

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD MAY 21, 2013

A regular meeting of the Kenosha Unified School Board was held on Tuesday, May 21, 2013, at 7:00 P.M. in the Board Room of the Educational Support Center. Ms. Stevens, President, presided.

The meeting was called to order at 7:05 P.M. with the following Board members present: Mrs. Taube, Mr. Flood, Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman, Mr. Bryan, and Ms. Stevens. Dr. Hancock was also present.

Ms. Stevens, President, 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.

Mrs. Tanya Ruder, Executive Director of Community Partnerships and Media Relations, presented the 2013 District Wide Student Art Exhibit Awards, the High School Art Contest at Sterling House of Kenosha Awards, the 2012-13 Continental Math Competition Awards, the PTA State Reflections Winner Awards, the Juvenile Diabetes Research Foundation Children's Congress Award, the Battle of the Books Competition Award, and the American Association of University Women Award.

Dr. Hancock presented an Administrative appointment.

Mrs. Coleman moved to appoint Dr. Floyd Williams, Jr. as the Assistant Superintendent of Elementary School Leadership effective July 1, 2013. Mr. Nuzzo seconded the motion. Unanimously approved.

Mrs. Coleman introduced the Student Ambassador, Angela Stoebe, from LakeView Technology Academy, and she made her comments.

There was no Legislative Report.

There were views and comments by the public.

Ms. Stevens made her remarks.

There was no Superintendent's Report.

The Board then considered the following Consent-Approve items:

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

Consent-Approve item XI-B – Minutes of 4/23/13 and 5/13/13 Special Meetings and Executive Sessions, 4/30/13 Special Meeting, 4/22/13 Organizational Meeting, and 4/22/13 Regular Meeting.

Consent-Approve item XI-C – Summary of Receipts, Wire Transfers and Check Registers submitted by Ms. Heather Kraeuter, Accounting & Payroll Supervisor; Mrs. Tina Schmitz, Chief Financial Officer; and Dr. Hancock, excerpts follow:

“It is recommended that the April 2013 cash receipts deposits totaling \$862,595.75 and cash receipt wire transfers-in totaling \$3,731,947.64, be approved.

Check numbers 493447 through 494561 totaling \$6,691,098.77, and general operating wire transfers-out totaling \$850,168.98, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the April 2013 net payroll and benefit EFT batches totaling \$12,218,986.53, and net payroll check batches totaling \$6,050.38, be approved.”

Mrs. Snyder moved for approval of the Consent Agenda. Mr. Bryan seconded the motion. Unanimously approved.

Mr. Bryan presented Resolution No. 293 – Request to Increase State Aid and Support for Public Schools which read as follows:

“WHEREAS, Wisconsin school districts have operated under state-imposed revenue limits since the 1993-1994 school year, restricting educational opportunities for students; and

WHEREAS, state school aids to public schools were reduced by over \$800 million in the 2011-2013 budget; and

WHEREAS, most categorical aid to schools was reduced by 10 percent in the 2011-2013 budget, further reducing available resources for schools; and

WHEREAS, the 2011-2013 state budget reduced state-imposed revenue limits by \$550 per student on average statewide in the 2011-2012 school year; and

WHEREAS, the Legislative Fiscal Bureau’s estimate of the 2013-2015 state revenue shows that Wisconsin is facing a budget surplus of \$484 million; and

WHEREAS, the state’s economy is improving and the state budget office estimates an increase of over \$1.5 billion in increased tax collections during the biennial budget term ending June 30, 2015; and

WHEREAS, current law provides for no adjustment in the state-imposed revenue limits, yet many costs for school districts in Wisconsin continue to rise; and

WHEREAS, the demands for increased accountability have been placed on Wisconsin schools at a time when state funding and revenue limits have decreased significantly; and

WHEREAS, the Kenosha Unified School District has had to reduce its services by \$61 million over the last two years; and

