



REGULAR MONTHLY BOARD MEETING

**April 26, 2010
7:00 P.M.**

**Educational Support Center
Board Meeting Room
3600-52nd Street
Kenosha, Wisconsin**



KENOSHA UNIFIED SCHOOL BOARD

REGULAR SCHOOL BOARD MEETING

Educational Support Center

April 26, 2010

7:00 P.M.

AGENDA

- I. Pledge of Allegiance
- II. Roll Call of Members
- III. Awards, Board Correspondence, Meetings and Appointments
 - Harborside Academy Battle of the Books
 - Dimensions of Learning EPA Recognition
 - Governor's Recognition for Service Learning
 - P-5 Math Competition
 - Tremper High School Future Business Leaders of America (FBLA) Competition
- IV. Administrative and Supervisory Appointments
- V. Introduction and Welcome of Student Ambassador
- VI. Legislative Report
- VII. Views and Comments by the Public
- VIII. Response and Comments by the Board of Education
- IX. Remarks by the President
- X. Superintendent's Report
- XI. Consent Agenda
 - A. Consent/Approve Recommendations
Concerning Appointments,
Leaves of Absence,
Retirements and ResignationsPage 1
 - B. Consent/Approve Minutes of 3/22/10, 3/23/10,
3/30/10, and 4/13/10
Special Meetings and
Executive Sessions,
3/22/10 and 3/30/10
Special Meeting,
and 3/23/10
Regular MeetingPages 2-19

SCHOOL BOARD AGENDA

Page 2

April 26, 2010

XI. Consent Agenda - Continued

- C. Consent/Approve Summary of Receipts, Wire Transfers and Check Registers.....Pages 20-21
- D. Consent/Approve Waiver of Policy 1330 - Use Of School District Facilities.....Pages 22-23

XII. Old Business

- A. Discussion/Action Head Start Federal Grant - Cost Of Living AdjustmentPages 24-27
- B. Discussion/Action SAGE Grant Modification – P-5 Grant ModificationPages 28-30
- C. Discussion/Action Exemption to Graduation Requirement for Affected Students in Advanced Placement U.S. Government And Politics Course During 2009-10Pages 31-37
- D. Discussion/Action Honors U.S. Government And Politics Course Proposal.....Pages 38-42
- E. Discussion/Action Classification, Compensation And Personnel Policy for Non-Represented, Non-Supervisory, “Miscellaneous Employees”Page 43
- F. Discussion/Action Policy 8850 - School Board CommitteesPages 44-49
(First Reading)

XIII. New Business

- A. Discussion/Action Ratification of the KUSD/ S.E.I.U., Local No. 168 (Service Employees') Collective Bargaining AgreementPage 50

- XIII. New Business - Continued
 - B. Discussion/Action Temporary Use Agreement
With City of Kenosha
Related to 39th Avenue
And 27th Street Road
Construction ProjectPages 51-54
 - C. Discussion/Action Donations to the DistrictPage 55
- XIV. Other Business as Permitted by Law
 - Tentative Schedule of Reports, Events and Legal
Deadlines For School Board (April-May)Page 56
- XV. Predetermined Time and Date of Adjourned Meeting, If Necessary

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Kenosha Unified School District No. 1
Kenosha, Wisconsin
April 26, 2010

The Human Resources recommendations regarding the following actions

Action	Board Date	Code	Staff	Employee Last Name	Employee First Name	School/Dept	Position	Effective Date	Yrs of Svc	Salary or Hourly Rate	Reason	Step / Level	Letter or Contract
Appointment	4/13/10		Miscellaneous	Torres	Ismael	Vernon	Truancy Reduction Specialist 1	3/29/10	0	\$13.46	Appointment		Contract
Appointment	4/13/10		Miscellaneous	Coan	Nicole	Vernon	Truancy Reduction Specialist 2	3/29/10	0	\$13.70	Appointment		Contract
Appointment	4/13/10		Miscellaneous	Brown	Akela	Vernon	Truancy Reduction Specialist 1	3/22/10	0	\$13.46	Appointment		Contract
Early Retirement	4/13/10		Instructional	Mills	Carole	Strange	Grade 4 Teacher	6/14/10	22	\$70,748.00	Early Retirement	M30 Step 15	Contract
Early Retirement	4/13/10		Instructional	Chairez	Josefina	EBSOLA	Grade 1	6/14/10	33	\$63,638.00	Early Retirement	M00 Step 15	Contract
Separation	4/26/10	**	Educ. Assistant	Lentz	Anasha	Tremper High School	Security	3/23/10	9	\$12.13	Separation		Contract
Early Early Retirement	4/26/10	**	Instructional	Kuhlman	Dean A	McKinley Middle	English	6/14/10	35	\$70,748.00	Early Early Retirement	M30 Step 15	Contract
Early Retirement	4/26/10	**	Instructional	Zanot	Linda	Reuther Central High	Program Support	6/14/10	26	\$70,748.00	Early Retirement	M30 Step 15	Contract
Retirement	4/26/10	**	Instructional	Hodges	Ava	Elementary School	Music	6/14/10	19	\$57,079.00	Retirement	B18 Step 14	Contract
Resignation	4/26/10	**	Instructional	Zematis	Erin	Technology Academy	English	4/8/10	5	\$32,546.56	Resignation/Personal	M00 Step 7	Contract
Resignation	4/26/10	**	Instructional	Harbach	Bette	Somers Elementary	Grade 5	6/14/10	14.5	\$58,664.00	Resignation	B24 Step 14	Contract
Early Retirement	4/26/10	**	Administrative	Weyrauch	Daniel	Leadership Elementary	Principal	7/1/10	37	\$97,233.00	Early Retirement		Contract

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SPECIAL MEETING
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 22, 2010

A special meeting of the Kenosha Unified School Board was held on Monday, March 22, 2010, in the Board Room at the Educational Support Center. The purpose of this meeting was for the approval of the employment contract with new Superintendent of Schools – Dr. Michele Hancock.

The meeting was called to order at 5:00 P.M. with the following members present: Mrs. R. Stevens, Mr. Fountain, Mr. Bryan, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi was also present.

Mrs. P. Stevens, President, opened the meeting by announcing that this was a special meeting of the School Board of 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.

Mrs. R. Stevens moved to approve the employment contract of Dr. Michele Hancock as the new Superintendent of Schools effective July 1, 2010. Mr. Fountain seconded the motion. Motion carried. Mr. Ostman dissenting.

Meeting adjourned at 5:34 P.M.

Stacy Schroeder Busby
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 22, 2010

A special meeting of the Kenosha Unified School Board was held on Monday, March 22, 2010, in the Small Board Room at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 5:03 P.M. with the following members present: Mrs. R. Stevens, Mr. Fountain, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi was also present. Mr. Bryan arrived later.

Mrs. P. Stevens, 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.

Mrs. P. Stevens announced that an executive session had been scheduled to follow this special meeting for the purpose of Personnel: Position Assignments and Compensation and/or Contracts.

Mr. Fountain moved that this executive session be held. Mrs. R. Stevens seconded the motion.

Roll call vote. Ayes: Mrs. R. Stevens, Mr. Fountain, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Noes: None. Unanimously approved.

Mrs. R. Stevens moved to adjourn to executive session. Mr. Fountain seconded the motion. Unanimously approved.

1. Personnel: Position Assignments and Compensation and/or Contracts

Mr. Bryan arrived at 5:05 P.M.

Mrs. Glass arrived at 5:06 P.M. and a discussion took place on the status of the Superintendent search.

Meeting adjourned at 5:25 P.M.

Stacy Schroeder Busby
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 23, 2010

A special meeting of the Kenosha Unified School Board was held on Tuesday, March 23, 2010, in the Small Board Room at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 6:06 P.M. with the following members present: Mrs. R. Stevens, Mr. Fountain, Mr. Bryan, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi was also present.

Mrs. P. Stevens, 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.

Mrs. P. Stevens announced that an executive session had been scheduled to follow this special meeting for the purpose of Board Deliberations or Negotiations for Investing Public Funds; Review of Findings/Orders of Independent Hearing Officers; Personnel: Problems, Position Assignments, Compensation and/or Contracts, evaluation consideration; and Collective Bargaining Deliberations.

Mrs. R. Stevens moved that this executive session be held. Mr. Bryan seconded the motion.

Roll call vote. Ayes: Mrs. R. Stevens, Mr. Fountain, Mr. Bryan, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Noes: None. Unanimously approved.

Mr. Ostman moved to adjourn to executive session. Mr. Fountain seconded the motion. Unanimously approved.

1. Review Findings/Orders of Independent Hearing Officers

Mr. Jones arrived at 6:08 P.M. and provided Board members with information relating to three expulsions.

Mr. Jones and Dr. Mangi were excused at 6:21 P.M.

Mr. Ostman moved to remove the option for consideration for Kenosha eSchool and concur with the recommendation of the hearing officer as amended with respect to the first expulsion. Mrs. Taube seconded the motion. Unanimously approved.

Mr. Ostman moved to remove the option for consideration for Kenosha eSchool and concur with the recommendation of the hearing officer as amended with respect to the second expulsion. Mr. Bryan seconded the motion. Unanimously approved.

Mr. Fountain moved to remove the option for consideration for Kenosha eSchool and concur with the recommendation of the hearing officer as amended with respect to the third expulsion. Mr. Bryan seconded the motion. Unanimously approved.

Dr. Mangi returned to the meeting at 6:36 P.M.

2. Personnel: Position Assignments and Evaluation Considerations

Mr. Vaillancourt arrived at 6:37 P.M. and there was discussion regarding his position as it relates to future evaluation of goal achievement.

Mr. Vaillancourt was excused at 6:45 P.M.

3. Collective Bargaining Deliberations

Mrs. Glass arrived at 6:46 P.M. and gave Board members an update on the status of collective bargaining relating to Carpenters/Painters, Substitute Teachers and Service Employees.

4. Personnel: Problems, Position Assignments, and Compensation and/or Contracts

Mrs. Glass presented a personnel issue and a brief discussion followed.

Meeting adjourned at 6:56 P.M.

Stacy Schroeder Busby
School Board Secretary

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 23, 2010

A regular meeting of the Kenosha Unified School Board was held on Tuesday, March 23, 2010, at 7:00 P.M. in the Board Room of the Educational Support Center. Mrs. P. Stevens, President, presided.

The meeting was called to order at 7:04 P.M. with the following Board members present: Mrs. R. Stevens, Mr. Fountain, Mr. Bryan, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi was also present.

Mrs. P. 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.

Dr. Mangi presented the Bradford Theatre Arts to Perform at International Theatre Festival Recognition, the Mathcounts Competition Awards, the KUSD Sixth, Seventh & Eighth Grade Math Competition Awards, the KUSD Spelling Bee Winners Awards, the Gatorade Wisconsin Boys Soccer Player of the Year Award and the Bradford High School Cheerleaders State Championship Award.

There were no Administrative or Supervisory appointments.

Mrs. P. Stevens introduced the Student Ambassador, Ryan Joseph, from Harborside Academy and he made his comments.

Mr. Johnston gave the Legislative Report.

Views and comments were expressed by members of the public and Board members made their responses and/or comments.

Dr. Mangi gave the 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 as presented in the agenda.

Consent-Approve item XI-B – Minutes of the 2/19/10, 2/23/10, 3/2/10, 3/9/10, 3/10/10 and 3/15/10 Special Meetings and Executive Sessions and the 2/23/10 Regular Meeting.

Consent-Approve item XI-C – Summary of Receipts, Wire Transfers and Check Registers submitted by Mrs. Eileen Coss, Accounting Manager; Mr. William Johnston, Executive Director of Business; and Dr. Mangi, excerpts follow:

“It is recommended that receipt numbers CR042533 through CR043097 that total \$532,292.55 be approved.

Check numbers 445770 through 447483 totaling \$8,634,090.07 are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that wire transfers to First National Bank of Chicago and Nations Bank dated February 1, 11, 16, 25 and 26, 2010 totaling \$3,127,777.21; to US Bank of Milwaukee dated February 1, 4, 16, and 18, 2010 totaling \$663,523.54 and to the Wisconsin Retirement System dated February 26, 2010 totaling \$1,305,371.49 be approved.”

Consent-Approve item XI-D – Waiver of Policy 1330 – Use of School District Facilities submitted by Dr. Mangi, excerpts follow:

“The United Way of Kenosha County in conjunction with the Infant Mortality Delegation and Leadership Kenosha is requesting a waiver of user fees for use of Brass Community School on Saturday, May 15, 2010, for the 1st Annual Baby & Family Wellness Expo. Rental fees are estimated at \$1,421, custodial charges at \$532.28 and there is a \$20 permit filing fee.

