documents related to the renewal.”

Ms. Stevens moved to approve the attached resolution and membership in SWSA for the 2017-2018 fiscal year and authorization of Board Officers and District Administration to execute any and all documents related to the renewal. Mr. Garcia seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Act 55 Notice of Academic Standards submitted by Mrs. Christine Pratt, Coordinator of Science; Mrs. Susan Mirsky, Coordinator of English/Language Arts; Mrs. Jennifer Lawler, Coordinator of Mathematics; Mr. Che Kearby, Coordinator of Educator Effectiveness and Social

Studies; Ms. Luanne Rohde, Director of Early Education; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

“On July 12, 2015, the Wisconsin 2015-17 State Budget Bill, Act 55, was signed into law. It requires Kenosha Unified School District to provide the parents and guardians of all enrolled students with notice of the academic standards in mathematics, science, reading and writing, geography and history that have been adopted by the school board and that will be in effect during each school year. Accordingly, the district academic standards that will be in effect in these specific content areas for the 2017-18 school year are listed below. Electronic links to the detailed version of the applicable standards are provided pursuant to section 120.12(13) and section 118.30(1g)(a)1 of the state statutes.

Additionally, with regards to emphasizing content-area literacy in all subjects, the Kenosha Unified School District has adopted the Common Core Standards for Disciplinary Literacy. A link to this additional resource is: <http://dpi.wi.gov/standards/literacy-all-subjects>.

Administration recommends that the Board of Education approve the annual declaration and parent notice of the district’s student academic standards that will be in effect for the 2017-18 school year at the July 25, 2017, board meeting.”

Ms. Stevens moved to approve the annual declaration and parent notice of the district’s student academic standards that will be in effect for the 2017-18 school year. Mr. Kunich seconded the motion. Unanimously approved.

Mr. Edward Kupka, Coordinator of Student Support, presented the Academic and Career Planning (ACP) Update submitted by Mr. Kupka, Ms. Susan Valeri, Chief of School Leadership; and Dr. Savaglio-Jarvis, excerpts follow:

“Wisconsin State Law PI 26 states that every student in grades 6 through 12 statewide will have an Academic and Career Plan (ACP) and process to learn more about themselves and the opportunities they want to pursue after graduation by fall 2017.

ACP is well under way in Kenosha Unified School District. Students in grades 6 through 12 will learn more about themselves and their interests. Students will be able to match their interests to careers and have opportunities to explore these careers through their high school education.

Career Cruising is the computer software tool Kenosha Unified and the state of Wisconsin has chosen. ACP refers to both a process that helps students integrate their academics with career development activities, and a product that is created and maintained to document and support these activities. Students sign in on their Career Cruising online account. Through Career Cruising, students explore their interests, get to know themselves, plan for courses that are connected to careers/colleges, and then experience a job or college visit that helps refine their plans. These experiences have been organized through the Business in Education Partnership Program at the high

schools, college visits by grade levels at the middle schools and career day events across all grade levels.

Students will be able to obtain transcripts through Career Cruising that are sent to colleges electronically. Students in grades 9 – 11 have access to ACT preparation through Career Cruising. Since fall 2015, counselors have assisted students with Career Cruising exploration and shared how parents can access their child's Career Cruising profile. In grades 8 and 10, counselors have met individually with students and their parent(s)/guardian(s) in ACP conferences. The goal is for every staff member to help students make connections with themselves to classroom experiences that foster college and career readiness.

The Wisconsin Department of Public Instruction (DPI) provided direction to school districts stated in the PI 26 law (APPENDIX A) and shared that districts are incorporating ACP practices into school action plans through the district Education for Employment (E4E) plans.

Training will be provided in July 2017 for district teams to create or update the E4E plans which will be developed by our district ACP leadership team.

A district ACP leadership team has been identified and meets regular to provide support to school teams on implementing effective ACP, to provide guidance on implementation structures including time allocation, and to provide input on marketing and communication information to schools, students and families.

This is an informational report.”

Dr. Savaglio-Jarvis presented Policy 6100 – Mission, Vision, Core Values and Strategic Directions, excerpts follow:

“Policy 6100 was developed to outline the focus of the district. Throughout the years this policy has been adjusted to align with the district's current goals and initiatives. The current strategic planning process began in February 2015. The district's Pathway to Success is a plan where work continues around the Mission, Vision, Core Values and Strategic Goals set forth by the board of education. KUSD's Pathway to Success will continue throughout the next several years. The initial work focused on developing the mission, vision, core values and strategic goals. These five goals will drive the work of the district. The board of education approved revised Policy 6100 on Sept. 22, 2015. Since that time, strategic goal teams and reactor groups have met to develop score cards containing objectives, initiatives, measures and an implementation plan that support the strategic goals. These scorecards will guide the work of the district for the next three to five years.

