

REGULAR MEETING OF  
THE KENOSHA UNIFIED SCHOOL BOARD  
HELD JANUARY 23, 2018

A regular meeting of the Kenosha Unified School Board was held on Tuesday, January 23, 2018, 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. 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 2017 Wisconsin High School Theater Festival Award Winners.

There were no Administrative and/or Supervisory Appointments.

Mr. Wade introduced the student ambassador, Sabrina Nikula from Bradford High School, and she made her comments.

There was no legislative report.

Views and/or comments were made by the public.

Board members made their responses/comments.

Mrs. Coleman gave the Board President remarks.

Dr. Savaglio-Jarvis gave the Superintendent's Report which included a mentoring video.

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 12/12/17 Special and Executive Session and 12/12/17 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 December 2017 cash receipt deposits totaling \$263,667.88, and cash receipt wire transfers-in totaling \$40,102,032.17, be approved.

Check numbers 559293 through 560199 totaling \$8,409,539.09, and general operating wire transfers-out totaling \$163,562.33, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the December 2017 net payroll and benefit EFT batches totaling \$12,295,439.66, and net payroll check batches totaling \$13,942.29, be approved.”

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

Dr. Savaglio-Jarvis presented School Board Policies 1331, 1350, 1400, 1500, 1510, 2810, 3422, 3900, 6740, and 6741 submitted by Tamarra Coleman, excerpts follow:

“At the request of School board members Michael Falkofske and Rebecca Stevens, ten school board policies were placed on the July 25, 2017, regular school board meeting agenda for discussion.

During the July 25 discussion, there was unanimous consent to have the noted school board policies reviewed by legal counsel and then discussed at a board working session.

Attorney Shana Lewis reviewed the policies and offered recommendations which were presented to the board at a special meeting on October 16, 2017. Attorney Lewis, Mr. Hamdan, Chief Financial Officer, Mrs. Salo, Accounting Manager, and Mrs. Danielski, auditor, were present and responded to board questions. It was agreed that Attorney Lewis would incorporate additional changes requested by the board and the policies would be brought back for another review by the board which occurred at a special meeting on January 9, 2018. Based on board input at that meeting, Rule 1500 – Solicitations/Fundraising was further revised as was the draft letter immediately following Policy/Rule 1500.

If there are no additional changes discussed at this meeting, it is recommended that the following ten policies (1331, 1350, 1400, 1500, 1510, 2810, 3422, 3900, 6740, 6741) be approved as a first reading and second reading at the January 23 and February 27, 2018, regular school board meetings.”

Mr. Wade moved to approve School Board Policies 1331, 1350, 1400, 1500, 1510, 2810, 3422, 3900, 6740, and 6741 as a first reading. Mr. Kunich moved to second the motion. Unanimously approved.

Ms. Susan Valeri, Chief of School Leadership, presented the Student Technology Acceptable Use Policy 6633 and Electronic Devices Policy 6435 submitted by Mr. Brian Geiger, Regional Coordinator of Secondary School Leadership and Learning; Ms. Valeri; and Dr. Savaglio-Jarvis, excerpts follow:

“A committee working on Policy 5435 electronic devices met and approved an updated policy in February 2011 with the goal of allowing students to use cell phones and other electronic devices in conjunction with instruction. With the revision, electronic devices could be utilized to access information, provide learning feedback, collaborate and be incorporated as a productive tool in the classroom.

The committee stated they recognized that electronic devices could be disruptive to the learning environment and stressed that good management by teachers and a strong, supportive student policy needed to exist.

Rebecca Stevens emailed a request on February 10, 2017, at 6:42 a.m. stating, *“I would also like a survey sent out to the teachers, all other staff, parents and students asking them to review the boards policy on electronic devices for feedback as this policy has not been reviewed since it was updated in 2011. Thank you, Rebecca Stevens School Board Member.”* In the spring of 2017, KUSD surveyed all staff, parents, students and the Kenosha community on the use of electronic devices in school. The board was presented the survey results of the KUSD Cell Phone Survey on July 25, 2017.

Upon conclusion of the survey and further review of policy 5435, it was discovered that policy 5435 and policy 6633 closely align with one another and both reference student electronic device use. The work going forward was done on the basis of combining the two policies to eliminate any confusion.