At its March 9, 2010, meeting, the Audit/Budget/Finance Committee voted to forward this waiver request to the full Board. Administration recommends that the Board approve the request from the United Way of Kenosha County, Infant Mortality Delegation and Leadership Kenosha for waiver of rental fees in the estimated amount of \$1,421 for use of Brass Community School on Saturday, May 15, 2010. It is not recommended that the cost of the custodial fees, the \$20 permit filing fee or the possible \$100 clean-up fee be waived.”

Mr. Fountain moved to approve the consent agenda as presented. Mr. Ostman seconded the motion. Unanimously approved.

Dr. Mangi presented the Wisconsin Department of Public Instruction Request to Submit Alternative Education Program Grant Application submitted by Ms. Margaret Modory, Assistant Principal – Tremper High School; Mr. Richard Aiello, Principal – Tremper High School; Mr. Daniel Tenuta, Executive Director of School Leadership – High Schools; and Dr. Mangi, excerpts follow:

“This grant focuses on increasing the number of students who graduate with their cohort group at the end of four years in high school. This proposal focuses on both regular and special needs students who fail to be successful after their first ninth grade

year at Tremper High School as measured by the acquisition of credits and regular school attendance.

In general, the Kenosha Unified School District is in great need of strong prevention and intervention programs for specific populations to reduce academic failure and truancy and to improve this targeted group's graduation rate.

The premise of this proposal is that not all students respond to the same instructional strategies and settings. Ninth grade is a difficult year for students, particularly those in large urban districts such as Kenosha. Even those who did moderately well in middle school succumb to academic and social pressures of high school resulting in the acquisition of minimal credits which often results in a failure to complete high school. Tremper High School is working to utilize successful alternatives and adaptive teaching techniques based on a tiered approach.

Students who will be served by this program include pupils who have difficulty succeeding in their first year in a regular high school setting. Specifically, students to be served by this program include pupils in the ninth grade cohort who fail to earn more than 3 ½ credits at the end of their first year in the Ninth Grade Academy at Tremper High School and who exhibit habitual truancy (a student who is absent from school without an acceptable excuse for part of all of five or more days during which school is held in one semester). Students with disabilities and regular education students will be identified for inclusion in to the program.

Thirty-five to forty students will be selected. Preference will be given to students who began the school year at Tremper High School at the start of their ninth grade year. Students will have an opportunity to gain the intermediate skills that high school courses assume students have and to earn credits necessary for completion of 10th grade requirements. During the afternoons, students will focus on the completion of ninth grade credit requirements. In addition, students will have an opportunity to earn 2 elective credits. Up to 10 credits may be earned during one school year.

Staffed at a rate of 18-20 students to two teachers, a smaller learning environment, regular progress monitoring, frequent formative assessment and corrective instruction will be maintained.

The Alternative Education Program Grant Application was due to the State of Wisconsin Department of Public Instruction by March 2, 2010, and was submitted in a timely manner. Due to DPI timelines, it was not possible to request Board approval prior to submission. At its March 9, 2010 meeting, the Curriculum/Program Committee voted to forward this grant request to the full Board for consideration. Administration recommends that the Board grant approval to accept and implement the five year Alternative Education Program Grant if received."

Mr. Fountain moved to accept and implement the five year Alternative Education Program Grant if received. Mrs. Snyder seconded the motion. Unanimously approved.

Dr. Mangi presented the Head Start Federal Grant Request for the 2010-2011 School Year submitted by Ms. Melody Orban, Head Start Administrator; Belinda Grantham, Director of Preschool; Mrs. Kathleen Barca, Executive Director of School Leadership; and Dr. Mangi, excerpts follow:

“The purpose of the Head Start program is to provide comprehensive services in the areas of health, education, social services, and parent involvement for low-income preschool children and their families. This grant will service 330 high-risk children that will be three or four years of age on or before September 1, 2010. 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.

At is March 9, 2010 meeting, the Curriculum/Program Committee voted to forward this grant request to the full Board for consideration. Administration recommends that the School Board approve submission and implementation of the 2010-11 Federal Head Start Grant Request.”

Mrs. R. Stevens moved to approve submission and implementation of the 2010-11 Federal Head Start Grant Request. Mr. Ostman seconded the motion. Unanimously approved.

Dr. Mangi presented School Board Policy/Rule 6456 – Graduation Requirements submitted by Mr. David Tuttle, Teacher Consultant: Talent Development; Mr. Mark Hinterberg, Teacher Consultant: 6-12 Social Studies; Mrs. Vickie Brown-Gurley, Executive Director of Curriculum and Instructional Services; and Dr. Mangi, excerpts follow:

“It was discovered that the current School Board Policy Rule 6456 was stated and implemented in a way that it was not intended. The policy currently requires students to complete either one-half credit of U.S. Government and Politics or 1 credit of Advanced Placement (AP) U. S. Government and Politics (grade 11 or 12). The graduation requirement is different for students challenging themselves with the AP course, whereas these students are required to complete a full credit versus a half credit of U. S. Government and Politics.

As it pertains to the students who take Advanced Placement U. S. Government and Politics, if a student completes half of the course and chooses not to continue with the second half of the course for whatever reason, under the interpretation of the current policy the student has not met the graduation requirement and is rescheduled to take the regular half credit U. S. Government and Politics course.

Students accepting the challenges of taking the more rigorous Advanced Placement U. S. Government and Politics are still expected to meet the most essential benchmarks. The course rigor requires that the most essential benchmarks be addressed throughout the course, including each half of the course.

The recommended policy revision was reviewed by the Personnel/Policy and Curriculum/Program Standing Committees at their March 9, 2010 meetings. The Personnel/Policy Committee voted to forward the recommended policy revision to the full Board for consideration. No action was taken by the Curriculum/Program Committee. Administration recommends that the Board approve the recommended revisions to Policy 6456 as a first reading this evening and as a second reading at its April 26, 2010 regular meeting.”

Mr. Bryan moved to defer action on Policy/Rule 6456 – Graduation Requirements until the April Board meeting. Mr. Ostman seconded the motion. Unanimously approved.

Dr. Mangi presented Policy 3240 – Investments submitted by Mrs. Eileen Coss, Accounting Manager; Mr. Johnston, and Dr. Mangi, excerpts follow:

“As part of the ongoing review of District policies, attached is the current Investment Policy (3240). This policy was last reviewed in 2003, when the District financed the Mahone Middle School. In 2007, District staff titles were updated with all of the 3000 series policies.

In 2003, the Board wanted to include specific language regarding capital funds and debt service and how those funds would be invested (Rule 3240). The other component of this review was a review of the re-prioritizing of the Districts investing objectives between diversification, safety of principal and yield (Policy 3240). At that time, a fourth objective of liquidity was removed from the policy.

In 2006, the Legislature enacted a new law, Wisconsin Act 99, relating to the investment by school districts of funds held in trust to provide post-employment benefits. Under Act 99, funds held in trust to provide for post-employment health care benefits, provided either separately or through a defined benefit pension plan, and other post-employment benefits provided separately from a defined benefit pension plan may be invested in the same manner as is authorized for investments under s. 881.01, “Uniform prudent investor act”.

The “prudent investor rule” requires that funds be invested and managed as a prudent investor would, by considering the purposes, terms, distribution requirements and other circumstances of the trust. A trustee who invests and manages assets of the trust must comply with the prudent investor rule set forth in the statute. This rule does require the trustee of an employee benefit trust fund to exercise reasonable care, skill and caution when investing and managing the assets of the trust.

At the February Audit, Budget and Finance Committee meeting, the Committee discussed adding safeguards to ensure that investments outside of the District Schedule of Authorized Depositories (copy attached from last April) have an additional review by an independent financial advisor to ensure that the investment meets the guidelines and intent of the District’s Investment Policy. The Policy has been updated in bold to reflect this additional requirement.

Both the Personnel and Policy Committee and the Audit, Budget and Finance Committee reviewed the recommended addition to the policy and both Committees recommended sending it to the full Board, subject to a review of the new language by the District's attorney, for a first reading and a second reading. The revised policy was reviewed by the District's Bond Counsel and the addition of "(except for 1.e. above)" was recommended to be added to the language to provide an additional safeguard.

Administration recommends that the revised Policy and Rule 3240 – Investments be approved as a first and second reading on March 23, 2010."

Mr. Ostman moved to approve revised Policy and Rule 3240 – Investments as a first and second reading. Mr. Fountain seconded the motion. Unanimously approved.

Dr. Mangi presented the 2010-2011 Preliminary Staffing Allocations submitted by Mrs. Sheronda Glass, Executive Director of Human Resources, and Dr. Mangi, excerpts follow:

"The information that follows provides a summary of recommended instructional staffing allocations for the 2010-11 school-year. Please note that these projections are "District" allocations only and do not include Federal Class Size Reduction, SAGE or any District, State or Federal grant funded positions.

The Office of Educational Accountability provided 2009-10 enrollment data and 2010-11 school year projections to Human Resources and Business Services. Over the next months, Human Resources will be reviewing projections in detail with School Leadership and school principals to finalize staffing allocations within Board authorized FTE allocation.

At its March 9, 2010, meeting, the Personnel/Policy Committee voted to forward this report to the full Board for consideration. At this time, based on enrollment projections, the Administration recommends that no new full time equivalents be added to the 2010-11 budget; however, because the Administration is evaluating current staffing ratios and formulas and because we have not finalized the Budget, we ask to reserve the right to request additional staffing as needed."

Mrs. R. Stevens moved to approve the 2010-2011 Preliminary Staff Allocations. Mrs. Snyder seconded the motion. Unanimously approved.

Dr. Mangi presented the Resolution to Add a Second Deferred Compensation Plan submitted by Ms. Judy Ashley, Payroll Manager; Mrs. Glass, Mr. Johnston, and Dr. Mangi, excerpts follow:

"In 2007, the Internal Revenue Service (IRS) issued final regulations pertaining to 403(b) plans. These regulations required all 403(b) plan employers to establish a written plan by January 1, 2009. Because of these changes in the Internal Revenue Code (IRC) regulations, the District formed an internal committee comprised of District's and KEA representatives to develop a written plan, develop criteria for 403(b) vendors to participate in the plan and to review the existing 403(b) vendors and select a group to

be in the District's plan. After the criteria was developed, a Request for Proposal was sent out and the existing vendors were selected from these responses. The goal was to reduce the number of vendors by ensuring that the highest quality products were being offered to our employees.

As part of the Committee's review and recommendation, Section 457 Deferred Compensation plans were reviewed to be included in the District's overall plan for employees. Employees can participate in both a 457 plan and a 403(b) plan without compromising the limits under each plan. Employees may save and invest pre-tax monies through salary deferrals in the 403(b) plan and in a 457 plan up to a maximum of 100% of their includible compensation. This contribution cannot exceed the annual IRS legal limit.

Another benefit of a 457 plan is that it is not subject to the 10% early withdrawal penalty. Employees can choose to withdraw their money from their 457 balance once they terminate public employment without being subject to the 10% penalty; this is an advantage over a 403(b) plan. Some of our employees might be more inclined to invest in their retirement if they know they can pull their funds out (should they need them) once they terminate public employment. It should be noted that federal and state tax withholding still applies when a participant requests a distribution from either plan. The Committee recommended to the Board of Education to adopt the Wisconsin Deferred Compensation (WDC) program and the Board approved the addition of the Plan on October 28, 2008. Employers who elect to participate in the WDC program under §40.80 Wisconsin Statutes must agree to the terms and conditions of the WDC Plan and Trust Document.

Wisconsin State Statutes grant specific powers and responsibilities to the Wisconsin Deferred Compensation Board (Board). The Board and the Employee Trust Fund (ETF) have fiduciary responsibility for the WDC. The Board and ETF provide complete oversight of the WDC Plan, including program administration and investment option selections. The Board contracts for all administrative services (e.g., marketing, record keeping, and daily program administration) through a competitive bid process. Great-West Retirement Services currently administer the WDC Plan.

Late last spring, the District was approached by the Kenosha Education Association (KEA) about offering an additional 403(b) product from the National Education Association (NEA) offered through Security Benefits. At the time, Security Benefit was an approved vendor retained during the review in late 2008, so the NEA 403(b) product was added to the menu of 403(b) offerings, subject to 10 participants being added by January 2010 (criteria established to add a new vendor). During the summer, an inquiry was made about offering the NEA 457 plan, also offered through Security Benefit. In August, the decision to add this product was deferred by the Committee until after January 2010, to wait and see if the NEA product would be retained (achieving the 10 participants).