WHEREAS, Governor Walker has unveiled the state's 2013-2015 budget proposal, providing no increase in the revenue limit authority of Wisconsin school districts despite the previously projected budget surplus; and

WHEREAS, the state funding system needs to be reformed to help ensure the quality of our public schools; and

WHEREAS, an appropriate investment in public education must be recommitted to ensure the state's economic health;

NOW, THEREFORE, BE IT RESOLVED, that the members of the Kenosha Unified School District Board of Education support an increase in state resources to public schools; and

BE IT FURTHER RESOLVED, that the members of the Kenosha Unified School District Board of Education encourage Governor Walker and state legislators to support an increase in state aids and an increase in state revenue limits to cover inflationary increases in school costs."

Mrs. Taube moved to approve Resolution No. 293 – Request to Increase State Aid and Support for Public Schools as presented. Mrs. Snyder seconded the motion. Motion carried. Mr. Nuzzo abstained.

Mr. Kristopher Keckler, Executive Director of Information & Accountability, presented Policy/Rule 6633 – Student Technology Acceptable Use submitted by Mr. Keckler and Dr. Hancock, excerpts follow:

"Policy and Rule 6633 – Student Technology Acceptable Use provides guidelines for students utilizing technology in their educational activities. Federal expectations related to student privacy and online protection help establish a framework for students to grow as a responsible 21st Century learner. Traditionally this policy has only referenced student use of district owned technology. With the increase of student owned devices, and planned progression of appropriate use regardless of the device, the policy must now reflect these additional scenarios.

This policy will be a mandatory item within our annual online student re-enrollment procedures, and also distributed electronically to each student at the start of each school year. Curriculum related to proper technology expectations is increasing each year, aligned with the district goal of "ensuring all students and staff are proficient in information, technology, and media literacy".

At its May 14, 2013, meeting, the Joint Personnel/Policy and Curriculum/Program Committee voted to forward revised Policy 6633 to the School Board with additional changes including simplified wording in the first bolded sentence in the policy and the addition of a "catch all" phase at the end of the second bullet of the rule.

Administration recommends that the School Board approve as a first reading proposed revisions to Policy and Rule 6633 – Student Technology Acceptable Use as presented this evening and that it be brought back for a second reading at the June 25, 2013, regular school board meeting.”

Mrs. Snyder moved to approve Policy/Rule 6633 – Student Technology Acceptable Use as presented as a first reading and that it be brought back for a second reading at the June 25, 2013, regular school board meeting. Mrs. Coleman seconded the motion. Unanimously approved.

Mrs. Ruder presented Policy/Rule 1212 – Non-English Language Version Printed Materials submitted by Mrs. Ruder and Dr. Hancock, excerpts follow:

“Policy and Rule 1212 - Non-English Language Version Printed Materials was reviewed and updated to align with current District practice to ensure that translation of documents is provided when such documents require parent/guardian signature related to the health, welfare and safety of students. The Rule portion of 1212 is being eliminated as it is no longer relevant.

At its May 14, 2013, meeting, the Personnel/Policy Committee voted to forward revised Policy and Rule 1212 – Non-English Language Version Printed Materials to the School Board for consideration. Administration recommends that the School Board approved revised Policy 1212 and elimination of Rule 1212 as a first reading this evening and that it be brought back for a second reading on June 25, 2013.”

Mr. Nuzzo moved to approve revised Policy 1212 and elimination of Rule 1212 as a first reading and that it be brought back for a second reading on June 25, 2013. Mrs. Coleman seconded the motion. Unanimously approved.

Mrs. Ruder presented Policy and Rule 1220 – Cable Television submitted by Mrs. Ruder and Dr. Hancock, excerpts follow:

“Policy and Rule 1220, Cable Television was reviewed and found to be aligned with current practice within the District. Changes were made to reflect the administrative organizational structure of personnel assigned as deputies responsible for the operating and programming of the District’s subscriber cable channel and the addition of a cross reference to Policy 1213, Web Publication.