The recent survey, in conjunction with the related survey from this past Spring, showed a mixed realization for the educational benefits of using student owned technology in the school. This policy revision will allow for those benefits to be utilized during non-instructional periods and locations at all schools (i.e. before and after school including while utilizing district transportation). At the High School level, it is recommended that during a student’s designated lunch period, students are allowed access to student owned technology in the cafeteria/commons area. In addition, increased attention will be given towards integrating opportunities for positive use and value for student owned technology devices. Building administrators and school staff will continue to monitor and allow for student owned technology use in the classroom when approved by instructional staff or principal. The majority of administrators and district teachers stated there is a benefit to having students using electronic devices in the classroom. In researching existing policies and cross referencing them for electronic procedures and rules, it was discovered that Policy 5435 and 6633 closely align and should be combined into one policy. School Leadership worked collaboratively with Teaching and Learning and Information and Accountability to update policy 6633 Student Technology Acceptable Use (Attachment B) to align with survey results and feedback. It is recommended that policy 5435 Electronic Devices (Attachment D) be eliminated because all areas are now covered in policy 6633.

After review by the Personnel/Policy Committee, administration is forwarding revised Policy/Rule 6633 Student Technology Acceptable Use, which includes the elimination of Policy/Rule 5435 Electronic Devices, to the school board for a first reading on January 23, 2018.”

Mr. Wade moved to approve revised Policy/Rule 6633 Student Technology Acceptable Use as a first reading and for the elimination of Policy/Rule 5435 Electronic Devices. Mr. Garcia seconded the motion. Unanimously approved.

Mrs. Snyder presented Resolution No. 342 - Resolution in Support of Wisconsin Voucher Taxpayer Transparency Bill, which read as follows:

“*WHEREAS*, the Kenosha Unified School District Board of Education, administrators, educators, staff, parents and community members are united in our efforts to provide all children with the highest quality educational opportunities possible; and

*WHEREAS*, the district supports local control and the ability of the elected School Board to make decisions to support the learning of our students; and

*WHEREAS*, private school voucher advocates have consistently pushed for expanding the use of taxpayer funded vouchers to pay tuition for students in private schools in Wisconsin; and

*WHEREAS*, the Governor and members of the Wisconsin legislature have proposed expanding the voucher program and increasing state payments to voucher schools; and

*WHEREAS*, a recent memo from the nonpartisan Legislative Fiscal Bureau demonstrated that payments to voucher schools under the Governor’s proposed budget would range from \$7,757 to \$8,403 per voucher student by 2018 and may reduce the amount public schools receive by as much as \$1,700 per student; and

*WHEREAS*, Assembly Bill 267 and Senate Bill 183, the “Wisconsin Voucher Taxpayer Transparency Bill,” authored by state Rep. Dana Wachs (D-Eau Claire), would require property tax bills to include information from the school district where the property is located regarding the amount of net reduction in state aid, if any, to the district as a result of pupils enrolled in the statewide voucher program; and

*WHEREAS*, the increase in statewide property taxes due to school boards levying to offset lost aid due to the voucher system was over \$25 million in 2016-17. The statewide property tax impact is estimated to grow to \$37 million in 2017-18 and \$47 million in 2018-19; and

*WHEREAS*, just as property tax bills show how much money goes to public schools and technical colleges, taxpayers deserve to know the cost of expanding the voucher program; and

*WHEREAS*, voucher schools are not bound by most state instructional requirements or graduation standards, are not subject to the state's accountability system, are not held to the public accountability requirements contained in major federal laws, including special education, are not governed by locally elected school board members, do not have to accept all students, nor do they have to provide students with the same due process protections in public schools, do not have to employ teachers who have a background in the subjects they teach, and do not have to adhere to open meetings and public records laws.

*THEREFORE, BE IT RESOLVED* that the Kenosha Unified Board of Education calls on Governor Walker, the Wisconsin State Assembly, and the Wisconsin Senate to support the Wisconsin Voucher Taxpayer Transparency Bill in an effort to be open, honest and transparent with the taxpayers of Kenosha and Wisconsin.

*BE IT FURTHER RESOLVED*, that a true copy of this resolution be spread upon the official minutes of the Board of Education."

Mrs. Snyder moved to approve Resolution No. 342 - Resolution in Support of Wisconsin Voucher Taxpayer Transparency Bill. Mr. Kunich seconded the motion. Unanimously approved.

