



MONTHLY SCHOOL BOARD STANDING COMMITTEE MEETINGS

5:30 P.M. Planning/Facilities/Equipment

6:00 P.M. Personnel/Policy

6:30 P.M. Audit/Budget/Finance

7:00 P.M. Curriculum/Program

August 12, 2014

Please Note: Committee meetings may start early if preceding meeting adjourns early.

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<u>I. PLANNING/FACILITIES/EQUIPMENT - 5:30 P.M.</u>	
A. Approval of Minutes - May 13, 2014 and June 10, 2014	4
B. Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2014-2015 Year	7
C. Information Items	
1. Capital Projects Update	11
2. End of Year Utility & Energy Savings Program Report	15
3. Security Camera System Demo	
D. Future Agenda Items	
E. Adjournment	
<u>II. PERSONNEL/POLICY - 6:00 P.M. OR IMMEDIATELY FOLLOWING CONCLUSION OF PRECEDING MEETING</u>	
A. Approval of Minutes - July 8, 2014 Personnel/Policy and July 8, 2014 Joint Personnel/Policy & Curriculum/Program	19
B. School Board Policy/Rule 1110 - Parent/Guardian/Caregiver Surveys	22
C. School Board Policy/Rule 1131 - Memorials/Dedications Within Schools	24
D. Information Items	
1. Recommendations Concerning Appointments, Leaves of Absence, Retirements and Resignations	26
E. Future Agenda Items	
F. Adjournment	
<u>III. AUDIT/BUDGET/FINANCE - 6:30 P.M. OR IMMEDIATELY FOLLOWING CONCLUSION OF PRECEDING MEETING</u>	
A. Approval of Minutes - June 10, 2014	29
B. Renewal of Southeastern Wisconsin School Alliance Membership	30
C. Information Items	
1. Cash and Investment Quarterly Report	35

2. Monthly Financial Statements	36
D. Future Agenda Items	
E. Adjournment	
IV. <u>CURRICULUM/PROGRAM - 7:00 P.M. OR IMMEDIATELY FOLLOWING CONCLUSION OF PRECEDING MEETING</u>	
A. Approval of Minutes - July 8, 2014 Joint Personnel/Policy & