

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD AUGUST 26, 2014

A regular meeting of the Kenosha Unified School Board was held on Tuesday, August 26, 2014, 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 7:01 P.M. with the following Board members present: Mr. Kunich, Ms. Stevens, Mr. Flood, Mr. Bryan, Mrs. Snyder, Mr. Wade, 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, Executive Director of Community Partnerships and Media Relations, presented the Outstanding American High School Drama Teacher Award.

Dr. Savaglio-Jarvis presented three Administrative Appointments.

Dr. Savaglio-Jarvis introduced Mr. Anthony Casper as Interim Assistant Principal at Indian Trail High School and Academy and indicated that this appointment was previously approved at the July 22, 2014 School Board meeting.

Ms. Stevens moved to approve Mrs. Debra Giorno as the Interim Assistant Principal at Bullen Middle School effective August 27, 2014. Mr. Bryan seconded the motion. Unanimously approved.

Ms. Stevens moved to approve Mr. Jered Kotarak as Interim Assistant Principal at Bradford High School effective August 27, 2014. Mr. Flood seconded the motion. Unanimously approved.

There was not a Legislative Report.

There was one view/comment by the public.

There were no Board member responses/comments.

Mrs. Coleman made her Board President remarks.

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

The Board considered the following Consent-Approve items:

Consent-Approve item X-A – Recommendations Concerning Appointments, Leaves of Absence, Retirements, and Resignations as contained in the agenda.

Consent-Approve item X-B – Minutes of the 7/22/14 Special Meeting and Executive Session, 7/22/14 Regular Meeting, and the 7/15/14 Special Meeting.

Consent-Approve item X-C – Summary of Receipts, Wire Transfers, and Check Registers submitted by Ms. Heather Kraeuter, Accounting & Payroll Manager; Mr. Hamdan, Interim Chief Financial Officer; and Dr. Sue Savaglio-Jarvis, excerpts follow:

“It is recommended that the July 2014 cash receipt deposits totaling \$314,636.79, and cash receipt wire transfers-in totaling \$3,410,724.72, be approved.

Check numbers 511069 through 512136 totaling \$10,268,496.72, and general operating wire transfers-out totaling \$ 180,377.68, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the July 2014 net payroll and benefit EFT batches totaling \$17,107,257.74 and net payroll check batches totaling \$3,915.92, be approved.”

Ms. Stevens moved to approve the Consent Agenda as contained in the agenda. Mr. Bryan seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented School Board Policy 5431 – Student Dress Code submitted by Dr. Floyd Williams, Assistant Superintendent of Elementary School Leadership; Dr. Bethany Ormseth, Assistant Superintendent of Secondary School Leadership; and Dr. Savaglio-Jarvis, excerpts follow:

“The Board of Education moved to create an Ad Hoc Committee to revise School Board Policy 5431 – Student Dress Code on November 13, 2013. The Ad Hoc Committee was formed and included committee members, parents, students, administrators, teachers, high school security staff and School Board members.

On July 22, 2014, the Board of Education recommended the Ad Hoc Committee reconvene to address student identification at both the middle and high school level.

The Ad Hoc Dress Code Committee reconvened on July 30, 2014 to finalize a recommendation for the Board of Education. The outcome of the meeting resulted in the following:

- Middle and high school level students are required to wear student identification during the school day.

The new language has been noted in the attached policy.

The Ad Hoc Committee met a total of four times. The group revisited all aspects of Policy 5431 – Student Dress Code. The updated policy recommendations are included in this report.

Administration recommends that middle and high school level students be required to wear student identification during the school day. Policy 5431 is attached for a first and second reading on August 26, 2014.”

Dr. Ormseth and Dr. Williams were present and answered questions from Board members.

Mr. Flood moved to not approve the recommended policy revisions and approve the strike-through language of School Board Policy 5431 – Student Dress Code. Ms. Stevens seconded the motion.

Roll call vote. Ayes: Ms. Stevens, Mr. Flood, Mr. Bryan, and Mr. Wade. Noes: Mr. Kunich, Mrs. Snyder, and Mrs. Coleman. Motion carried.

Dr. Savaglio-Jarvis presented the Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2014-2015 Year submitted by Mr. Jeffrey Marx, Supervisor of Transportation Services; Mr. Patrick Finnemore, Director of Facilities; and Dr. Savaglio-Jarvis, excerpts follow:

“The following provisions for the transporting of students attending public and private schools will become effective from and after the fifteenth day of August 2014.