Mrs. Julie Housaman, Chief Academic Officer, presented the New Course Proposal: Introductory Statistics submitted by Mr. William Haithcock, Principal of Harborside Academy; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

"Harborside Academy proposes the addition of a full-year one credit Introductory Statistics. This new course will be part of the University of Wisconsin Parkside Access to College Credit program (PACC). Harborside juniors and seniors would be eligible to earn college credit at a reduced tuition rate of less than \$100.00 per credit.

PACC courses are developed collaboratively by a UW-Parkside instructor and a Kenosha Unified School District teacher. The collaboration continues throughout the school year including an opportunity for each instructor to teach one class period at the partnering campus. If feasible, Kenosha Unified students will also participate in one class period at the UW-Parkside campus.

Consideration will be given to offering this course at all high schools that are interested providing that the high school has teaching staff with either a master's degree in the content they will be teaching for this program or 18 college credits in the program. The University of Wisconsin Parkside determines whether or not the KUSD teacher meets the criteria to teach a PACC course. In addition to having a minimum of a master's degree in the discipline in which the course is offered, high school faculty must be willing to work collaboratively with UW-Parkside faculty liaisons to implement the courses and participate in on-site visits by UW-Parkside faculty.

Administration recommends that the school board approve Harborside Academy's proposal of the addition of Introductory Statistics."

Mr. Wade moved to approve Harborside Academy's proposal of the addition of Introductory Statistics. Ms. Stevens seconded the motion. Unanimously approved.

Mrs. Housaman presented the New course Proposal: Guitar Studies 3-1 and Guitar Studies 3-2 submitted by Mr. Richard Aiello, Principal at Reuther Central High School, Mrs. Housaman, and Dr. Savaglio-Jarvis, excerpts follow:

"Reuther Central High School proposes the addition of Guitar Studies 3-1 and Guitar Studies 3-2. Currently Guitar Studies 1 and Guitar Studies 2 are offered at Reuther Central High School. These courses have provided an opportunity to address the music talents and interests of their student population. The addition of these courses to the existing sequence of study will provide students an opportunity to further develop their musical talents.

Administration recommends that the school board approve Reuther Central High School's proposal for the addition of Guitar Studies 3-1 and Guitar Studies 3-2 to the course catalogue."

Ms. Stevens moved to approve Reuther Central High School's proposal for the addition of Guitar Studies 3-1 and Guitar Studies 3-2 to the course catalogue. Mr. Garcia seconded the motion. Unanimously approved.

Mr. Kristopher Keckler, Chief Information Officer, presented the Proposed Adjustment to the 2017-18 and 2018-19 High School Instructional Calendar submitted by Mr. Keckler and Dr. Savaglio-Jarvis, excerpts follow:

"In September 2017, the Department of Public Instruction first communicated that the ACT organization was extending the required duration of time for the three WorkKeys assessments. This change will impact the existing board approved calendar. The WorkKeys assessments are currently comprised of three writing prompts that help students understand how they can improve their career readiness skills and how employers determine qualified candidates. The prompts cover the content areas of applied math, graphic literacy, and workplace documents and are required of all grade 11 students. Approved testing modifications allow for some designated students to utilize extended time, including the English Learner group which requires that the assessments be completed in a single day, taking most of the school day.

The grade 11 ACT assessments are currently administered over two consecutive state mandated days, typically in late February or early March. The rigorous proctoring schedule for the first day (which covers the ACT with Writing assessments) calls for Juniors only to attend and students in grades 9, 10, and 12 to not attend. Juniors are usually done around 12:45 and lunch is not included in this day, though snack periods are utilized between some of the assessments. Day two, which covers the WorkKeys assessments, has been scheduled as a delayed start for those three non-tested grades, however, with the newly required increased assessment time for day two, the transitional time for ending the WorkKeys assessments and starting a modified schedule presents greater challenges. Administration is proposing that the WorkKeys testing day two become a Juniors only day.

Administration recommends that the School Board review and approve the proposed WorkKeys schedule for the 2017-18 and 2018-19 High School Instructional Calendars at the January 23, 2018 meeting.”

Ms. Stevens moved to approve the proposed WorkKeys schedule for the 2017-18 and 2018-19 High School Instructional Calendars. Mr. Wade seconded the motion. Unanimously approved.