Attached is a chart that illustrates the differences between the existing WDC 457 Plan and the NEA 457 Plan. One of the main differences is that to participate in the WDC 457 Plan, a District is required to adopt the State's WDC 457 Plan's Plan and

Trust Document. Under the NEA 457 Plan, the District is required to develop a separate 457 Plan with a separate Plan and Trust Document. The NEA 457 Plan is also more expensive to the employee, but they do benefit from one-on-one retirement advising through Retirement Plan Advisors.

The Committee was scheduled to meet in early November to discuss the addition of the NEA 457 Plan, but that meeting was canceled due to conflicts in participant schedules.

The next meeting of the Committee was scheduled for the first week of March to discuss the addition of the NEA 457. The Committee felt that the NEA 457 Plan was not the best option for all District's employees, due to high annual cost to the participant, but since the KEA was requesting it be added, the Committee could agree to add the NEA 457 Plan for only the KEA members. Since this is a new 457 Plan, the District is responsible for the Plan Document and Adoption Agreement for this second 457 Plan. The Committee agreed that a legal review was necessary and that the KEA should fund one-half of this cost (RPA has agreed to fund the KEA's part).

The Audit, Budget and Finance Committee reviewed the recommended addition of the NEA 457 Plan to the District's offerings for the members of the KEA and approved sending it to the Board for approval.

In order to participate in the NEA 457 Plan, the Board will need to pass the attached Resolution. The District's attorney reviewed the Plan Document and did not find anything that would prevent the District from adopting the attached Plan Document. An Adoption Agreement, that customizes the plan to the District's specifications for the NEA 457 Plan, is being finalized and will be provided prior to the meeting.

Administration requests that the Board of Education review the NEA Deferred Compensation 457 Plan materials and approve the attached resolution."

Mr. Ostman moved to approve the Resolution to Adopt a 457 Deferred Compensation Plan Resolution. Mrs. Taube seconded the motion. Unanimously approved.

Dr. Mangi presented the Open Enrollment Applicants for the 2010-2011 School Year submitted by Mr. Daniel Tenuta and Dr. Mangi, excerpts follow:

"During the 1997 Wisconsin legislative session, a Public School Enrollment Law was enacted to become effective with the 1998-99 school years. Wisconsin Statutes 118.51 and 118.52 mandated that all Wisconsin schools adopt an inter-district open enrollment policy. On January 27, 1998, the Board of Education adopted School Board Policy 5260 - Full-Time Public School Open Enrollment. This policy determines the circumstances under which student applications for enrollment under the Public School Open Enrollment Law are accepted or denied.

Under the Public School Enrollment Law, Kenosha students who wish to enroll in a school outside the District and students from other districts who desire to attend a school in the Kenosha Unified School District were required to submit applications to the Office of School Leadership – High School no later than 4:00 pm February 19, 2010. The District is required to notify open enrollment candidates if they have been approved or denied no later than April 9, 2010.

One hundred and eighty-five students from Kenosha Unified School District have applied for admission to schools outside of Kenosha under the guidelines of open enrollment.

One hundred and sixteen students from school districts outside the Kenosha Unified School District have applied for admission to Kenosha Schools under the guidelines of open enrollment. The administrative procedure for approval and denial is as follows:

A database of available space is maintained for all schools at each grade level. Space availability is determined using enrollment data and teacher allocation projections supplied by the Office of Educational Accountability. The Executive Directors of School Leadership review the data and a space determination is made for each school at each grade level. Applicants are reviewed by the appropriate administrative staff using the State approved open enrollment guidelines. Students who have not had records sent from their nonresident school district are still included in the selection process. Their eligibility is determined after their records arrive. Schools and grade levels with the most available space are filled first. If two schools have the same amount of space available at a particular grade level, a random order of selection is used to determine the school chosen first. Applicants are then distributed in an equalized pattern among the schools with openings. Preference is given to currently attending students and siblings. If there are more applicants than spaces available at a given grade level, a random selection process is used to select students. This process is as follows: All students are listed in alphabetical order. Each student is assigned a number with the first person listed as number one until all students are assigned a number. All numbers are assigned after the application deadline. A separate lottery drawing is held for each grade level. Numbers representing each student are randomly drawn until all available seats are filled. No waiting list is established. Below is a listing of the applicants by grade level and administrative recommendation.

Administration recommends approval of all applicants identified as numbers 1, 3, 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 19, 20, 24, 25, 27, 28, 33, 36, 39, 40, 42, 45, 46, 47, 49, 52, 55, 57, 58, 60, 61, 63, 64, 66, 68, 69, 70, 72, 73, 78, 81, 82, 83, 84, 85, 86, 87, 89, 90, 92, 93, 94, 96, 97, 98, 100, 101, 102, 104, 105, 106, 108, 109, 110, 113, 115 and 116 due to available space or prior enrollment in the schools requested.

Administration recommends applicants identified as numbers 2, 6, 13, 18, 21, 22, 23, 26, 29, 30, 31, 32, 34, 35, 37, 38, 41, 43, 44, 48, 50, 51, 53, 54, 56, 59, 62, 65, 67, 71, 74, 75, 76, 77, 79, 80, 88, 91, 95, 99, 103, 107, 111, 112 and 114 to be denied due to overcapacity at the schools or programs requested."

Mr. Ostman moved for approval of applicants identified as numbers 1, 3, 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 19, 20, 24, 25, 27, 28, 33, 36, 39, 40, 42, 45, 46, 47, 49, 52, 55, 57, 58, 60, 61, 63, 64, 66, 68, 69, 70, 72, 73, 78, 81, 82, 83, 84, 85, 86, 87, 89, 90, 92, 93, 94, 96, 97, 98, 100, 101, 102, 104, 105, 106, 108, 109, 110, 113, 115 and 116 due to available space or prior enrollment in the schools requested and for denial of applicants identified as numbers 2, 6, 13, 18, 21, 22, 23, 26, 29, 30, 31, 32, 34, 35, 37, 38, 41, 43, 44, 48, 50, 51, 53, 54, 56, 59, 62, 65, 67, 71, 74, 75, 76, 77, 79, 80, 88, 91, 95, 99, 103, 107, 111, 112 and 114 due to overcapacity at the schools or programs requested. Mrs. R. Stevens seconded the motion. Unanimously approved.

Dr. Mangi presented the Ratification of the KUSD/Kenosha Education Association (Carpenters and Painters) Collective Bargaining Agreement submitted by Mrs. Glass and Dr. Mangi, excerpts follow:

“The District Negotiations Team has reached a tentative agreement with the Kenosha Education Association (Carpenters and Painters). The Union ratified the agreement on Monday, March 1, 2010.

It is recommended that the Board of Education ratify the proposed agreement between the District and the Kenosha Education Association (Carpenters and Painters).”

Mr. Ostman moved to approve the Ratification of the KUSD/Kenosha Education Association (Carpenters and Painters) Collective Bargaining Agreement. Mr. Bryan seconded the motion. Unanimously approved.

Mr. Fountain presented the Donations to the District as provided in the agenda.

Mr. Fountain moved to approve the Donations to the District as presented. Mrs. R. Stevens seconded the motion. Unanimously approved.

Meeting adjourned at 8:45 P.M.

Stacy Schroeder Busby
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 30, 2010

A special meeting of the Kenosha Unified School Board was held on Tuesday, March 30, 2010, in the Small Board Room at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 5:35 P.M. with the following members present: Mrs. R. Stevens, Mr. Fountain, Mr. Bryan, Mr. Ostman, Mrs. Taube, and Mrs. P. Stevens. Dr. Mangi was also present. Mrs. Snyder was excused.

Mrs. P. Stevens, 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.

Mrs. P. Stevens announced that an executive session had been scheduled to follow this special meeting for the purpose of Board Deliberations or Negotiations for Investing Public Funds and Litigation.

Mr. Ostman moved that this executive session be held. Mr. Fountain seconded the motion.

Roll call vote. Ayes: Mrs. R. Stevens, Mr. Fountain, Mr. Bryan, Mr. Ostman, Mrs. Taube, and Mrs. P. Stevens. Noes: None. Unanimously approved.

Mrs. R. Stevens moved to adjourn to executive session. Mr. Bryan seconded the motion. Unanimously approved.

1. Board Deliberations or Negotiations for Investing Public Funds and Litigation

Mr. Johnston, Mrs. Glass and Attorney Christopher Krawczyk of Kravit, Hovel & Krawczyk, S.C. arrived at 5:37 P.M.

Attorney Krawczyk updated Board members on the status of the OPEB investment matter.

Meeting adjourned at 6:47 P.M.

Stacy Schroeder Busby
School Board Secretary

SPECIAL MEETING
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 30, 2010

A special meeting of the Kenosha Unified School Board was held on Tuesday, March 30, 2010, in the Board Room at the Educational Support Center. The purpose of this meeting was for Discussion – Update on Funding for 2009-2010 Projects.

The meeting was called to order at 7:04 P.M. with the following members present: Mrs. R. Stevens, Mr. Fountain, Mr. Bryan, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi was also present. Mrs. Snyder was excused.

Mrs. P. Stevens, President, opened the meeting by announcing that this was a special meeting of the School Board of 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.

Mr. William Johnston, Executive Director of Business, and Ms. Linda Matkowski, Senior Vice President/Managing Director of PMA Financial Network, Inc., handed out and presented funding options for the Indian Trail School and Reuther Façade projects.

Board members were in agreement to allow Administration to obtain additional information from the State Trust Fund Loan Program and then present it at the April 13, 2010 Audit, Budget, Finance Committee meeting and to the full Board during a Special Meeting also on April 13, 2010.

Meeting adjourned at 7:30 P.M.

Stacy Schroeder Busby
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD APRIL 13, 2010

A special meeting of the Kenosha Unified School Board was held on Tuesday, April 13, 2010, in the Small Board Room at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 4:35 P.M. with the following members present: Mrs. R. Stevens, Mr. Fountain, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi was also present. Mr. Bryan arrived later.

Mrs. P. Stevens, 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.

Mrs. P. Stevens announced that an executive session had been scheduled to follow this special meeting for the purpose of Board Deliberations or Negotiations for Investing Public Funds; Review of Findings/Orders of Independent Hearing Officers; Personnel: Position Assignments; Property: Lease/Rental; and Collective Bargaining Deliberations.

Mr. Fountain moved that this executive session be held. Mrs. Taube seconded the motion.

Roll call vote. Ayes: Mrs. R. Stevens, Mr. Fountain, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Noes: None. Unanimously approved.

Mrs. Snyder moved to adjourn to executive session. Mrs. R. Stevens seconded the motion. Unanimously approved.

1. Review Findings/Orders of Independent Hearing Officers

Mr. Jones arrived at 4:37 P.M. and provided Board members with information relating to three expulsions.

Mr. Bryan arrived at 4:42 P.M.

Mr. Jones and Dr. Mangi were excused at 4:52 P.M.

Mr. Fountain moved to remove the option for consideration for Kenosha eSchool and concur with the recommendation of the hearing officer as amended with respect to the first expulsion. Mrs. Snyder seconded the motion. Unanimously approved.

Mrs. Taube moved to modify the length of expulsion through the end of the 2011-2012 school year and concur with the recommendation of the hearing officer as

amended with respect to the second expulsion. Mrs. R. Stevens seconded the motion. Motion carried. Mr. Ostman dissenting.

Mrs. Snyder moved to concur with the recommendation of the hearing officer with respect to the third expulsion. Mrs. Taube seconded the motion. Motion carried. Mr. Ostman dissenting.

Dr. Mangi returned to the meeting at 4:58 P.M.

2. Board Deliberations or Negotiations for Investing Public Funds

Mr. Vaillancourt, Mrs. Glass and Mr. Johnston arrived at 4:59 P.M. and Mr. Johnston gave an update on the OPEB matter.

Mr. Vaillancourt was excused at 5:10 P.M.

3. Collective Bargaining Deliberations

Mrs. Glass gave Board members an update on the status of collective bargaining relating to Secretaries.

4. Personnel: Position Assignments

Mrs. Glass gave Board members an update on position assignments.

Meeting adjourned at 5:35 P.M.