At its May 14, 2013, meeting, the Personnel/Policy Committee voted to forward revised Policy and Rule 1220 to the School Board for consideration. Administration recommends that the School Board approve revised Policy and Rule 1220, Cable Television, as a first reading this evening and that it be brought back for a second reading on June 25, 2013.”

Mrs. Taube moved to approve revised Policy and Rule 1220 - Cable Television as a first reading this evening and that it be brought back for a second reading on June 25, 2013. Mr. Nuzzo seconded the motion. Unanimously approved.

Mrs. Ruder presented Policy and Rule 1520 - Notification of Material and Literature to Students submitted by Mrs. Ruder and Dr. Hancock, excerpts follow:

“Policy 1520 - Notification of Material and Literature to Students is being updated to include Kenosha Unified Community Partners as an organization which educationally benefits students and reduce the length of the disclaimer due to space limitations on fliers. KUSD will be used in place of Kenosha Unified School District on fliers throughout the District.

This information will continue to be monitored by the Executive Director of Community Partnerships and Media Relations and the District Web Specialist.

At its May 14, 2013, meeting, the Personnel/Policy Committee voted to forward revised Policy and Rule 1520 to the School Board for consideration. Administration recommends that the School Board approve revised Policy and Rule 1520 – Notification of Material and Literature to Students as a first reading this evening that it be brought back for a second reading on June 25, 2013, meeting.”

Mrs. Taube moved to approve revised Policy/Rule 1520 – Notification of Material and Literature to Students as a first reading and that it be brought back for a second reading on June 25, 2013, meeting. Mrs. Coleman seconded the motion. Unanimously approved.

Dr. Sue Savaglio-Jarvis, Assistant Superintendent of Teaching and Learning; Mrs. Sharon Miller, Principal at Washington Middle School; and Mr. Chad Dahlk, Principal at Lance Middle School; presented a PowerPoint presentation pertaining to the Middle School Honors Report which included the following topics:

- Anthony Miller’s “You Beat the Odds!” video clip;
- Anthony Miller’s Message to Us;
- Ability Grouping;
- Tracking;
- Three Disadvantages of Tracking;
- Ability and Tracking Summary;
- Differentiations;
- What is Differentiation;
- Four Ways to Differentiate;
- Differentiation is Understanding Student Readiness and Best Practice;
- Challenge: Best Practice is a Process;
- Updated Information; and
- Closing – Three Principles.

Dr. Savaglio-Jarvis distributed an updated version of the Middle School Honors Report submitted by Mr. Daniel Tenuta; Assistant Superintendent of secondary School Leadership; Dr. Savaglio-Jarvis; and Dr. Hancock, excerpts follow:

“On March 12, 2013, the Curriculum/Program Committee requested an update regarding the clustering of students in middle school courses. As the historical perspective points out, honors offerings have been prevalent at the middle school level, namely in math and English.

A specific request was made at the March 12, 2013, standing committee meeting for Teaching and Learning—in conjunction with the middle school principals—to revisit the possibility of tighter clusters and to consider offering a more advanced level of math and English to ensure that students are accelerated and challenged.

A specific request was made at the May 14, 2013 Curriculum/Program Standing Committee meeting to bring this report to the Board. This report is being brought forward with an update for Board discussion.

A follow-up meeting occurred on May 15 and 16, 2013 with all middle school principals, assistant principals, the Assistant Superintendent of Secondary School Leadership, and members of Teaching and Learning to address the comments noted by the Curriculum/Program Standing Committee and public at the May 14, 2013 Curriculum/Program Standing Committee meeting. The outcomes are provided below:

- Seventh grade math
 - Advanced Pre-Algebra for seventh grade students
 - Pre-Algebra for seventh grade students

- Eighth grade math
 - Advanced Algebra for eighth grade students
 - Algebra for eighth grade students

- English/Language arts will remain; no advanced classes will be added for the 2013-14 school year. Students will be heterogeneously grouped.

