

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 22, 2016

A regular meeting of the Kenosha Unified School Board was held on Tuesday, March 22, 2016, 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 7:02 P.M. with the following Board members present: Mr. Flood, Ms. Stevens, Mr. Kunich, Mrs. Snyder, Mr. Falkofske, and Mrs. Coleman. Dr. Savaglio-Jarvis was also present. Mr. Wade was excused.

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 MathCounts Chapter Competition Recognition Awards, Wisconsin Newspaper Association Foundation High School Better Newspaper Contest Winners, and Spelling Bee Winners.

Mr. Todd Jacobs presented the Exchange Club of Kenosha A.C.E Award.

Mrs. Coleman presented Resolution No. 322 – Resolution of Appreciation to Kyle Flood which read as follows:

“WHEREAS, Kyle Flood was elected to the Board of Education of the Kenosha Unified School District in April 2013, and served one, three-year term on the Board; and

WHEREAS, he was elected as a recent high school graduate who provided support in increasing the power of the student voice; and

WHEREAS, he held the positions of clerk, legislative liaison and member during his term on the Board; and

WHEREAS, during his tenure on the Board he chaired and/or served on the Planning/Facilities/Equipment, Personnel/Policy and Audit/Budget/Finance Committees, as well as the student dress code ad-hoc committee; and

WHEREAS, during his term the Board approved \$1.5 million for school security improvements, approved the expansion of the Kenosha School of Technology Enhanced Curriculum, underwent the 2013 curriculum audit, adopted the Board and Superintendent Team Charter, approved the 2015 outdoor athletic referendum for

Bradford, Tremper and Indian Trail, and adopted a new mission, vision, core values and strategic directions; and

WHEREAS, he has been a strong supporter of providing exceptional educational opportunities to all students in the Kenosha Unified School District;

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 Kyle Flood in recognition of his service to the Kenosha Unified School District.”

Ms. Stevens moved to approve Resolution No. 322 – Resolution of Appreciation to Kyle Flood. Mr. Kunich seconded the motion. Unanimously approved.

There were no Administrative and/or Supervisory Appointments.

Mr. Flood introduced the Student Ambassador, Tarin Peltier from LakeView Technology Academy, and she made her comments.

Mr. Flood gave the Legislative Report.

Views and/or comments by the public were made.

Board members made their responses/comments.

Mrs. Coleman made Board President remarks.

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 and Resignations.

Consent-Approve item XI-B – Minutes of the 2/15/16, 2/18/16, and 3/8/16 Special Meetings, 2/23/16 and 3/8/16 Special Meetings and Executive Sessions, and 2/23/16 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 February 2016 cash receipt deposits totaling \$537,913.14, and cash receipt wire transfers-in totaling \$28,430,375.24, be approved.

Check numbers 532622 through 533847 totaling \$7,893,502.97, and general

operating wire transfers-out totaling \$238,968.84, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the February 2016 net payroll and benefit EFT batches totaling \$12,623,140.27, and net payroll check batches totaling \$9,702.07, be approved.”

Consent-Approve item XI-D – Policy and Rule 1213, 3535, and 4226 submitted by Mrs. Ruder and Dr. Savaglio-Jarvis, excerpts follow:

“Policies 1213 Web Publication, 3535 Technology Acceptable Use and 4226 Online Forum each currently refer to the appropriate use of technology and the content that is posted on online forums, including websites, social media, blogs and other various forums. While each of the policies independently served a purpose in the past, our legal advisors recommend streamlining the three policies into one to better allow the district to uphold what is contained within them. By streamlining, the district will have one policy regarding acceptable use of technology for staff.

One of the major changes includes cleaning up language to delineate between an employee’s personal use and professional use of social media. Another change includes discouraging the use of personal email and social media accounts as a tool to communicate with students. In addition, language from Policy 1213 was cleaned up to allow the District to post/share appropriate student information as allowable under FERPA, Wis. Stat. 118.25 and the District’s Student Records Policy. The new employee guidelines also put into writing the restriction for soliciting for personal commercial use as well as for outside organizations.

On Feb. 9, 2016, the Personnel/Policy Committee voted to forward administration’s recommendation of sending revised Policy and Rule 4226 Staff Technology Acceptable Use Policy, which includes the elimination of Policies/Rules 1213 and 3535, to the school board for consideration. The board approved revised Policy 4226 as a first reading on February 23, 2016. It is recommended that the board approve revised Policy and Rule 4226 and elimination of Policies/Rules 1213 and 3535 as a second reading on March 22, 2016.”

Consent-Approve item XI-E – Policy and Rule 6633 – Student Technology Acceptable Use Policy submitted by Mr. Kristopher Keckler, Executive Director of Information and Accountability, and Dr. Savaglio-Jarvis, excerpts follow:

“Policy 6633 – Student Technology Acceptable Use Policy refers to the expectations for Kenosha Unified students and their various interactions with technology. This policy currently is presented to all families as a required component of the annual school registration process. Also, each student is sent a copy to their district assigned internal email account at the start of each school year. Staff members from each school take time to educate all students on the expectations as well as the benefits to gaining comfort and efficiency with the ever growing technology within our schools. Similar policies related to technology use have been revised based on legal

guidance. Minor revisions relate to the proposed alignment to the other district policies related to overall technology use, as well as removal of redundant phrases.

The School Board approved revised Policy and Rule 6633 - Student Technology Acceptable Use as a first reading on February 23, 2016. Administration recommends School Board approval of the proposed revisions to Policy and Rule 6633 - Student Technology Acceptable Use as a second reading at the March 22, 2016, regular School Board meeting.”