Stacy Schroeder Busby
School Board Secretary

Kenosha Unified School District No. 1
Kenosha, Wisconsin
Summary of Receipt
April 27, 2010

	From	To	Date	Amount
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Receipts:

Total Receipts	CR043098	CR043908	2/01/10 - 2/26/10	\$ 1,059,457.12
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Wire Transfers from Johnson Bank to:

First Natl Bank of Chicago/NationsBank	(for federal payroll taxes)	March 11, 2010	1,322,167.12
First Natl Bank of Chicago/NationsBank	(for federal payroll taxes)	March 15, 2010	152,312.45
First Natl Bank of Chicago/NationsBank	(for federal payroll taxes)	March 25, 2010	1,330,012.28
First Natl Bank of Chicago/NationsBank	(for federal payroll taxes)	March 31, 2010	143,880.65
US Bank of Milwaukee	(for state payroll taxes)	March 2, 2010	306,153.37
US Bank of Milwaukee	(for state payroll taxes)	March 4, 2010	202.50
US Bank of Milwaukee	(for state payroll taxes)	March 15, 2010	329,838.14
US Bank of Milwaukee	(for state payroll taxes)	March 18, 2010	262.58
Wisconsin Retirement System		March 31, 2010	1,231,446.48
Total Outgoing Wire Transfers			\$ 4,816,275.57

Check Registers:

General	447484	447485	March 3, 2010	447.00
General	447486	447875	March 5, 2010	972,553.37
General	447876	448242	March 12, 2010	2,614,727.55
General	448243	448259	March 12, 2010	6,907.15
General	448260	448646	March 19, 2010	3,472,998.46
General	448647	448655	March 23, 2010	13,042.90
General	448656	448917	March 26, 2010	564,068.13
General	448918	448934	March 26, 2010	6,857.94

Total Check Registers				\$ 7,651,602.50
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Administrative Recommendation

It is recommended that receipt numbers CR43098 through CR043908 that total \$1,059,457.12 be approved.

Check numbers 447484 through 448934 totaling \$7,651,602.50 are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that wire transfers to First National Bank of Chicago and Nations Bank dated March 11, 15, 25, and 31, 2010 totaling \$2,948,372.50; to US Bank of Milwaukee dated March 2, 4, 15, and 18, 2010 totaling \$636,456.59 and to the Wisconsin Retirement System dated March 31, 2010 totaling \$1,231,446.48 be approved.

Dr. Joseph T. Mangi
Superintendent of Schools

William L. Johnston, CPA
Executive Director of Business

Eileen Coss
Accounting Manager

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1
Kenosha, Wisconsin

April 26, 2010

WAIVER OF POLICY 1330
USE OF SCHOOL DISTRICT FACILITIES

The United States Marine Corps is requesting a waiver of user fees for use of the Mahone Middle School upper gym for physical training of new recruits on Wednesday evenings as follows: December 16, 2009, January 6, 13, 20, 27, February 3, 10, 17, 24, March 3, 17, 24 and 31, 2010. Total rental fees are \$1,462.50 plus a \$20 permit filing fee. There are no custodial charges.

Board Policy 1330.2, Charges for Use of School District Facilities defines requirements for outside groups to use school district facilities. Specifically, Policy 1330.2 states that, "...the Board retains the right to waive or adjust any fees associated with use of District facilities."

RECOMMENDATIONS

At its April 13, 2010 meeting, the Audit/Budget/Finance Committee voted to forward this waiver request to the full Board for consideration. Administration recommends that the Board approve the request from the United States Marine Corps for waiver of rental fees in the amount of \$1,462.50 for use of the Mahone Middle School upper gym on 13 dates in December 2009 and January, February and March 2010. It is not recommended that the \$20 permit filing fee or the possible \$100 clean-up fee be waived.

Dr. Joseph T. Mangi
Superintendent of Schools



UNITED STATES MARINE CORPS

RECRUITING STATION KENOSHA
3315 52 STREET [HWY 158]
KENOSHA, WI 53140-6548

1000
LEM
16 MARCH 2010

Dear Kenosha School Board,

My name is Sgt Sanchez, Daniel I am the local representative for the Marine Corps here in Kenosha Wi. I have been using the facility at Mahone middle school, (upper gym) from the hours of 5pm to 6:30 pm on Wednesdays from the dates of Dec 16, 2009, Jan 6, 13, 20, 27 and Feb 3, 10, 17, 24, 2010. I was misunderstood and thought it would be of no charge, I apologize for that. I would like to know if the fees could be waived do to the fact that I am an non-profit organization and only using the facility to train and to prepare our recruits for Marine Corps boot camp so they can be successful in their future career as the next generation of Marines.

R/S
Sgt Sanchez Daniel/USMC
262-664-1855

A handwritten signature in cursive script, appearing to read "Daniel Sanchez", is written below the typed name.

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1
Kenosha, Wisconsin

April 26, 2010

HEAD START FEDERAL GRANT - COST OF LIVING ADJUSTMENT

Approval from the Board of Education is requested to submit and implement the Head Start Federal Grant – Cost of Living Adjustment for the 2010-11 school year. The funding for this increase is created in the Consolidated Appropriations Act, 2010 and will be part of the permanent base funding of the FY 2010 Head Start Grant.

Cost of Living Adjustment (COLA)

- Permanent 1.84% \$35,064

The COLA monies are designed to increase the base funding levels for the Head Start program and to permanently increase Head Start pay scales. For this Head Start program, the monies will be utilized to off-set the cost of employee salaries and fringe benefits.

Grant Title

Supplemental Head Start Federal Grant – Cost of Living Adjustment

Funding Source

U.S Department of Health and Human Services
Administration for Children and Families

Grant Time Period

July 1, 2010 to June 30, 2011

Purpose

The purpose of the Head Start program is to provide comprehensive services in the areas of health, education, social services, and parent involvement for low-income preschool children and their families. Federal grant monies provide service to 330 high-risk children who will be three or four years of age on or before September 1, 2009. Funds received from this grant will be utilized to off-set employee salaries and fringe benefits.

Number of Students Served

330 Eligible Head Start Students

Relationship to District Strategic Plan and Goals

The Head Start program goals directly correlate to the District's objectives to have:

- All students meet or exceed the District and state identified proficiency levels for performance in reading, math, science and social studies by 2010.
- All students participate in meaningful service projects annually.

- All students consistently demonstrate respectful and responsible behavior within our diverse school community.
- All students will meet our requirements for graduation.

The District's Pre-School Standards and Benchmarks and the Head Start Performance Standards serve as a framework for all Head Start programming. By working with the children early in their lives, we have an opportunity to imprint the value of education on the child and his/her family. A positive value of education will impact the District objectives.

Fiscal Impact

See attached Fiscal Impact statement.

Program Services

All Head Start staff is employed through the Kenosha Unified School District and follows the contract agreements for their work classification. The monies that are provided in this cost of living adjustment will be dedicated toward the annual raises that are mandated in those contract agreements.

Evaluation Plan

- The Head Start program meets a community need for the services that it provides. This will be evident through the maintenance of a Head Start waiting list of families that qualify for the program.
- Achievement of the KUSD Pre-school Strategic Plan.
- Student outcomes to be monitored in the eight outcome areas required by Head Start for each individual child and the growth of the child will be reported to parents/guardians three times during the school year.
- Semi-annual Program Report to the Policy Council and School Board.
- Semi-annual Program Plan Report to the Head Start Region V office in Chicago.
- Head Start monthly reports (HS 22) to the Policy Council and School Board.

Staff Person in Charge of Program

Melody Orban, Head Start Administrator

Staff Persons involved in preparation of the grant application:

Lynda Dower, Family Services Coordinator
 Kim Kurklis, Disabilities Coordinator
 Samantha McGovern, Education Coordinator
 Melody Orban, Head Start Administrator
 Yolanda Nava, Policy Council Chair
 Jodee Rizzitano, Health Services Coordinator

Administrative Recommendation

At its April 13, 2010 meeting, the Curriculum/Program Committee voted to forward this grant request to the full Board for consideration. Administration recommends that the School Board grant approval to submit and implement the 2010-11 Head Start Federal Grant Request – Cost of Living Adjustment for the 2010-11 school year.

Dr. Joseph T. Mangi
Superintendent of Schools

Kathleen Barca
Executive Director of School Leadership

Belinda Grantham
Pre-School Director

Melody Orban
Head Start Administrator

Fiscal, Facilities and Personnel Impact Statement

Title: Head Start Federal Grant COLA Request

Budget Year: 2010-2011

Department: Head Start

Budget Manager: Melody Orban

REQUEST

Approval from the Board of Education is requested to submit and implement the Head Start Federal Grant for COLA funds for the 2010-2011 school year. It is designed to fund the cost of living adjustments to the salaries/benefits of Head Start employees. The funding for this grant totals \$35,064.

RATIONALE/ INSTRUCTIONAL FOCUS

The base federal grant serves the academic social/emotional and health needs of low-income three and four year old children and their families in Head Start. This grant will be used to make the cost-of-living adjustment increase provided to the grantee as part of the year permanent base funding for the FY 2010 Head Start grant.

IMPACT

All Head Start staff is employed through the Kenosha Unified School District and follow the contract agreements for their work classification. The monies that are provided in this cost of living adjustment will be dedicated toward the annual raises that are mandated in those contract agreements. This Head Start COLA grant provides for a 1.84 percent increase in the hourly rate of pay for each Head Start employee.

BUDGET IMPACT

Object Level	Descriptive	Amount
100's	Salaries	\$17,532.00
200's	Fringes	\$17,532.00
300's	Purchased Services	\$0.00
400's	Non-Capital Objects	\$0.00
500's	Capital Objects	\$0.00
	Dues/Fees	\$0.00
	TOTAL	\$35,064.00

This is a ☒ one-time or a ☐ recurring expenditure

Kenosha Unified School District No. 1
Kenosha, Wisconsin

April 26, 2010

**SAGE GRANT MODIFICATION
P-5 GRANT MODIFICATION**

Background

The Department of Public Instruction (DPI) provides money to the Kenosha Unified School District through the Student Achievement Guarantee in Education (SAGE) appropriation. These funds are to be used to reduce the class size in kindergarten through third grade classes to 15 students. Currently, seven schools receive SAGE funding: Bose Elementary School, Brass Community School, Edward Bain School of Language and Art, McKinley Elementary School, Roosevelt Elementary School, Vernon Elementary School, and Wilson Elementary School.

Schools are either eligible for SAGE funding, or P-5 funding. While no new schools can be added to the total number of schools in a district receiving SAGE funds, the eligibility can be transferred from one school to another school in the same district with appropriate notification to DPI and approval.

Purpose

The purpose of this modification is to transfer SAGE eligibility from Roosevelt Elementary School to Frank Elementary School. This change would take effect for the 2010-2011 school year.

If the transfer of SAGE eligibility is approved, Frank Elementary School would lose its current P-5 funding status. Additionally, this modification will transfer P-5 funding from Frank Elementary School to Stocker Elementary School, if approved.

Rationale

This modification is being sought in order to enhance the effectiveness of the instructional process at Frank Elementary School through the establishment of smaller class sizes in Grades K-3. Administration views this factor as an important component in marshalling support for a student population which exhibits a socio-economic profile that is significantly more challenging than the one exhibited by Roosevelt Elementary School. Frank Elementary School's "free and reduced" lunch rate is projected to be 93.38%, as compared to Roosevelt Elementary School's rate of approximately 42.86% for this school year.

WKCE results are currently lower at Frank Elementary School than at Roosevelt Elementary School, also indicating a greater need for SAGE class sizes. The following charts provide a means of comparison.

WKCE Testing Profile
(School Year 2009-10)
Percentage of Students Testing at “Proficient or Above”
 Students in Building for a Full Academic Year (FAY)

Roosevelt Elementary School		Frank Elementary School	
MATHEMATICS	AMO = 58%	MATHEMATICS	AMO = 58%
All Students	86%	All Students	58%
African Am	67%	African Am	57%
Hispanic	71%	Hispanic	57%
White	91%	White	75%
ELL	64%	ELL	54%
Students w/ Disabilities	55%	Students w/Disabilities	40%
Econ Disadvantaged	77%	Econ Disadvantaged	57%

Roosevelt Elementary School		Frank Elementary School	
READING	AMO = 74%	READING	AMO = 74%
All Students	80%	All Students	58%
African Am	80%	African Am	67%
Hispanic	77%	Hispanic	48%
White	81%	White	100%
ELL	82%	ELL	43%
Students w/ Disabilities	45%	Students w/Disabilities	27%
Econ Disadvantaged	69%	Econ Disadvantaged	57%

SAGE funding will have a greater impact on the projected class sizes at Frank Elementary School than on the class sizes at Roosevelt Elementary. The chart below provides additional and meaningful details.