- Science and social studies will remain; no advanced classes will be added for the 2013-14 school year. Students will be heterogeneously grouped.

- The honors distinction opportunity will continue, and the opportunity for honors distinction will be offered in all core classes: science, social studies, English/language arts, and math.

- Parent choice will be exercised to sign up students for any advanced math course in seventh or eighth grade.”

Mr. Keckler presented a report titled Open Enrollment Applicants For School Year 2013-2014 submitted by Ms. Renee Blise, Senior Research Analyst; Ms. Belinda Grantham, Director of Early Education Programs; Ms. Susan Valeri, Director of Special Education and Student Support; Mr. Daniel Tenuta, Assistant Superintendent of Secondary School Leadership; Ms. Karen Davis, Assistant Superintendent of Elementary School Leadership; Mr. Keckler; and Dr. Hancock, excerpts follow:

“The Wisconsin Department of Public Instruction (DPI) requires school districts to allocate open enrollment allocations prior to the start of the open enrollment application period. The Wisconsin open enrollment application period began on February 4th, 2013, and closed on April 30th, 2013. Students from a non-resident district may still apply for immediate admittance to another district if he/she meets one of the following criteria per Act 114.

At the January 29, 2013, Board of Education Regular Meeting the Kenosha Unified School Board formally affirmed the availability of spaces for both general and special education students seeking entrance into the Kenosha Unified School District under the Open Enrollment Statute for School Year 2013-14. The School Board affirmed the availability of 58 general education spaces and 7 special education spaces.

After receiving applications from the state's Open Enrollment Applications Log (OPAL) the Offices of Educational Accountability, Elementary School Leadership, Secondary School Leadership, Teaching and Learning – Special Education/Student Support and Early Childhood met on May 3, 2013, to match available District spaces to the application pool of requests made by candidates seeking entrance into KUSD. Additionally, guidelines concerning student enrollment preferences and sibling preferences were also revisited.

On May 6, 2013, a lottery meeting was conducted in the Office of Educational Accountability to assign petitioning students to available District spaces. A representative from the Facilities Services Department served as the "unbiased" witness to the student assignment process and drew lots during the lottery proceeding.

With the close of this year's open enrollment application window by DPI on April 30th, 2013, all students in the OPAL system were listed on a master roster in alphabetical order. Each student was then assigned an applicant sequence number with the first person listed on the roster being tagged as number one and the remaining students who were on the OPAL listing were also assigned a sequence number.

As required by Wisconsin statute and Board policy, preference was given to students currently attending Kenosha Unified and their siblings. Each student was provided a lottery ranking even though a student's denial may have been recommended in the application review process. This is done because some special education or expulsion records may not have been received from the resident district at the time of the selection process. A lottery ranking selection process is conducted separately for each grade. If there are more applicants than spaces available at a given grade then lottery rank is used to select which student gets their preference. School placements are also made on a random basis when no school preference restriction is indicated on the OPAL application.

Nonresident school districts must mail notices of approval or denial by June 7, 2013. If the application is approved, the school district must notify the parents of the *specific school* to which the student applicant will be assigned. Resident districts must notify applicants if their application is being denied by June 14, 2013. If an application is denied, parent(s)/guardian(s) have 30 days to file an appeal. Parents of accepted applicants must notify the nonresident district if their student will be attending the non-resident district in the 2013-14 school year by June 28, 2013.

Three hundred (300) resident students from the Kenosha Unified School District have applied for admission to schools outside of KUSD under the guidelines of open enrollment.

One hundred ten (110) non-resident students have applied for admission to the Kenosha Unified School District under the guidelines of open enrollment.

Administration recommends approval of applicants identified as numbers (2, 3, 4, 5, 7, 10, 12, 14, 15, 16, 20, 21, 24, 27, 29, 32, 33, 36, 42, 44, 46, 47, 49, 50, 51, 53, 57, 63, 75, 80, 83, 91, 93, 94, 95, 98, 99, 100, 103, 105, 106, 108, 109, 112) due to available space at the grade level or school requested.

