

A SPECIAL MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 6, 2017

A special meeting of the Kenosha Unified School Board was held on Monday, March 6, 2017, at 5:30 P.M. in the Board Meeting Room at the Educational Support Center. The purpose of this meeting was for Views and Comments by the Public, Discussion/Feedback/Possible Action Regarding Salary Structure Design Team's Philosophical Statement, Presentation/Discussion Regarding Elements Contained Within Teacher Compensation Models, and Discussion/Possible Action – Review Financial Impacts/Board Direction Regarding Monetary Target for Compensation Models.

The meeting was called to order at 5:34 P.M. with the following members present: Ms. Stevens, Mrs. Snyder, Mr. Kunich, Mr. Garcia, Mr. Falkofske, Mr. Wade, and Mrs. Coleman. Dr. Savaglio-Jarvis was also present.

Mrs. Coleman, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District No. 1. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Views and comments were made by the public.

Dr. Savaglio-Jarvis presented the meeting goals and then introduced Rena Somersan, Managing Principal of Newport Group.

Ms. Somersan gave a PowerPoint presentation regarding the elements contained within teacher compensation models which covered the following topics: understanding the possible elements of teacher compensation models, factors impacting compensation program design and implementation, evolution of teacher compensation, why change, potential components of teacher compensation, knowledge and skill, market-based incentives, student growth, teacher evaluations, and career ladders.

Mrs. Annie Petering, Chief Human Resource Officer, updated Board members on the work to date done by the Salary Structure Design Team.

Ms. Jennifer Navarro, Coordinator of Organizational Training and Development; Ms. Keri Heusdens, Instructional Coach and New Educator Induction; and Mrs. Amy Garrigan, Professional Learning Specialist; gave a PowerPoint presentation regarding the Salary Structure Design Team's philosophical statement which covered the following topics: why a philosophical statement, statement development, salary structure design team's draft philosophical statement, key beliefs and outcomes, clarifying questions from board members, and consensus of the draft philosophical statement.

Ms. Stevens moved to approve the Salary Structure Design Team's draft philosophical statement which reads as follows: "Kenosha Unified School District believes in recruiting and retaining highly qualified, diverse staff to ensure the success

of every student. This requires that we honor applicable experience, professional growth, advanced degrees and certifications through a competitive compensation structure that is consistent, transparent and sustainable.” Mr. Wade seconded the motion. Unanimously approved.

Mr. Tarik Hamdan, Chief Financial Officer, gave a PowerPoint presentation regarding financial impacts/board direction regarding monetary target for compensation models which covered the following topics: 2017 budget variables, historical teacher compensation, KUSD's former teacher salary structure, potential cost scenarios, total cost examples, best case scenario, worst case scenario - no state funds, and next steps.

Board members discussed the potential cost scenarios and cost examples.

Mr. Kunich moved that Administration create a salary structure that provides a \$4.4 million increase to all full time equivalent employees. Mrs. Snyder seconded the motion.

Ms. Stevens asked for a friendly amendment to have the motion read as “approve \$4.4 million to create a target compensation model for all full time equivalent employees.” Mr. Falkofske seconded the amendment. Mr. Kunich accepted Ms. Stevens’ friendly amendment.

Mr. Falkofske made a friendly amendment to the motion to remove the word “target” from the motion. Mr. Wade seconded the friendly amendment. Ms. Stevens accepted Mr. Falkofske’s friendly amendment.

Mr. Kunich’s motion to approve \$4.4 million to create a compensation model for all full time equivalent employees was unanimously approved.

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

Meeting adjourned at 7:16 P.M.

Stacy Busby
School Board Secretary