Mr. Keckler presented the Open Enrollment Allocations for the 2018-19 School Year submitted by Mrs. Renee Blise, Research Coordinator; Mrs. Luanne Rohde, Director of Early Education Programs; Mrs. Bridget Kotarak, Interim Director of Special Education and Student Support; Ms. Susan Valeri, Chief of School Leadership; Mr. Keckler; and Dr. Savaglio-Jarvis, excerpts follow:

“The Wisconsin Department of Public Instruction (DPI) stipulates that each resident school district allocate open enrollment spaces during their January board meetings. The 2018-19 Open Enrollment period is from February 5 to April 30, 2018. Along with the posted 3-month open enrollment window, applicants may also apply to a non-resident district using the designated Alternative Open Enrollment Application during the current school year if the applicant can demonstrate that he/she meets certain criteria. Appendix A contains a listing by grade of available open enrollment regular education spaces for School Year 2018-19. DPI has communicated that the District’s affirmation must specifically delineate both regular education seats by specific grade level and special education seats by program and/or service type.

KUSD Policy 5260 requires that a current open enrolled student re-apply just once, which is during the transition from elementary to middle school, or if they first enrolled during middle school, then they must reapply during the transition from middle school to high school. Also, tuition waiver students (those who start the year in KUSD but move out of district) have a right to complete the current year and apply for open enrollment the following year. Even though these are current KUSD students, they are counted as new applications for our state reporting.

The Offices of Educational Accountability, School Leadership, Teaching and Learning, Special Education/Student Support and Early Education met on multiple occasions to determine available spaces for School Year 2018-19 within the Kenosha Unified School District. After review of the available data and enrollment projections, this cooperative team with the endorsement of the Superintendent of Schools makes the recommendation contained in Appendix A (regular education) and Appendix B (special education) to the School Board.

Administration recommends that the Kenosha Unified School Board affirm and approve the space availability for open enrollment students for school year 2018-19 for a total of 205 spaces, 18 of which are designated for selected special education programs service/types.”

Mr. Wade moved to approve the space availability for open enrollment students for school year 2018-19 for a total of 205 spaces, 18 of which are designated for

selected special education programs service/types. Mr. Kunich seconded the motion. Unanimously approved.

Mr. Keckler presented the Four-Year Graduation Rate - Cohort Analysis submitted by Mrs. Blise, Mr. Keckler, and Dr. Savaglio-Jarvis, excerpts follow:

“Administration presented the first cohort analysis of graduation trends to the Kenosha Unified School Board beginning with School Year 1994-95. This cohort analysis is the twenty-second annual report to the Kenosha Unified School Board. It provides a “base cohort” illustrating the progress of students from their initial enrollment as a ninth grader on the Official Third Friday Count Day in SY 2013-14 until the end of summer school four school years later in August 2017. Additionally, the graduation “base cohort” of the Class of 2016 was examined in terms of its progress during the year following its designated graduation year (fifth year) along with the Class of 2015 after two years (sixth year).

The cohort graduation rate presented in this report is slightly different than the rate published by the Wisconsin Department of Public Instruction (DPI). Beginning in 2009-10, DPI reported a 4-year cohort graduation rate which includes all students who have been assigned to a *Wisconsin* public school cohort and were last enrolled in the Kenosha Unified School District (KUSD) during the 4-year time period, whether or not the student *began* in KUSD in their ninth grade year. Additionally, DPI’s graduation rate is a factor in two priority areas of the annual Accountability School and District Report Card: Closing Gaps and On-Track and Postsecondary Readiness. For the school and district report cards, DPI provides data on the 4-year cohort and the 6-year cohort graduation rates. DPI’s WISEdash portal also includes a 5-year rate. This KUSD cohort report will align with the DPI model of presenting a 4-year, 5-year and 6-year graduation rate.

Beginning in SY 2010-11, new federal guidelines regarding student race and ethnicity were implemented. In the past, parents/guardians were required to categorize their child in one of the following ethnic groups: Asian, Black/African American, Hispanic, Native American, and White. The current guidelines apply a two-part question format: first whether or not the student is Hispanic/Latino and then selecting one or more of the following races: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White. The students of the Class of 2017 will utilize the new race/ethnicity categories whereas cohorts prior to Class of 2014 will use the former categories.

The current graduation requirements for core content areas are 3.0 credits for Social Studies, Math and Science and 4.0 credits for English. KUSD Rule 6456 also includes a Community/Service Learning requirement with a minimum of 10 service hours, which is a locally applied requirement. A recent change effective for Kenosha Unified students earning a diploma in School Year 2016-17 is an additional 0.5 elective credit which totals to 8.0 elective credits and a total credit requirement of 23.5. In addition, all students, beginning in 2016-17, have to successfully pass the U.S. Civics Exam (U.S. Citizenship and Immigration Services Exam) with a score of 60 or higher out of 100 questions. This minimum score was changed to 65 for diploma requests in School Year 2017-18 (unless the student 84 already received a passing score).