Administration recommends denial of applicants identified as numbers (1, 6, 8, 9, 11, 13, 17, 18, 19, 22, 23, 25, 26, 30, 31, 34, 35, 37, 38, 39, 40, 41, 43, 45, 48, 52, 54, 55, 56, 58, 59, 60, 61, 62, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 76, 77, 78, 79, 81, 82, 84, 85, 86, 87, 88, 89, 90, 92, 96, 97, 101, 102, 104, 107, 114) due to overcapacity at the grade level or school requested and/or expulsion or habitual truancy in the current or preceding two years.”

Mrs. Taube moved to approve the applicants identified as numbers (2, 3, 4, 5, 7, 10, 12, 14, 15, 16, 20, 21, 24, 27, 29, 32, 33, 36, 42, 44, 46, 47, 49, 50, 51, 53, 57, 63, 75, 80, 83, 91, 93, 94, 95, 98, 99, 100, 103, 105, 106, 108, 109, 112) due to available space at the grade level or school requested and to deny applicants identified as numbers (1, 6, 8, 9, 11, 13, 17, 18, 19, 22, 23, 25, 26, 30, 31, 34, 35, 37, 38, 39, 40, 41, 43, 45, 48, 52, 54, 55, 56, 58, 59, 60, 61, 62, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 76, 77, 78, 79, 81, 82, 84, 85, 86, 87, 88, 89, 90, 92, 96, 97, 101, 102, 104, 107, 114) due to overcapacity at the grade level or school requested and/or expulsion or habitual truancy in the current or preceding two years. Mr. Flood seconded the motion. Unanimously approved.

Ms. Stevens presented Policy 6300 – Curriculum Development and Improvement and indicated that she recommended the additional wording to the policy to ensure that the Board is kept informed on additions and/or deletions to the curriculum.

Discussion took place on the amount of time that is consumed when items need to be brought to the Board for approval. It was suggested that the policy wording be changed to support both the curriculum leadership and also keep the Board informed on additions and/or deletions to the curriculum.

Mrs. Coleman moved that Policy 6300 – Curriculum Development and Improvement be deferred to the July Board meeting. Mrs. Snyder seconded the motion. Unanimously approved.

Mrs. Sheronda Glass, Executive Director of Business Services, presented the Employee Benefits Recommendation submitted by Mr. Edward Kupka, Director of Human Resources; Mrs. Glass; and Dr. Hancock, excerpts follow:

“In January 2013, Burkwald, the District Benefit Consultants, went out to bid on all lines of employee benefits. Of the five who quoted, only two of the bids were competitive, WEA and Humana. Although the bids were competitive, they came in higher than expected, both projecting a 7.7% increase over current rates. This increase in premium was based on the fact that the District had higher than normal benefit utilization (average claims utilization of approximately 110%). This significantly impacts pricing in the market, thus reducing the number of carriers willing to respond to the RFP.

During the process, the district conducted an employee survey requesting feedback from all employees about health benefits. The results showed that employees overwhelmingly preferred the current plan, preferring to retain low copays and deductibles.

The information was presented to the Benefit Task Force in April and it was requested that we go back to market and request plan modifications as well as additional options for employees. Both WEA and Humana submitted modified plan information. WEA presented the most competitive offer, providing two benefit options for employees.

The most competitive dental quotes came from WEA and Delta Dental; both are current carriers for the District. Based on the information received, WEA offered an enhanced plan design, offering a 6.3% rate reduction (under current rates) for all employees.

Minnesota Life Insurance presented the most competitive life insurance pricing, offering a 4.51% rate reduction (under current rates) for all employee groups.

Based on our utilization experience, WEA is no longer a competitive option for long term disability. National Insurance offered the most competitive long term disability option, offering a three year commitment at 38.9% rate reduction (under current rates), holding rate for three years.