Class Size Comparison Without SAGE
(Projected for 2010-2011 School Year)

Roosevelt Elementary School		Frank Elementary School	
GRADE	AVG. CLASS SIZE	GRADE	AVG. CLASS SIZE
Kindergarten	15.6	Kindergarten	19
Grade 1	18	Grade 1	20.3
Grade 2	17	Grade 2	24
Grade 3	20.5	Grade 3	24

Budget

The SAGE funding is provided based on the number of *free and reduced lunch* students that are in a given SAGE school in the K-3 grades. The Wisconsin State Legislature has established a funding amount of \$2,500 per eligible student in SAGE schools. Due to the increasing number of eligible students and no additional funding for the overall SAGE program as has been experienced this year, the actual per pupil funding amount for 2009-2010 is \$2,079.07.

Using 2009-2010 variables and based on the number of low-income students (98 students), Roosevelt is scheduled to receive \$203,749. There are currently three (3) SAGE teachers at Roosevelt with their salary and benefits totaling \$279,951. This leaves a subsidy of \$76,202 from the District to provide SAGE-level support at Roosevelt.

If the SAGE designation were transferred to Frank Elementary and based on their low-income students (264), Frank Elementary would be scheduled to receive \$548,874 in SAGE funding. It has been estimated that four (4) SAGE teachers would be needed to keep class sizes down to the 15:1 ratio and the estimated cost is therefore projected to be \$373,268 (using the overall District average staffing cost). This leaves a *positive* variance of \$175,606 for the overall SAGE program at that school.

From a budgetary perspective, if the shift of SAGE occurs at Frank Elementary, then Stocker Elementary would assume the P-5 designation of Frank Elementary. Based on how DPI allocates the funding for the P-5 program, the Frank Elementary allocation would shift to Stocker next year, since the P-5 funding is based on the prior year's third Friday student count. This would not have an impact to the overall P-5 funding the District is scheduled to receive in the 2010-2011 budget, but overall P-5 funding should increase the following year due to the higher enrollment at Stocker Elementary.

Recommendation

At its April 13, 2010 meeting, the Curriculum/Program Committee voted to forward this report to the full Board for consideration. Administration recommends that the School Board approve the transfer of the SAGE contract from Roosevelt Elementary School to Frank Elementary School and the transfer of P-5 funding from Frank Elementary School to Stocker Elementary School.

Dr. Joseph Mangi
Superintendent of Schools

Ms. Karen Davis
Executive Director of School Leadership – Elementary

Mr. Anderson Lattimore
Executive Director of Educational Accountability

Mr. William Johnston
Executive Director of Business Services

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Kenosha Unified School District No. 1
Kenosha, Wisconsin

April 26, 2010

**EXEMPTION TO GRADUATION REQUIREMENT FOR AFFECTED
STUDENTS IN ADVANCED PLACEMENT U. S. GOVERNMENT
AND POLITICS COURSE DURING 2009-10**

Background

In response to the request of the School Board concerning the review of School Board Policy Rule 6456, this is a request to exempt the affected students from the government and politics portion of the social studies graduation requirement. The students affected would be those who successfully completed the first half of the Advanced Placement U.S. Government and Politics course during the 2009-10 school year.

Rationale for Exemption

In the past, students seeking an honors level course as an option to fulfill the graduation requirement were required to take Advanced Placement U.S. Government and Politics since no other honors level course was in existence. This is the only advanced placement course connected to a graduation requirement with no other honors level course option.

Some students, parents, and even counselors interpreted the policy with the understanding that only one-half credit of the Advanced Placement U.S. Government and Politics course was needed to meet the graduation requirement. Unfortunately, students who successfully completed the first half of the course and chose not to continue with the second half of the course, for whatever reason, under the interpretation of the current policy, do not meet the graduation requirement. Students are then rescheduled to take the regular level one-half credit U.S. Government and Politics course. In an effort to avoid students being penalized, students should feel free to accept the challenges of taking more rigorous courses.

Students did not have sufficient options that would include an honors level course that subsequently placed these students in this predicament. To complicate the matter, it is indicated on these students' records, through the Zangle reporting system, that the graduation requirement has been met. In light of the fact that this situation arose from errors made at the district level and were not due to error on the student's part, present students who are affected by this situation should be exempt.

If these students are not granted the exemption, they will be required to take the regular level course after having successfully completed the first half of the advanced placement course and will spend the majority of the time on the same topics discussed but at a less rigorous level.

Recommendations

It is proposed that the School Board exempt those students who have taken Advanced Placement U.S. Government and Politics from the regular level U.S. Government and Politics course, one-time-only for this year, and accept the one-half credit earned from the Advanced Placement U.S. Government and Politics course as the requirement for the government and politics portion of the social studies graduation requirement.

The Curriculum/Program Standing Committee reviewed and discussed the recommendations at its April 13, 2010, meeting. The recommendations are now being forwarded to the full Board for approval.

Dr. Joseph T. Mangi
Superintendent of Schools

Mrs. Vickie Brown-Gurley
Executive Director of Curriculum and Instructional Services

Mr. Mark Hinterberg
Teacher Consultant: 6-12 Social Studies

Mr. David Tuttle
Teacher Consultant: Talent Development

POLICY 6456
GRADUATION REQUIREMENTS

Academic credits shall be awarded for successful completion of class requirements in grades nine through twelve. Graduation credit requirements are based on Carnegie credits earned. A student must earn 26 high school credits to graduate from the Kenosha Unified School District No. 1. Beginning in the fall of 2004, a student must also complete one of the following:

1. Earn a score of basic or above in three of five subtests on the high school Wisconsin Knowledge and Concepts Exam (WKCE)
2. Earn a cumulative grade point average (GPA) of at least 1.0 on an unweighted scale through the seventh semester of high school; i.e., January of senior year
3. Meet one of the following test scores requirements:
 - a. ACT Assessment - 18 or above
 - b. SAT I Exam - 870 or above
4. Successfully complete an approved Individual Education Plan (IEP), Limited Language Plan (LLP), and/or Section 504 Plan

A credit deficient student who is at least 17 years of age who has been in a high school cohort group for all four years (a student with a July birthday would be able to take the exam with the June testing group if they attended high school for four years with their peers) may also successfully complete the District Competency Graduation Requirements or a comparable program to earn a District diploma. In addition, a District diploma may be earned by a transfer student through an academic review of the student's transcript by a building administrator.

A high school team comprised of a building administrator, a counselor, and representative high school teachers shall constitute the review board for any contested decisions concerning graduation. Continued appeals shall be submitted to the Superintendent /designee for a final decision.

All students shall be required to take a full schedule except junior and senior year when students may be allowed to have one release per quarter or semester. In addition, four years of high school attendance shall be required unless early graduation is applied for and approved pursuant to established District procedures. Students are eligible for early graduation when they have completed the requirements for receipt of a diploma.

The Board may award a high school diploma to certain veterans, notwithstanding District and statutory high school graduation standards. To be awarded a diploma, a person must be at least 65 years of age, attended high school in the District or attended high school in Wisconsin and resides in the District, left high school before graduation to join the U.S. armed forces during a war period as defined in state law, and served on active duty under honorable conditions in the U.S. armed forces or in forces incorporated as part of the U.S. armed forces. War periods include, among others, World War II, the Korean Conflict, Vietnam War, and Persian Gulf War. The Board may also award a high school diploma to a person who received a high school equivalency diploma after serving on active duty in the U.S. armed forces or in forces incorporated as part of the U.S. armed forces if the person meets the other conditions outlined in this paragraph and to a veteran who has died, but who before dying, has satisfied the conditions outlined in this paragraph.

LEGAL REF.: Wisconsin Statutes

- | | | |
|----------|-------------------|---|
| Sections | 115.787 | [Individualized education programs] |
| | 115.915 | [Program or curriculum modifications for school-age parents] |
| | 118.15(1)(b)-(cm) | [16 and 17 year old student participation in program
leading to high school graduation or high school equivalency] |

POLICY 6456
GRADUATION
REQUIREMENTS

Page 2

LEGAL REF.: Wisconsin Statutes, continued

- 118.153 [Programs for children at risk of not graduating]
- 118.30 [Student assessment; state requirements]
- 118.33 [High school graduation standards]
- 118.35 [Programs for gifted and talented students]
- 118.52(3)(d)2 [Part-time public school open enrollment]
- 118.55 [Youth Options Program]
- 120.13 [Board power to do all things reasonable for the cause of
education]
- 120.13(37) [Board power to issue diplomas to veterans]
- 121.02(1)(p) [School district standard; graduation requirements]
- PI 18 Wisconsin Administrative Code [High school graduation
standards]
- PI 40 [Determining and awarding high school credit for Youth Options
Program courses]

CROSS REF.: 5110, Equal Educational Opportunity/Student Discrimination Complaint

- 5118.1, Promotion
- 5120, Student Enrollment Reporting
- 5240, Accommodation of Private School and Home-Based Private Education
Program Students
- 5260, Full-Time Public School Open Enrollment
- 5270, Part-Time Public School Open Enrollment
- 5310, Student Attendance
- 6423, Talent Development Program
- 6460, Testing Programs
- Youth Options Programs
- Special Education Program and Procedure Manual*

ADMINISTRATIVE REGULATIONS: None

AFFIRMED: August 13, 1991

REVISED: August 22, 1995
May 28, 1996
July 30, 1996
September 11, 1996
June 17, 1997
June 9, 1998
August 11, 1998
September 14, 1999
October 23, 2001
May 27, 2003
November 22, 2005
August 26, 2008
November 25, 2008

RULE 6456
GRADUATION REQUIREMENTS

A. Credit Requirements

1. Specific 26 Credits Required

ENGLISH	4 credits
SOCIAL STUDIES	4 credits 3 credits of required courses- 1 credit U.S. History 9 th grade, 1 credit World History 10 th grade, ½ credit U.S. Government & Politics or 1 credit Advanced Placement Government & Politics 11 th or 12 th grade, ½ credit Behavioral Science; plus 1 credit elective course
MATHEMATICS	4 credits
SCIENCE	4 credits: 2 credits of required courses including one credit of Biology or Biotechnology in grade 9 and one credit in a course that incorporates physical science (e.g., Chemistry, Physics, or Matter and Energy), plus 2 credits of elective courses.
PHYSICAL EDUCATION	1 ½ credits**
HEALTH	½ credit
CONSUMER EDUCATION	½ credit***
ELECTIVES	7 ½ credits
SPECIAL DIPLOMA REQUIREMENTS	For Honors with Distinction Diploma: 16 credits in honors courses are required along with completion of all other specified requirements.
<p>*The required science course sequence does not apply to those in the honors program. **Unless exempted pursuant to Wisconsin Statutes, exemption shall be granted for medical reasons upon presentation of a physician's statement. Students excused from physical education for all four years of high school for medical reasons shall be required to make up ½ credit in another elective subject for each semester excused from physical education. ***Waived for students who successfully complete ½ credit Honors Economics, ½ credit Economics, 1 credit Advanced Placement Economics, or 1 credit Marketing.</p>	

RULE 6456
GRADUATION REQUIREMENTS
Page 2

2. The District will provide access to honors, advanced placement, and post-secondary courses in accordance with state law requirements and established District procedures.
3. Summer school credit is awarded on the basis of one-half credit for each class successfully completed in classes equivalent to 80 clock hours per class scheduled. Prior approval by the principal is required to earn credit for summer school courses taken outside of the District.
4. Credit deficient students who are at least 17 years of age who have been in a high school cohort group for all four years (a student with a July birthday would be able to take the exam with the June testing group if they attended high school for four years with their peers) and are current residents of the District may be issued a District diploma if they satisfy the following Competency Graduation Requirements
 - a. Are enrolled members of a District cohort group, which means that students must have been enrolled members of a particular Kenosha Unified School District graduating class (i.e. Class of 2005). Eligible students must have been enrolled in the District prior to the end of their cohort year graduation date. Non-KUSD cohort students 18 yrs of age or older whose graduation year has expired will not be eligible to participate in the program.
 - b. Score at or above the fourth stanine on all predetermined subtests including core areas of the District's adopted standardized achievement tests.
 - c. Demonstrate competency in writing, which can be accomplished by scoring at a level 4.0 or higher on the WKCE writing assessment or scoring at a level 3.0 or higher on the WorkKeys writing assessment.
 - d. Complete consumer education/economics, health, government and politics, or approved comparable courses.
 - e. Meet employability standards in one of the following ways:
 - Successful employment for a six-month period of time and can provide validation; or
 - Meet an employability component established by the District in the form of a work readiness portfolio.
 - f. Students will be required to assume any associated costs for the administration and scoring of District adopted standardized assessments.
5. Accelerated/alternative high school credit attainment is an option for high school students aged 16 and above who may earn high school credit based upon satisfactory completion of individual portions of a District or state-approved criterion referenced test at 85 percent mastery or on norm referenced tests at the 4th stanine or above, normed at 12th grade, 7th month, independent of length of time required; completion of performance-based assignments, and attainment of minimum required credits.