Currently, Wisconsin High School Graduation Standards contain a minimum requirement of 4 credits for English/Language Arts, 3 credits each for Social Studies, Math and Science, 1.5 in physical education, 0.5 in health education and encourages an additional 8.5 credits which totals 23.5 credits. For the current school year (cohort 2017) the graduation requirement total number of credits for KUSD is equal to the state of Wisconsin suggested total of 23.5.

Administration recommends that the school board review and accept the 2016-17 Four Year Graduation Rate – Cohort Analysis Report.”

Mr. Wade move to accept the 2016-17 Four Year Graduation Rate – Cohort Analysis Report. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Keckler presented the Energage Survey Summary submitted by Mrs. Annie Petering, Chief Human Resource Officer; Mr. Keckler and Dr. Savaglio-Jarvis, excerpts follow:

“Kenosha Unified recently implemented the third annual organizational survey. Partnering with Energage (formerly WorkplaceDynamics), KUSD administration finds value with encouraging employee feedback through both select response ratings and open-ended comment submissions. Using an industry valued employee engagement platform, Energage continues to be a national provider of comprehensive organizational surveys, integrating data from over 16 million survey responses. Multiple workplace metrics (themes) and factors are measured; “Direction”, “Effectiveness”, “Connection”, and “My Manager” are factors of the “OrgHealth” metric and “My Work”, “My Expectations”, and “My Pay & Benefits” are factors of “The Basics” metric. Each of these factors may be further explored by selecting different demographic filters (departments, tenure, factor statements, etc.). The “OrgHealth” and “The Basics” work metrics help to establish employee engagement, newly labeled as “Business Outcomes”. The overall goal is to improve the workplace environment with increased support, improved work efficiency, and overall staff satisfaction.

The Energage survey was distributed to staff via a secure email link to allow for anonymous delivery and feedback, with multiple reminders to encourage a high response rate. Staff were able to provide responses to both select response statements and open-ended comment boxes. KUSD has used valuable feedback from prior survey results to make additional effort and purposeful practices towards planned improvement. For example, two of the noted areas of concern from the 2016 survey related to low staff appreciation and communication shortfalls. With the majority of the comments of appreciation related to salary concerns, the efforts of the salary design teams and the ability to communicate organizational initiatives provided opportunities to integrate improved practices. From the central office departments and the buildings, repeated and consistent efforts to share goals, progress updates, and impact areas produced improvement survey rates in both of these work areas. Recently, administrators from every building and department received respective access to their feedback and responses and additional resources to begin to work with these latest results. As in prior years, all staff will be presented with their corresponding school and/or department data during the spring months. The data trend analysis and overall

survey results over the past three years are summarized in the accompanying presentation.

Overall, the third year of survey results have shown increases or holding steady in most every area. To experience growth from increased attention and strategic planning helps to reinforce the notion that each area of concern could be improved upon. Utilization of these results will take place on multiple levels. Areas to celebrate may be replicated at specific locations and departments that may benefit from quality examples. In the same sense, current challenges will be further explored for implementation of specific action plans.

The district plans to continue to conduct this survey every fall in order to track improvement and change over multiple years. This is an informational report.”

Mr. Keckler gave a KUSD employee survey summary PowerPoint presentation which covered the following topics: survey snapshot, survey participation, experience of responders, working culture alignment, working culture uniqueness, two major metrics, what the survey measures, positive engagement regarding business outcomes, top focus areas, and top celebrations.

Mr. Falkofske presented Review of School Board Policy 8860 – Citizen Advisory Committees submitted by Ms. Stevens, Mr. Falkofske, and Mrs. Coleman, excerpts follow:

“At the request of School board members Michael Falkofske and Rebecca Stevens, School Board Policy 8860 – Citizen Advisory Committees is presented for consideration.”

Board members discussed their recommended changes in regards to recruitment of minority community and student members. Mrs. Snyder will incorporate the suggested changes into the policy and it will be placed on the next agenda for consideration for a first reading.

Mr. Kunich presented the Donations to the District.

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

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

Meeting adjourned at 9:09 P.M.

Stacy Schroeder Busby  
School Board Secretary