Short Term Disability and Vision are being offered as voluntary benefits.

Based on utilization and experience, and the changing nature of the industry, the district will experience a 91% rate increase for Long Term Care benefits. The District can no longer afford to offer this benefit.

The Administration recommends that the Board of Education approve the following, effective July 1, 2013:

- 1) WEA Trust Base Design Option 2 Health Plan, with an option to purchase up to Base Design Option 1, with an active employee contribution of 12% for all employee groups and a retiree premium contribution of 12% for all employee groups.
- 2) WEA Trust Essential Dental PPO, with an employee contribution of 10%.
- 3) Minnesota Life as the life insurance provider, an employer paid option at one (1) times employee salary.
- 4) National Insurance Services as the Long Term Disability provider, a 100% employer paid option.
- 5) Cancellation of Long Term Care policy for all active employees. Recommend a six month transition period for retirees and provide a District "paid up" policy for the 186 retirees currently covered by the plan."

Mrs. Taube moved to approve the WEA Trust Base Design Option 2 Health Plan with an option to purchase up to Base Design Option 1. Mr. Flood seconded the motion.

Roll call vote: Ayes: Mrs. Taube, Mr. Flood, and Ms. Stevens. Noes: Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman. Mr. Bryan abstained. Motion failed.

Mr. Nuzzo moved to approve the WEA Trust Base Design Option 2 Health Plan, with an option to purchase up to Base Design Option 1, with an active employee contribution of 12% for all employee groups and a retiree premium contribution of 12% for all employee groups. Mrs. Snyder seconded the motion.

Roll call vote: Ayes: Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman. Noes: Mrs. Taube, Mr. Flood, and Ms. Stevens. Mr. Bryan abstained. Motion failed.

Mr. Bryan departed the meeting at 10:09 P.M.

Mr. Flood moved to approve the WEA Trust Base Design Option 2 Health Plan, with an option to purchase up to Base Design Option 1, and that a special Board meeting be scheduled as soon as possible to address the employee contribution group percentages and retiree premium contributions. Mrs. Taube seconded the motion.

Roll call vote: Ayes: Mrs. Taube, Mr. Flood, and Ms. Stevens. Noes: Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman. Motion failed.

Mr. Flood moved to approve Administration's recommendation #1 as written and that the employee contribution group percentages and retiree premium contributions be placed on the June 3rd meeting agenda for possible discussion and/or action. Mrs. Coleman seconded the motion.

Roll call vote: Ayes: Mr. Flood, Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman, Ms. Snyder, and Ms. Stevens. Noes: Mrs. Taube. Motion passed.

Mrs. Coleman requested that any questions pertaining to employee contribution group percentages and retiree premium contributions be forwarded to the Superintendent's Office within 24 hours to ensure that all questions could be answered at the June 3, 2013 meeting.

Mrs. Snyder moved to approve WEA Trust Essential Dental PPO with an employee contribution of 10%. Mrs. Coleman seconded the motion. Unanimously approved.

Mrs. Coleman moved to approve Minnesota Life as the life insurance provider, an employer paid option at one (1) times the employee salary. Mr. Nuzzo seconded the motion. Unanimously approved.

Mrs. Taube moved to approve National Insurance Services as the Long Term Disability provider, a 100% employer paid option. Mr. Nuzzo seconded the motion. Unanimously approved.

Mr. Nuzzo moved to approve the cancellation of the Long Term Care policy for all active employees, a recommendation of a six month transition period for retirees, and that the District provide a "paid up" policy for the 186 retirees currently covered by the plan. Mrs. Coleman seconded the motion. Motion carried. Mrs. Taube and Mrs. Snyder abstained.

Mrs. Taube presented the Donations to the District as contained in the agenda.

Mrs. Taube moved to approve the Donations to the District as contained in the agenda. Mrs. Coleman seconded the motion. Unanimously approved.

Meeting adjourned at 10:47 P.M.

Stacy Schroeder Busby
School Board Secretary