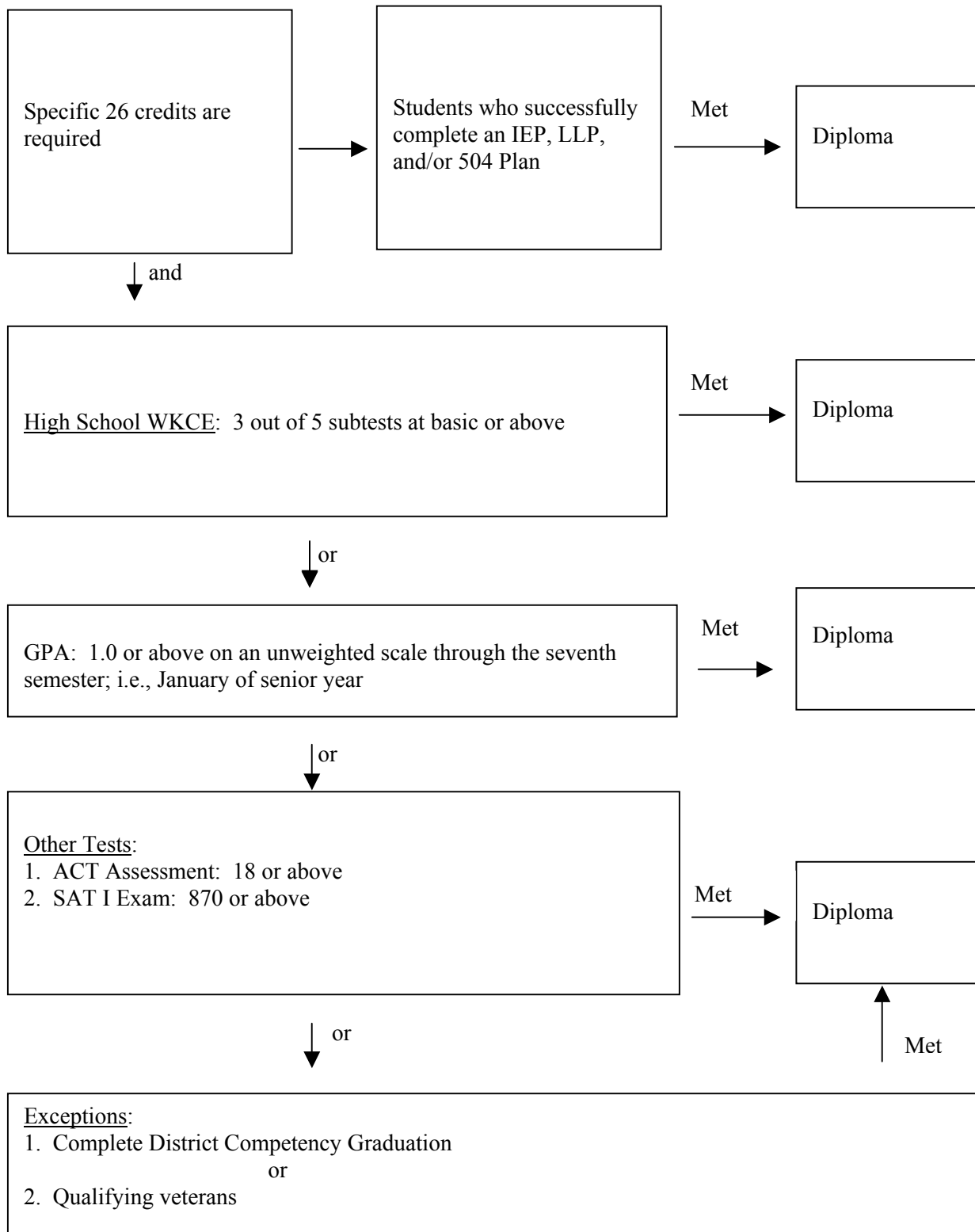
B. Early Graduation

To be considered for early graduation, the student and the parent/guardian shall submit a written request to the principal no later than the end of the first marking period of the school year in which the student plans to graduate early.

The student's course of study, earned grades in such courses, grade point average, and other performance indicators shall be made part of the student's transcript.

RULE 6456

GRADUATION REQUIREMENTS
Page 3



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Kenosha Unified School District No. 1
Kenosha, Wisconsin

April 26, 2010

HONORS U. S. GOVERNMENT AND POLITICS COURSE PROPOSAL

Background

In response to the request of the School Board concerning the review of School Board Policy Rule 6456, this is a course proposal for the creation of a one-half credit Honors U.S. Government and Politics course. See Appendix A (Course /Program Change Proposal Form). This course would provide an honors level course as an option for satisfying the government and politics portion of the social studies graduation requirement.

Rationale for Change

Students who seek to take an honors level course to satisfy the government and politics portion of the social studies graduation requirement are in need of an honors U.S. government and politics course. In the past, students seeking this option were required to take Advanced Placement U.S. Government and Politics since no other honors level course was in existence. This is the only advanced placement course connected to a graduation requirement with no other honors level course option.

Some students, parents, and even counselors, interpreted the policy with the understanding that only one-half credit of the Advanced Placement U.S. Government and Politics course was needed to meet the graduation requirement. Unfortunately, if a student completes the first half of the course and chooses not to continue with the second half of the course, for whatever reason, under the interpretation of the current policy, the student has not met the graduation requirement. Students required to take the regular level course after successfully completing the first half of the advanced placement course will spend the majority of the time on the same topics discussed but at a less rigorous level.

In an effort to avoid students being penalized, students should feel free to accept the challenges of taking more rigorous courses. This course would provide an honors level option to meet the graduation requirement without requiring the student to enroll in an advanced placement course. An honors course is designed to be a college-preparation high school course. Advanced placement courses are college-level courses taught at the high school level with the curriculum mandated by the College Board.

Approval of this new course will require revision to School Board Policy 6456—Graduation Requirements—at some point in the future.

Recommendations

It is proposed that the School Board accept this Honors U.S. Government and Politics course proposal and expedite the process to have the course available to students for the 2010-11 school year. With the creation of the one-half credit Honors U.S. Government and Politics course, students would have an option to fulfill the government and politics portion of the graduation requirements that would include an honors level course.

The Curriculum/Program Standing Committee reviewed and discussed these recommendations at its April 13, 2010. The recommendations are now being forwarded to the full Board for approval.

Dr. Joseph T. Mangi
Superintendent of Schools

Mrs. Vickie Brown-Gurley
Executive Director of Curriculum and Instructional Services

Mr. Mark Hinterberg
Teacher Consultant: 6-12 Social Studies

Mr. David Tuttle
Teacher Consultant: Talent Development

COURSE/PROGRAM CHANGE PROPOSAL: SENIOR HIGH SCHOOL

*Return this form to your department chair by no later than **May 15** for building & committee signatures. Completed forms must be returned to the Director of Instruction by **June 15**. Type responses on additional sheets when appropriate and attach to this form.*

Date Initiated: Friday, March 26, 2010 Name: Vickie J. Brown-Gurley, Mark Hinterberg,
David Tuttle

Department & School: Social Studies, Curriculum and Instructional Services

Proposed or Removed Course Name: Honors U.S. Government and Politics

☒ New Course ☐ New Name Length: ☐ Quarter Credits: ☒ ½ credit
☐ Removal/Replacement of Course ☒ Semester ☐ 1 credit

Recommended Prerequisites (if any) None

Rationale for Course: Explain why this course is needed – It fills a curricular gap, extends course sequence, and addresses needs of a particular learner. How does this course support the district focus on achievement for all students? Does this course fit the District's approved curriculum cycle?
(If this is a course removal, only fill out this section.)

Presently, students have two choices of either taking regular U.S. Government and Politics or Advanced Placement U.S. Government and Politics to fulfill their graduation requirement. Students who are seeking honors credit and take Advanced Placement U.S. Government and Politics must complete the course in its entirety in order to complete their graduation requirement. These students earn a full credit of U.S. Government and Politics versus the students who take regular U.S. Government and Politics and earn the one-half credit requirement for graduation.

If a student successfully completes the first one-half credit of Advanced Placement U.S. Government and Politics and chooses not to continue the course for whatever reason that student is relegated back into the regular U.S. Government and Politics course to complete their one-half credit of U.S. Government and Politics.

Adding the honors level of U.S. government and politics fills a curricular gap by providing students an option to take a college preparatory course and earn honors credit.

Proposed Course Description: In three or four sentences, write a course overview appropriate for the Course Description Booklet.

This college preparatory course will emphasize an in-depth study of the U.S. Government's constitutional structure and foundations, political structures and processes, and linking institutions (media, interest groups). Included in this course of study is an emphasis on independent reading, writing, research, and presentations.

Content Standards and Benchmarks: List the primary content standards and benchmarks students will be expected to understand and be able to apply as a result of taking this course.

Content Standard: Political Science and Citizenship—Power, Authority, Governance, and Responsibility

Most Essential Benchmarks:

C-2.11/12—Trace how legal and historical interpretations of liberty, equality, justice, and power—as identified in the Constitution, the Bill of Rights, and other Constitutional amendments—have changed and evolved over time.

C-5.11/12—Understand the role of government, how government is structured, its founding principles, and how the government works (processes).

C-7.11/12—Identify the sources, evaluate the justification, and analyze the implications of certain rights and responsibilities of citizens; and identify how people may participate effectively in community affairs and the political process.

Performance Standard F-I—Social Studies Processes

F-1.10—Use information to compare information, construct meaning, and explain different viewpoints.

F-3.10—Use information to explain trends, themes, and interactions; and demonstrate how those interactions impact cause and effect relationships.

G-2.10—Analyze a variety of sources, make comparisons, integrate new information, and come up with a reasoned conclusion.

G-3.10—Evaluate major ideas of an era (administration), and assess how ideas have worked in practice.

G-4.10—Connect main ideas, supporting details, make predictions, and support predictions through research and essay writing.

H-2.10—Interpret essential vocabulary to recognize points of view and relationships to key points

Pacing Guide/Scope and Sequence: Outline the planned structure for the course, including a tentative timeline for instruction.

Course is planned for the 2010-11 school year.

CONTENT TOPIC/ THEME/ UNIT	Unit – Origins of American Government Tentative Time Line – 1 week	Unit – The U.S. Constitution Tentative Time Line – 1 week	Unit – The U.S. Congress Tentative Time Line – 1 week	Unit – The Presidency Tentative Time Line – 1 week	
	Unit – The Courts Tentative Time Line – 1 week	Unit – Bureaucracies Tentative Time Line – 1 week	Unit – The Media Tentative Time Line – 1 week	Unit – State and Local Government Tentative Time Line – 1 week	Unit – Review and Final Tentative Time Line – 1 week

The pacing guide is subject to change to accommodate for writing, research, and presentations.

Cost Associated with the Course: Estimate the costs involved in offering this course. List desired texts and materials on a separate sheet. Also list and explain other needs.

a. Teaching Staff \$ No additional staffing cost c. Supplementary \$ 0

b. Textbooks/kits \$ Already incorporated in the d. Facilities/Space \$ 0
new materials adoption cost

<u>Approvals:</u>	<u>Name(s)</u>	<u>Date</u>
Department head & Principal	_____ / _____	_____
Building Review Committee	_____	_____
District Review Committee	_____	_____
Central Office	_____	_____

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KENOSHA UNIFIED SCHOOL DISTRICT NO. 1
Kenosha, Wisconsin

April 26, 2010

CLASSIFICATION, COMPENSATION AND PERSONNEL POLICY
FOR
NON-REPRESENTED, NON-SUPERVISORY, "MISCELLANEOUS" EMPLOYEES

Approval from the Board of Education is requested for proposed changes to the Classification, Compensation and Personnel Policy for Non-Represented, Non-Supervisory, "Miscellaneous" Employee Agreement.

Following are the proposed changes:

Duration – Section I

July 1, 2009 – June 30, 2011

Wages – Section IV.

2009-10 – 2.0% plus 0.95% for change to UHC High Front End Deductible Plan with increase in employee deductible of \$250 for single and \$500 for family effective July 1, 2010.

2010-11 – 2.5% plus 0.95% for change to UHC High Front End Deductible Plan.

Benefits – Section V.

New language:

N. Snow Day. The effective July 1, 2009, the first snow day of the school year will be forgiven. Subsequent snow days will be made up within the school year they occur.