2014-2015 is the final year of a 5 year contract with First Student for transportation services. Over this 5 year contract we had added GPS and video cameras successfully on all of our school buses to improve service and safety for our district bus riders. In 2013-2014 we successfully added bus service to our 4k program in the district. Over the course of this contract we believe that First Student has done an exceptional job working with the district to fulfill our student needs and requirements. Because of this successful relationship, we will be looking to negotiate another five year contract extension. As part of this extension we will be looking at the possible addition of a tracking system called Z-Pass to our special needs bus routes. This is a student tracking service that will assist the district in tracking bus ridership for our special needs students. This will assist the district in reports for claiming Medicaid reimbursements based on student ridership. Once the Z-Pass system is operating effectively, the district may consider expanding this tracking system to all of our elementary students as well. We will keep the Board apprised of our negotiations with First Student and will bring a recommendation forward to the Board prior to the end of this coming school year.

At its August 12, 2014, meeting, the Planning/Facilities/Equipment Committee voted to forward these provisions to the School Board for consideration with several corrections.

It is recommended that the School Board approve the Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2014-2015 Year as presented.”

Mr. Marx was present to answer questions from Board members. There were no questions from Board members.

Ms. Stevens moved to approve the Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2014-2015 Year. Mr. Flood seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Renewal of Southeastern Wisconsin School Alliance Membership submitted by Mrs. Sheronda Glass, Executive Director of Business Services, and Dr. Savaglio-Jarvis, excerpts follow:

“For the past eleven (11) years, the District 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 SWSA serves over 30 urban and suburban school districts with a combined enrollment of more than 240,000 students.

The mission of the SWSA is to support and promote world class schools through research, advocacy, public policy and effective communication for the benefit of students and the economic vitality of the region.

The SWSA meets at least once a month and the annual membership fee is \$3,000. Attached is the required resolution to be approved by the Board to participate in the Alliance and the 66.0301 Agreement that authorizes the School District of South Milwaukee as the fiscal agent to manage the SWSA funds. Also included is the proposed budget for the SWSA and the current participating member school districts.

At its August 12, 2014 meeting, the Audit/Budget/Finance Standing Committee voted to forward the Renewal of the Southeastern Wisconsin School Alliance Membership to the full Board for approval. Administration recommends that the Board approve the attached resolution and membership in SWSA for the 2014-2015 fiscal year and of authorization of Board Officers and District Administration to execute any and all documents related to the renewal.”

Mrs. Glass was present to answer questions from Board members. There were no questions from Board members.

Mrs. Snyder moved to approve the Renewal of the Southeastern Wisconsin School Alliance Membership. Mr. Bryan seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Elementary School Multiage Waivers submitted by Dr. Williams and Dr. Savaglio-Jarvis, excerpts follow:

“On July 30, 2013 revisions were made to Kenosha Unified School District School Board Policy 6432 – Class Size. The following revision was approved by the Board of Education pertaining to Policy 6432-Class Size:

Reasonable effort will be made to avoid split grade classes entirely. If split grade classes are utilized at any school, there are to be no more than twenty (20) students in the class. Exceptions to this guideline may be approved by the School Board.

In order to meet the guidelines of Policy 6432, the administration is requesting waivers for four elementary schools. If the waivers are not approved five additional teachers will be needed to meet board policy 6432-Class Size.

Nash Elementary School's Next Generation Personalized Learning environment is designed for the multiage learning setting to allow students to engage today's digital learners in successfully developing core academic knowledge and skills and establishing work habits to ensure future success. Due to the instructional design model and being in the second year of the program's implementation as well as the student academic success and demand by the community, Administration is not recommending changing the multiage environment at Nash Elementary School.

The cost to Kenosha Unified School District to add five teachers if waivers are not approved would be based on an average teacher salary and benefits rate of \$95,865 per teacher, an increase to the overall district budget of \$479,325.

Administration recommends that the Board of Education approves the class size waiver request for Grant, Nash, Whittier, and Wilson Elementary Schools for the 2014-2015 school year."

Dr. Williams was present and answered questions from Board members.

Mr. Flood moved to approve the class size waiver for Nash Elementary. Mr. Bryan seconded the motion.

Roll call vote. Ayes: Mr. Kunich, Ms. Stevens, Mr. Flood, Mr. Bryan, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Noes: None. Unanimously approved.

Mrs. Snyder moved to approve the class size waivers for Grant, Whittier, and Wilson contingent on third Friday counts. Ms. Stevens seconded the motion.

Roll call vote. Ayes: Mr. Kunich, Ms. Stevens, Mrs. Snyder, and Mrs. Coleman. Noes: Mr. Flood, Mr. Bryan, and Mr. Wade. Motion carried.

Dr. Savaglio-Jarvis presented the Essential Non-Policy Handbook Items submitted by Mrs. Annie Petering, Human Resources Specialist; Mr. Rade Dimitrijevic, Human Resources Coordinator; Ms. Judy Rogers, Human Resources Coordinator; Mrs. Glass; and Dr. Savaglio-Jarvis, excerpts follow:

"The collective bargaining agreements between Kenosha Unified School District and S.E.I.U. Local 168 (service employees), Kenosha Education Association (teachers, educational support professionals, interpreters, substitute teachers, carpenters and painters) and Local 2383 AFSCME, AFL-CIO (secretaries) all defined different benefits as

it relates to employee leave, holidays, sick, vacation time, jury duty and tuition reimbursement. All the agreements expired on June 30, 2013, except for the agreement between KUSD and S.E.I.U. Local 168, which expired on June 30, 2012. To this end, it is vitally important for the District to establish common guidelines as it relates to these benefits. Attached is an outline of the essential non-policy handbook items for consideration. These essential non-policy handbook items, once approved by the board, will be included in the future employee handbook.