One change was made based on feedback from the 2017 reactor groups which resulted in the word Directions being replaced with the word Goals. Therefore, our previous five Strategic Directions now become five Strategic Goals.

Policy 6100 is presented this evening for affirmation by the board of education.

Administration recommends that the board approve revised Policy 6100 - Mission, Vision, Core Values and Strategic Goals as a simultaneous first and second reading on July 25, 2017.”

Mr. Kunich moved to approve revised Policy 6100 - Mission, Vision, Core Values and Strategic Goals as a simultaneous first and second reading. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Pathway to Success/Strategic Goals: Objectives, Initiatives and Scorecards submitted by Dr. Bethany Ormseth, Principal at LakeView Technology Academy; Mr. Hamdan; Mr. Keckler; Mr. Kurt Sinclair, Principal at Bradford High School; Mr. William Haithcock, Principal at Harborside Academy; Mr. Martin Pitts, Regional Coordinator of Elementary School Leadership; Mrs. Petering; Mrs. Jennifer Navarro; Coordinator of Professional Learning; Mrs. Debra Giorno, Assistant Principal at Bullen Middle School; Ms. Patricia Demos; Community School Relations Coordinator; Mrs. Ruder; Mrs. Housaman, and Dr. Savaglio-Jarvis, excerpts follow:

“In 2015, Dr. Sue Savaglio-Jarvis, Superintendent for KUSD, began the strategic planning process for Kenosha Unified School district when the board of education together with leadership to draft the mission, vision, core values and strategic goals. By mid-year, the board had voted upon each item and the work began for district staff and others to outline what each of the strategic goals would look like.

The initial district and community-wide meeting was held on February 17, 2016, at Brass Community School. At this meeting, facilitators from Waukesha Technical College assisted with this step to provide a common starting point and framework for each of the five groups. Each group then met separately on different dates and locations to accomplish their assigned tasks.

Each of the five strategic goals created a design team. The design team included the development of the objectives, initiatives, measures, and a draft timeline of implementation. By the end of March 2017, all five strategic goals had been filtered through several reactor groups made of us staff and/or community stakeholders. And, each of the five goals had been shared at one or two district standing committees to garnish input and feedback which refined the final objectives and initiatives. Upon approval, beginning in the fall of 2017, each facilitator will design an implementation team that will work on the action plan and steps meeting the expected timeline and outcomes.

It is the recommendation of Administration that the board of education approve strategic goals (1, 2, 3, 4, and 5) and attached scorecards so that the implementation phase may begin in the fall of 2017.”

Mr. Falkofske moved to approve Pathway to Success/Strategic Goal 1: Objectives, Initiatives and Scorecards so that the implementation phase may begin in the fall of 2017. Mrs. Snyder seconded the motion. Unanimously approved.

Mr. Falkofske moved to approve Pathway to Success/Strategic Goal 2: Objectives, Initiatives and Scorecards so that the implementation phase may begin in the fall of 2017. Mr. Wade seconded the motion. Unanimously approved.

Mr. Kunich moved to approve Pathway to Success/Strategic Goal 3: Objectives, Initiatives and Scorecards so that the implementation phase may begin in the fall of 2017. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Kunich moved to approve Pathway to Success/Strategic Goal 4: Objectives, Initiatives and Scorecards so that the implementation phase may begin in the fall of 2017. Mr. Garcia seconded the motion. Unanimously approved.

Ms. Stevens moved to approve Pathway to Success/Strategic Goal 5: Objectives, Initiatives and Scorecards so that the implementation phase may begin in the fall of 2017. Mr. Kunich seconded the motion. Unanimously approved.

Mr. Keckler presented Policy 5435 – Electronic Devices and 2017 Cell Phone Summary submitted by Mr. Keckler and Dr. Savaglio-Jarvis, excerpts follow:

“In an email request from February 10, 2017, School Board member Rebecca Stevens inquired about obtaining some feedback related to KUSD Policy 5435 Electronic Devices and specifically the use of cell phones. The proposal was to survey various target audiences that have different perspectives and utilization of cell phones within the classroom and school environment. School Board members and school administrators were asked to submit questions for review and inclusion between February 10 and February 24, 2017. This period provided an opportunity to gather ideas for questions related to this survey, in particular for the use of cell phones within the educational environment and school locations.