ADMINISTRATIVE RECOMMENDATION

At is April 13, 2010 meeting, the Personnel/Policy Committee voted to forward this report to the full Board for consideration. It is the recommendation of Administration that the School Board approve the proposed changes to the Classification, Compensation and Personnel Policy for Non-Represented, Non-Supervisory, "Miscellaneous" Employee Agreement.

Dr. Joseph T. Mangi
Superintendent of Schools

Sheronda Glass
Executive Director, Human Resources

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**Kenosha Unified School District No. 1
Kenosha, Wisconsin**

April 26, 2010

**Review of School Board Policy 8850 –
SCHOOL BOARD COMMITTEES**

Background

Creation of the PR/Goals/Legislative Standing Committee was intended to provide a formal systematic way of improving the District's public relations. Membership on the committee has been consistent with the requirements of School Board Policy 8850.

Rationale for Change

It is the responsibility of the District's fulltime public relations employee to, among other things, establish and coordinate a comprehensive Public Relations Plan as detailed in the District's Strategic Plan and Communication Protocols.

There is agreement, among present members of the existing PR/Goals/Legislative Standing Committee, that the best approach for fostering community involvement in the District's public relations initiatives would be through a temporary ad-hoc committee that would be brought together by the Public Relations Office as deemed necessary, or at the request of the School Board. The use of ad-hoc committees is acceptable, as indicated in School Board Policy 8850, which says, "The Board may establish other standing and temporary ad-hoc committees from time to time as needed." Examples would be to generate community reaction to such items as communication activities impacting the School District, or assistance in developing and implementing plans, as proposed by the Public Relations Office, to enhance communication between the District and community. The composition of an ad-hoc committee would be consistent with the requirements of School Board Policy 8850, and may include Board members, as appointed by the Board President.

Additionally, the PR/Goals/Legislative Standing Committee has not been a, "...fact-finding, deliberating and advising" Committee per School Board Policy 8850. Rather, their bi-monthly meetings have primarily consisted of hearing activity reports about the various components of the District's public relations efforts, (i.e. news releases, Twitter, website, Channel 20, etc.). Committee members believe it is because of this format that attendance of community appointees has decreased over the past six months.

Further, the legislative component of the Committee has consisted of the same material that is presented to the School Board at their meetings.

Recommendation

At its April 13, 2010 meeting, the Personnel/Policy Committee concurred with administration's recommendation that the PR/Goals/Legislative Committee be eliminated from the list of standing committees as detailed in School Board Policy 8850, and that a revised Policy 8850 be forwarded to the School Board for a first and second reading. Administration recommends that the School Board approve revised Policy 8850 on a first reading this evening and that it be brought back for a second reading at the May 25, 2010 regular meeting.

Dr. Joseph T. Mangi
Superintendent of Schools

Gary D. Vaillancourt
Public Relations

POLICY 8850
SCHOOL BOARD COMMITTEES

The School Board believes committees can be useful in the decision-making process and in the conducting of Board business. By using a Board committee structure, the Board is able to conduct its business in an efficient and effective manner, study issues facing the District more in depth, and take more ownership in things happening in the District. The committee structure is designed to assist the Board in the conducting of Board business; it is not intended to take away a Board member's opportunity to ask questions or to be involved in the decision-making process.

The Board shall have ~~five~~ **four** standing committees: (1) Audit, Budget and Finance, (2) Curriculum and Program, (3) Planning, Facilities and Equipment, **and** (4) Personnel and Policy; ~~and (5) PR/Goals/Legislative Committee.~~ Each standing committee shall consist of three Board members. A quorum of the committee shall be a minimum of two (2) Board members. The Board President shall appoint Board members to standing committees in accordance with established procedures. No Board member may serve on more than two of the following standing committees. ~~(1) Audit, Budget and Finance, (2) Curriculum and Program, (3) Planning, Facilities and Equipment, and (4) Personnel and Policy. However, Board members may serve on the PR/Goals/Legislature Committee as a third committee assignment.~~ The Board President shall select the committee chair. The committee chair may seek up to two qualified community members and one non-voting student advisor to serve in an advisory capacity ~~on the Audit, Budget and Finance Committee, the Curriculum and Program Committee, the Planning, Facilities and Equipment Committee and the Personal and Policy committee.~~ ~~The committee chair may seek up to six qualified community members and one non-voting student advisor to serve on the PR/Goals/Legislative committee.~~ Every attempt will be made to have these committees reflect the diversity of the District. Community member appointments shall be made in accordance with established procedures. The term of appointment to a standing committee will be for two years for community members and student advisors, unless otherwise arranged. Whenever possible, terms will be staggered. It is expected that community members will attend at least 80% of the meetings of the standing committee to which they have been appointed. Consistent with Board policy concerning Board officers, the chair of each committee may not serve as committee chair for more than two consecutive years.

The Board may establish other standing and temporary ad-hoc committees from time to time as needed. The Board President shall make such committee appointments in the same manner as other standing committee appointments.

The Board President shall serve as an ex-officio member of all standing and temporary committees of the Board.

The function of all Board committees should be fact-finding, deliberating and advising, but not legislating or policymaking. Each Board committee shall be assigned specific duties. All policymaking actions taken by a Board committee shall be subject to ratification and approval of the Board. For policy-related items, the Board will have a first and second reading of the recommended policy before final policy adoption. The policy readings shall occur at separate Board meetings.

Public notice shall be given for all Board committee meetings in accordance with state law and Board policy.

POLICY 8850
SCHOOL BOARD COMMITTEES
Page 2

LEGAL REF.: Wisconsin Statutes

Sections 19.82 [Open meeting law definitions]

19.84 [Public notice requirement]

19.85 [Reasons for closed session]

19.89 [Exclusion of members from meetings]

CROSS REF.: 8412, School Board Officer Duties
8510, School Board Policy Development and Revision
8711, Public Notification of School Board Meetings
8810, Rules of Order
8860, Citizen Advisory Committees
8870, Public Participation at School Board Meetings

ADMINISTRATIVE REGULATIONS: None

AFFIRMED: June 8, 1993

REVISED: April 21, 1998
July 13, 1999
February 22, 2000
July 10, 2001
July 28, 2009

DELETED: June 25, 2002

REAFFIRMED: May 13, 2003
December 19, 2006

RULE 8850
SCHOOL BOARD COMMITTEES

A. Committee Appointment Process

1. The Board President shall appoint Board members to standing committees immediately following the School Board's annual organizational meeting. Such appointments shall be made, in order, as follows:
 - a. by seeking volunteers and making appointments based on Board member interest
 - b. by direct appointment of Board members to specific committees
2. Community members may be appointed to serve as members on standing committees as outlined in Board policy. Such appointments shall be made, in order, as follows:
 - a. by encouraging volunteers that reflect the diverse student population
 - b. by seeking volunteers and making appointments based on citizen interest
 - c. by direct appointment of the committee chair with approval of the Board President
 - d. by appointment of the Board President

B. Standing Committee Operating Procedures

1. Whenever possible, policy items to be considered by the Board shall be introduced to the standing committee at a monthly committee meeting. Any item referred to a standing committee must come back to the full Board within 30 days, unless a motion by the standing committee to further review the item is determined.
2. Standing committees, unless canceled by the committee Chair or Board President shall meet once each month. Additional meetings will be scheduled by the chair as necessary. Meetings shall be limited in length to one hour or less.
3. The committee chairs, the Superintendent of Schools and designated administrators shall meet to establish meeting agendas for standing committees. This process will ensure the orderly flow of information and the effective operation of the Board and committees. Committee agenda items are limited to those referred by the Board President, committee chairs and designated administrators. Meeting agendas must be published at least five working days prior to a scheduled meeting.
4. Administrators and other District staff, as appropriate, will be requested to serve in an advisory capacity to standing committees and/or to provide necessary support resources.
5. Committee meetings shall be conducted in accordance with *Robert's Rules of Order Revised*.
6. Any Board member or citizen may attend a standing committee and may speak to any item on the agenda. However, only committee members may vote on agenda items.
7. Minutes shall be kept of all standing committee meetings. The minutes shall be distributed to all Board members in order to keep the full Board informed of matters discussed at committee meetings. Committee meeting minutes shall also be made available for inspection by the public in accordance with state law and the Board's policy on access to public records.
8. Standing Committee updates will be included as an agenda item for all regular Board meetings.
9. Motions that have come from committee shall appear on a regular meeting agenda, and shall contain the committee's recommendation, and include comments of dissent, in addition to Administration's recommendation.

RULE 8850
SCHOOL BOARD COMMITTEES
Page 2

C. Specific Duties of Standing Committees

BOARD OF EDUCATION
ORGANIZATIONAL CHART – COMMITTEES

<u>Audit, Budget and Finance Committee</u>	<u>Curriculum and Program Committee</u>	<u>Planning, Facilities and Equipment Committee</u>
<ul style="list-style-type: none">• Assist in the preparation and development of the Board and District's annual budget• Review all monthly budget expenditures and all budget modifications, changes, etc., throughout the year• Review all budgets related to grants submitted and/or awarded• Review all proposed Board policies related to budget and finance matters• Assist in the planning and completion of the District's management, financial, and program audits, including the AASA audit• Review any audit findings and prepare recommended action plans• Strategic Plan – Strategic planning will have a financial impact as the plan proceeds toward implementation. The Audit, Budget and Finance Committee will review the strategic planning budget and implications to overall District budget.	<ul style="list-style-type: none">• Review all matters related to existing or new curriculum and programs• Review survey, test and evaluation results of the District• Monitor curriculum adoption and implementation schedule• Review all grant proposals in terms of program components• Review teaching materials, book selections, etc.• Review all proposed Board policies related to education, teaching or support programs• Review comprehensive staff development plan and implementation• Strategic Plan – Many initiatives of Strategic Plan will have significant curriculum implications. As initiatives are identified and implemented, it is appropriate that the Curriculum and Program Committee be kept apprised of their process.	<ul style="list-style-type: none">• Assist in the preparation and updating of the District's five-year capital improvement budget• Review the implementation of all expenditures related to facilities and equipment• Assist in establishing of building standards for each type of educational facility• Review and update the District's comprehensive technology and administrative computer plan• Work with community groups to develop a financial plan to accommodate the implementation of the District's physical plant plans• Review all proposed Board policies related to planning facilities and equipment• Strategic Plan – A portion of the strategic plan that involves facilities or accommodations within facilities will be reviewed by this committee.

BOARD OF EDUCATION
 ORGANIZATIONAL CHART – COMMITTEES

<u>Personnel and Policy Committee</u>	<u>PR/Goals/Legislative Committee</u>	<u>Ad-Hoc Committee</u>
<ul style="list-style-type: none"> • All employment of staff and related issues concerning staff would be addressed through this committee • Bargaining of Labor Contracts – All contracts that are bargained would be reviewed with recommendations forwarded to the full Board • Review all personnel transactions, job descriptions, hiring, etc. • Prepare and update annual student enrollment projections • Policy Development – All policy development would receive first readings through Personnel and Policy Committee • Strategic Plan – Any issues of personnel or policy that may come out of plan will be reviewed by this committee. Those issues endorsed by this committee would be forwarded to the full Board for approval. 	<p>A formal systematic way of improving our public relations can be realized through the PR/Goals/Legislative Committee. Among the responsibilities of this committee would include:</p> <ul style="list-style-type: none"> • Establish and oversee a comprehensive Public Relations Plan • District goals identified annually will be coordinated and reviewed through this committee • Promotion of referendum would be coordinated through this committee • Annual Performance Disclosure Report will be reviewed and approved by this committee • Ongoing review of state and federal legislation would be discussed through this committee • Strategic Plan – 55% of successful strategic planning comes from community. Promotion of the Strategic Plan will come through the PR Committee. 	<ul style="list-style-type: none"> • Ad-hoc committee(s) are appointed by the Board President • Their responsibilities are based on the task(s) for which they are assigned • Ad-hoc committees are not standing committees and have a limited term

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1
Kenosha, Wisconsin
April 26, 2010

**RATIFICATION OF THE KUSD/S.E.I.U. LOCAL NO. 168 (SERVICE
EMPLOYEES') COLLECTIVE BARGAINING AGREEMENT**

The District Negotiations Team has reached a tentative agreement with the S.E.I.U. (Service Employees). The Union ratified the agreement on Saturday, January 16, 2010.

ADMINISTRATIVE RECOMMENDATION:

It is recommended that the Board of Education ratify the proposed agreement between the District and the S.E.I.U. Local No. 168 (Service Employees).