It is the recommendation of the Administration that the Board of Education approve the essential non-policy handbook items contained in the attachment.”

Mrs. Glass was present and answered questions from Board members.

Mr. Wade moved to approve the essential non-policy handbook items contained in the agenda. Mrs. Snyder seconded the motion.

Discussion took place regarding the language relating to a physician’s excuse after three consecutive sick days.

Mr. Wade withdrew his motion to approve the essential non-policy handbook items contained in the agenda.

Mr. Flood moved to approve the Essential Non-Policy Handbook Items with the addition of, “however, extenuating circumstances may be taken into consideration by your immediate supervisor” after the language pertaining to a physician’s excuse after three consecutive sick days. Mr. Bryan seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Seclusion and Restraint Requirement Report: WI Act 125 submitted by Mr. Kristopher Keckler, Executive Director of Information & Accountability; Ms. Susan Valeri, Director of Special Education and Student Support; and Dr. Savaglio-Jarvis, excerpts follow:

“Wisconsin Act 125 requires each school to report the district seclusion and restraint data annually, by September 1st, to the school board. Districts must submit the number of incidents of seclusion and physical restraint, the total number of students involved in the incidents, and the number of students with disabilities who were involved in the incidents. The report to the school board contains the same data as is required in the U.S. Department of Office of Civil Rights cyclical data collection on seclusion and physical restraint.

Districts are required to report on two (2) types of restraint; mechanical and physical, and seclusion, detailing both the number of students (by disability status) and number of incidents. Both a summary report and a full building level report are attached. For the 2013-14 school year, KUSD had zero (0) reports of *mechanical* restraint, 59 students who had a total of 119 incidents of *physical* restraint, and 33 students had a total of 91 incidents of *seclusion*.

This report is for informational purposes only.”

Mr. Keckler and Ms. Valeri were present to answer questions from Board members. There were no questions from Board members.

Dr. Savaglio-Jarvis presented the Educator Effectiveness System Implementation submitted by Mrs. Nicole Jones, Educator Effectiveness Coordinator; Mrs. Glass; and Dr. Savaglio-Jarvis, excerpts follow:

“The state of Wisconsin has adopted a new principal and educator evaluation system as part of the Department of Public Instructions agenda 2017 to make every child college and career ready. The goal of the Educator Effectiveness (EE) model is to ensure that all students have highly effective teachers and that all schools have highly effective leaders.

The EE model evaluates principals and educators in two parts: Educator Practice and Student Outcomes. For principals, educator practice involves how they coach, collaborate with, and engage teaching staff in professional development. For teachers, educator practice involves how they plan and assess lessons, establish an effective classroom environment, instruct, and carry out professional responsibilities. Student outcomes for principals involve setting building level objectives aligned to district established goals and measured through district or standardized assessments. Student outcomes for teachers involve the creation of student learning objectives focused on skill development and aligned to the building level objectives.

The district will fully implement the Educator Effectiveness System for the 2014-15 school year and has established an action plan to provide ongoing professional development for its principals, teachers, and other evaluators in preparation for this change. The new system will reshape teacher and principal performance and support their growth through a more rigorous observation and goal setting process and through the establishment of standards of practice. Educator Effectiveness implementation in the District should support our ability to assure high quality instruction for our students resulting in an increase in positive learning outcomes for all.”

Mrs. Jones gave a PowerPoint presentation which covered the following topics: an orientation video to the educator effectiveness system, every child a graduate college and career ready, guiding principles of the educator evaluation system, the educator evaluation cycle, part 1 evaluation cycle: educator practice, the Danielson framework for teaching, levels of educator performance, how educator effectiveness advances educator practice, part 2 evaluation cycle: student outcomes, student learning objectives scoring; the final student learning objectives score, the principal evaluation cycle, part 1 evaluation cycle: principal practice, principal levels of performance, part 2 evaluation cycle: student outcomes, Teachscape: evaluation and provisional learning software, what is Teachscape, certified evaluations via Teachscape, data collections tool for observations and goals, observation evidence, and observation evaluation.

There were no questions from Board members.

Mr. Wade presented the Donations to the District as contained in the agenda.

Ms. Stevens moved to approve the Donations to the District as contained in the agenda. Mr. Flood seconded the motion. Unanimously approved.

Mr. Bryan moved to adjourn the meeting. Mr. Flood seconded the motion. Unanimously approved.

Meeting adjourned at 9:08 P.M.

Stacy Schroeder Busby
School Board Secretary