To increase the range of responses, this survey was delivered to four relevant groups: KUSD instructional staff, KUSD students in grades 6-12, KUSD parents and guardians, and the general community. Several of the survey questions were consistent among those four groups, but also integrated specific questions depending on cell phone use and experiences for some of the target audiences. The multiple survey response participation levels are summarized in the table below. Please note that the surveys for staff, students, and parents utilized anonymous links delivered through secure channels to allow for a single response per user, while the community link was available to the general public. Though still anonymous, this link would allow for multiple submissions (possible duplication) as well as redundant participants who may or may not have submitted a response through a secure channel.

Looking at a confidence level of 95%, the 757 responses from the 1,777 KUSD teachers and instructional administrators established a margin of error of 2.7%. Comparatively, the 474 responses from KUSD secondary parents and guardians resulted in a 4.4% margin of error and the 2,603 responses from the KUSD secondary students produced a 1.7% margin of error. Appendix A presents the level of overall participation as well as the grouping breakdowns for the KUSD staff and students.

There really wasn't any noticeably high percentage of agreement from all four groups on any single topic. Most often, the student group held a more favorable opinion to use cell phones on school grounds and the classroom when compared to staff, parents, and the community.

This is an informational report only.”

Board members asked their questions and voiced their concerns in regards to Policy 5435 – Electronic Devices and the 2017 Cell Phone Summary.

There was unanimous consent to have a working session to discuss Policy 5435 – Electronic Devices and the Cell Phone Survey. Mrs. Coleman asked that Board members submit their suggested changes prior to the working session.

Mrs. Coleman presented Policy 5431 – Student Dress Code submitted by Dr. Savaglio-Jarvis, excerpts follow:

“The School Board President has placed Board Policy 5431 – Student Dress Code (Appendix A) on tonight's agenda for discussion in response to a request by a school board member.”

Board members asked their questions and voiced their concerns in regards to Policy 5431 – Student Dress Code.

Mrs. Coleman suggested that Policy 5431 – Student Dress Code be discussed at a Board working session.

Mrs. Coleman introduced Review of School Board Policies: 1400 – Gifts, Grants and Bequests, 1500 – Solicitations/Fundraising, 1510 – Advertising/Promotions, 2810 – Incident Reporting, 3422 – Exclusivity Agreement with Vendors, 3900 – Insurance Management, 6740 – Student Fundraising Activities, 6741 – Raffles, 1331 – Use of Facilities, and 1350 – Equipment Use by Community Groups submitted by Mr. Michael Falkofske, School Board Treasurer, and Ms. Rebecca Stevens, School Board member, excerpts follow:

“As a district we must ensure that all the money raised on behalf of students is used solely for the students. As a Board we must insist that the District's policies are followed to the letter.

The first goal of this review was to look at how existing policies dealt with the money raised by Student Related Activity Groups. As you will see in the items we outlined, the tools for financial oversight already exist. The issue is the current policies are not being followed. The review does list some additional items such as ensuring that Student Related Activity Groups are certified non-profit organizations. Having a non-profit status will ensure they have to file an annual report with the IRS.

The second goal is to ensure that all possible vendors have an opportunity to submit bids to school related activity groups. Again, it appears that existing policy covers some of our concerns. However, we could use policy updates that ensure

vendors are in good standing with the IRS and personal finances. We also must have more oversight on how vendors are selected to ensure there is a fair process for selecting vendors.

We must be diligent in ensuring that District policies regarding oversight of School Related Activity Groups are being followed. We cannot allow these groups to create their own rules for the profit of individuals.”

Board members asked their questions and voiced their concerns to the noted School Board Policies.

Mr. Hamdan, Mrs. Salo, and Mrs. Amber Danielski, of Schenck, S.C., were present to answer questions.

There was unanimous consent to have the noted School Board Policies reviewed by legal counsel and then discussed at a Board working session.

Mrs. Snyder presented the Donations to the District.

Mrs. Snyder moved to approve the Donations to the District. Mr. Kunich seconded the motion. Unanimously approved.

Meeting adjourned at 9:32 P.M.

Stacy Schroeder Busby
School Board Secretary