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

Mrs. Ruder presented Policy and Rule 4332 – Criminal Background Checks submitted by Mrs. Ruder; Mrs. Annie Petering, Chief Human Resource Officer; and Dr. Savaglio-Jarvis, excerpts follow:

“Initially, we were updating Policy 4332 so that it explicitly included the word “chaperones” in order to align with the new Board Policy and Rule 4333 Chaperone Requirements and Expectations approved on August 25, 2015. At its September 8, 2015, meeting, the Personnel/ Policy Committee voted to forward a revised version of Policy and Rule 4332 to the Board for consideration. Subsequent to that meeting, we discovered that the language should be updated in a broad scope to capture the interests of the District while aligning with federal laws.

In further reviewing the language of Policy and Rule 4332 it was discovered that we needed to update it so that it not only reflected considerations regarding past convictions, but also pending charges. Please note that an employer cannot discriminate against an applicant based on information obtained in criminal background checks. However, an employer may consider criminal background information in making employment decisions if a past conviction or circumstance giving rise to a pending charge is substantially related to the job/duty applied for.

We also updated Rule 4332 in paragraph 4 so that it reflects the use of any vendor the district may deem necessary in order to complete a thorough criminal background check. We also updated to make sure the cross references were accurate.

Upon review of Policy 4332, school board questions arose regarding the process of the criminal background check. Specifically in question was the criteria used to determine a “pass” or “fail”. While most applicants of the district have no criminal records that are produced, there are times when criminal background is produced and further review is vital. There are many facets to the review process. A coordinator within the Office of Human Resources completes an individualized assessment of the criminal record produced using guidelines from the Wisconsin Fair Employment Law and Federal EEOC. In this process, one looks at the requirements related to the position of the applicant and determines relevancy; for example, does the position offer a “temptation or opportunity” for criminal activity similar to the crime for which they were convicted? Consideration is also given to the severity of the offense, the amount of time since the offense was committed, and the applicant’s subsequent behavior to see if it

reveals the applicant to be rehabilitated or objectively unfit for the position. Examples that could prevent an individual from being hired or having access to our students in a supervised or unsupervised setting could include but are not limited to providing false information on an application, convictions or pending charges involving drugs, violence/weapons, and sex crimes in which the past conviction or circumstance giving rise to the pending charge is substantially related to the position for which he/she applies. If it is determined that a conviction and/or pending criminal charge would prevent an individual from being hired or having access to children in a supervised or unsupervised setting, the Office of Human Resources will contact the Principal/Hiring Manager and notify the individual that they cannot be hired.

Since Feb. 23, 2016, language has been added to Policy 4332 regarding background checks for standing committee and ad-hoc committee members who may be around students. After further review, the language of Rule 4332 was also updated to refer to all groups – employees and non-employees working with students – to better outline requirements within the policy.

On Feb. 23, 2016, the School Board approved updated Policy and Rule 4332 – Criminal Background Checks as first reading. It is recommended that board approve revised Policy and Rule 4332 as a second reading on March 22, 2016.”

Ms. Ruder, Mr. Radovan Dimitrijevic and Ms. Judy Rogers, Coordinators of Human Resources, were present to answer questions from Board members.

Mr. Flood moved to approve updated Policy and Rule 4332 – Criminal Background Checks as a second reading with the addition of a sentence which would read "There will be no question about previous charges on the employment application" to the first paragraph of the Rule. Ms. Stevens seconded the motion. Discussion followed.

Mr. Flood withdrew his motion to approve updated Policy and Rule 4332 – Criminal Background Checks as a second reading with the addition of a sentence which would read "There will be no question about previous charges on the employment application" to the first paragraph of the Rule.

Mr. Flood moved to approve updated Policy and Rule 4332 – Criminal Background Checks as a second reading with the stipulation that the Board would hold a discussion at one of the next two board meetings on the question on the employment application pertaining to previous criminal charges. Mr. Falkofske seconded. Motion carried. Mrs. Snyder dissenting.

Dr. Savaglio-Jarvis introduced the Head Start Federal Grant submitted by Ms. Lisa KC, Assistant Director of Head Start; Ms. Belinda Grantham, Director of Early Education; Ms. Susan Valeri, Director of Special Education and Student Support; and Dr. Savaglio-Jarvis, excerpts follow:

“Approval from the Board of Education is requested to submit and implement the Head Start Federal Grant for the 2016-2017 school year. The funding for this grant is

\$2,025,018. The grant is designed to fund the operating costs of the Kenosha Unified School District Head Start Program.

The purpose of the Head Start program is to provide comprehensive services in the areas of health, education, social/emotional development, and parent involvement for low-income preschool children and their families. This grant will service 330 high-risk children who will be three or four years of age on or before September 1, 2016. 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.

Administration recommends that the school board grant approval to submit and implement the 2016-2017 Head Start Federal Grant.”

Ms. Stevens moved to approve the submission and implementation of the 2016-2017 Head Start Federal Grant. Mr. Kunich seconded the motion. Unanimously approved.

Mrs. Coleman introduced the Proposal for Student Voice Policy for discussion. Board members shared their thoughts and concerns with the proposed policy. The following suggestions made by Board members were noted:

- Add the announcing of voting opportunities to students to the policy;
- Have student listening sessions/focus groups to hear from students which focus on certain topics, i.e. PE Waiver, the achievement gap, etc.;
- Add accountability pieces for items D and E under the Regular Meeting Student Ambassador Board section of the policy;
- Provide examples of policies of other districts that have a student ambassador board; and
- Remove the last paragraph of the proposed policy.

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

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

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

Meeting adjourned at 8:59 P.M.

Stacy Schroeder Busby
School Board Secretary