Dr. Joseph T. Mangi
Superintendent of Schools

Sheronda G. Glass
Executive Director of Human Resources

Bill Johnston
Executive Director of Business Services

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KENOSHA UNIFIED SCHOOL DISTRICT NO. 1
Kenosha, Wisconsin

April 26, 2010

**TEMPORARY USE AGREEMENT WITH CITY OF KENOSHA RELATED TO
39th AVENUE AND 27th STREET ROAD CONSTRUCTION PROJECT**

Background:

The City of Kenosha has requested temporary use of a 15 foot wide strip of property along 39th Avenue and a small portion along 27th Street at our Bullen Middle School site. The temporary use is to allow the City access for final grading and sloping of land once their road construction project in that area is complete. As part of the project the City is providing stubs for future water and sanitary sewer laterals on the land the District owns on the south side of Bullen. The attachment to this report provides a sketch of the area affected and a copy of the Temporary Limited Easement drafted by the City of Kenosha.

Facilities Department and Bullen school staff have had meetings with City of Kenosha staff in preparation for the project, and the City has made accommodations to District needs related to the operation of Bullen Middle School. The project has already begun, and the work in the area of Bullen is scheduled to be complete prior to the 2010-11 school year.

Administration Recommendation:

Administration recommends Board approval of the attached temporary use agreement with the City of Kenosha.

Dr. Joseph T. Mangi
Superintendent of Schools

Mr. Patrick M. Finnemore, PE
Director of Facilities

DEPARTMENT OF CITY DEVELOPMENT
625 - 52ND STREET - ROOM 308
KENOSHA, WISCONSIN 53140
(262) 653-4030
FAX (262) 653-4045
www.kenosha.org



CITY PLAN
REAL ESTATE
HISTORIC PRESERVATION
COMMUNITY DEVELOPMENT BLOCK GRANT
REDEVELOPMENT

JEFFREY B. LABAHN
Director of City Development

April 13, 2010

Kenosha Unified School District #1
Patrick Finnemore
3600 52nd Street
Kenosha, WI 53144-3947

RE: 27th Street Right-of-Way Project I.D. No. 10-1021
Parcel No. 07-222-23-476-011

Dear Pat:


Enclosed is a Temporary Limited Easement for the 27th Street and 39th Avenue Right-of-Way Project.

The easement is along the Bullen Middle School property for grading and sloping when the project is constructed. The Temporary Limited Easement will terminate after completion of the project.

Please have appropriate parties sign and notarize the document. If you have any questions, please contact me at 653.4030.

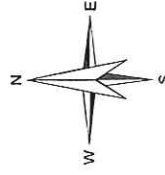
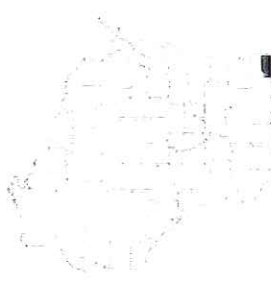
Sincerely,

CITY DEVELOPMENT


Sharon K. Krewson
Real Estate Broker

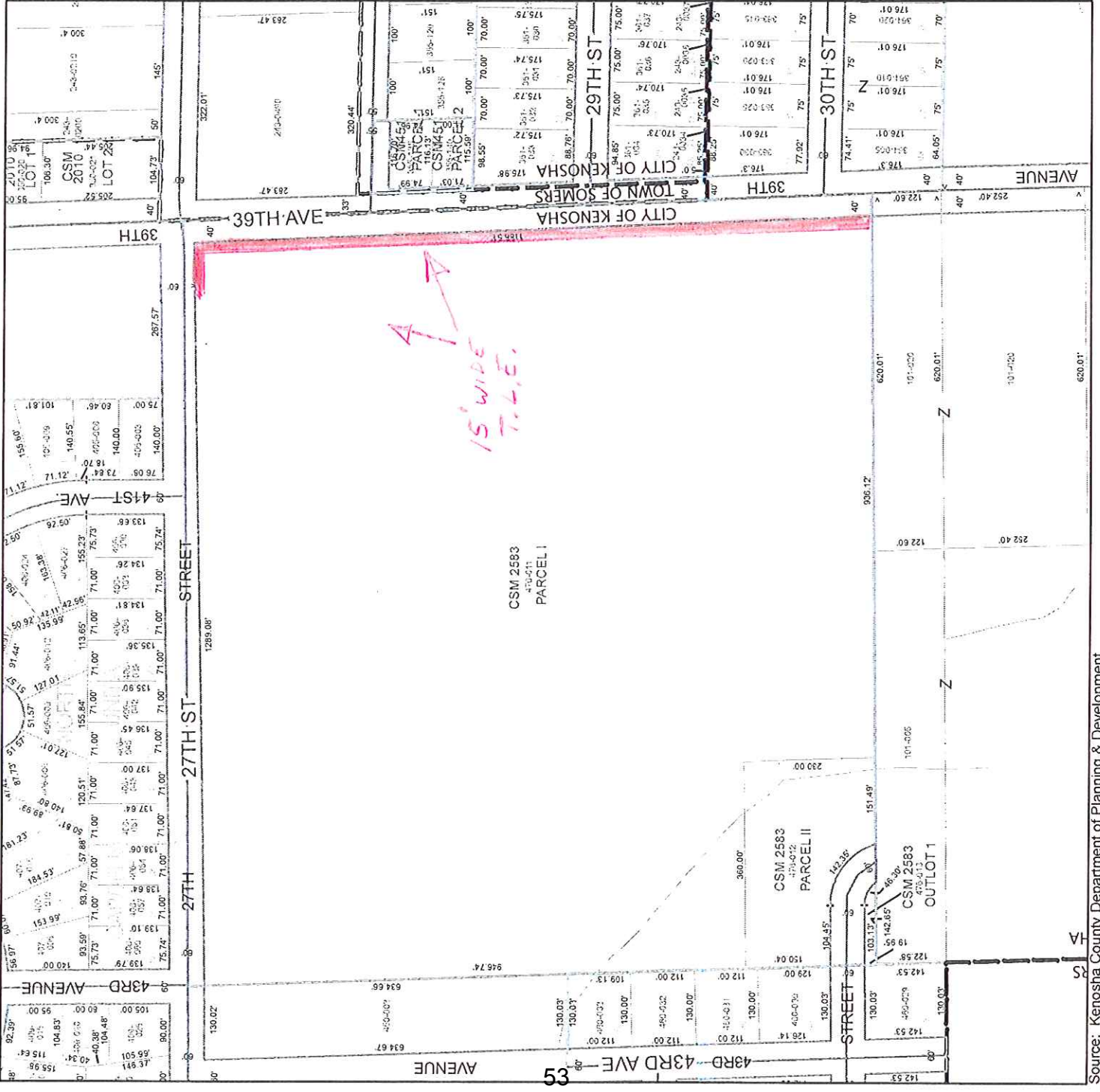
SKK:sks
Enclosures: Right-of-Way Plat
Temporary Limited Easement

Kenosha County



1 inch = 250 feet
Map Printed 3/11/2010

THIS MAP IS NEITHER A LEGALLY RECORDED MAP NOR A SURVEY AND IS NOT INTEND TO USE AS ONE. THIS DRAWING IS A COMPILATION OF RECORDS, DATA AND INFORMATION LOCATED IN VARIOUS STATE, COUNTY AND MUNICIPAL OFFICES AND OTHER SOURCES AFFECTING THE AREA SHOWN AND IS TO BE USED FOR REFERENCE PURPOSES ONLY. KENOSHA COUNTY IS NOT RESPONSIBLE FOR ANY INACCURACIES HEREIN CONTAINED. IF DISCREPANCIES ARE FOUND, PLEASE CONTACT THE LAND INFORMATION DIVISION OF THE DEPARTMENT OF PLANNING AND DEVELOPMENT.



TEMPORARY LIMITED EASEMENT RE3942 389 Ch. 84 Wis. Stats.

THIS EASEMENT, made by Kenosha Unified School District No. 1, grantor(s) of Kenosha County, Wisconsin grants a temporary limited easement to the City of Kenosha, a Municipal Corporation, grantee(s), for the sum of One Dollar (\$1.00) on the following tract of land in Kenosha County, Wisconsin for the purpose to operate the necessary equipment thereon and the right of ingress and egress as long as required for said purpose, and includes the right to preserve, protect, remove or plant thereon any trees, shrubs or vegetation that Grantee deems necessary. Exempt from fee: s. 7725(12)

Legal Description:

A **Temporary Limited Easement** for the right, permission and authority to adjust the surface grade on a part of Grantor's premises, so as to slope towards or from the proposed 39th Avenue curb and/or future sidewalk, as shown on City of Kenosha Department of Public Works Paving Project 10-1017, said land being a part of Parcel 1 in Certified Survey Map 2583, recorded with the Kenosha County Register of Deeds Office as Document 1529781, and being in the Southeast Quarter of Section 23, Town 2 North, Range 22 East of the Fourth Principal Meridian in the City of Kenosha, Kenosha County, Wisconsin, and said easement area being more particularly described as follows:

All of the east 15 (fifteen) feet, measured at right angle, of said Parcel 1; also, all of the north 15 (fifteen) feet, measured at right angle, of the east 100 (one-hundred) feet of said Parcel 1.

This easement includes the right to operate the necessary equipment thereon and the right of ingress and egress as long as required for said purpose, and includes the right to preserve, protect, remove or plant thereon any vegetation that Grantee deems necessary or desirable.

The above described easement is temporary, and shall terminate upon the completion of said street construction.

Property address: 2804 39th Avenue

Recording Area

Name and Return Address

Sharon K. Krewson
City of Kenosha
Dept. of City Development
625 52nd Street, Room 308
Kenosha, WI 53140

Parcel Identification Number:

07-222-23-476-011

(Signature)

(Print Name)

(Signature)

(Print Name)

(SEAL)

THIS INSTRUMENT DRAFTED BY:
S. K. Krewson, City of Kenosha

Subscribed and sworn to before me this date:

(Signature, Notary Public, State of Wisconsin)

(Print or Type Name, Notary Public, State of Wisconsin)

(Date Commission Expires)

Parcel No. 476-011

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1
Kenosha, Wisconsin

April 26, 2010

DONATIONS TO THE DISTRICT

The District has received the following donations:

1. Judith Ann Contract Furnishings donated 38 Surface Works table tops valued at \$5,740.00 to the Facilities Department.
2. Educators Credit Union donated an honorarium to the Teachers of the Year and Administrator of the Year and donated water containers to be given to each attendee of the 2010 Recognition Dinner. The donation is valued at \$3,250.00.
3. The Kenosha Area Business Alliance (KABA) donated \$500.00 to the 2010 Mentoring Appreciation Picnic.
4. Educators Credit Union donated \$500.00 to the SISTAS program.
5. Kenosha Area Chamber of Commerce donated engraved plaques and desk clocks to each Business, Friend, and Parent in Education recipients. The donation is valued at \$444.00.
6. Burkwald & Associates Inc. donated \$350.00 to the Tremper Honors Geology Field Trip.
7. Dental Associates, Ltd. donated \$250.00 to the Tremper Honors Geology Field Trip.
8. Ms. Catherine D. Margis donated \$50.00 to purchase supplies for Rose Colwil's CLC projects.
9. Southern Lakes Credit Union donated an honorarium and a full page advertisement in the Kenosha News to each Distinguished Service recipient. The value of this donation is unknown.

Administrative Recommendation

Administration requests the Board of Education approve acceptance of the above listed gift(s), grant(s) or bequest(s) as per Board Policy 3280, to authorize the establishment of appropriate accounts to monitor fiscal activity, to amend the budget to reflect this action and to publish the budget change per Wisconsin Statute 65.90(5)(a).

Dr. Joseph T. Mangi
Superintendent of Schools

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KENOSHA UNIFIED SCHOOL DISTRICT NO. 1
Kenosha, Wisconsin

April 26, 2010

**Tentative Schedule of Reports, Events,
and Legal Deadlines for School Board**
April-May

April

- April 1, 2010 – Half Day of School for Students – Start of Spring Recess
- 2-11 – Spring Recess – Schools Closed
- April 13, 2010 – Standing Committee Meetings – 5:30, 6:20, 7:10 P.M. and 8:00 P.M. in ESC Board Meeting Room
- April 26, 2010, 2009 – Organizational Meeting – 6:30 P.M. and Regular Board of Education Meeting – 7:00 P.M. in ESC Board Meeting Room

May

- May 11, 2010 – Standing Committee Meetings – 5:30, 6:20, 7:10 P.M. and 8:00 P.M. in ESC Board Meeting Room
- May 12, 2010 – Half Day of School for Students – Professional Inservice
- May 25, 2010 – 7:00 P.M. Regular Board of Education Meeting in ESC Board Meeting Room
- May 31, 2010 – Memorial Day – Schools & ESC Closed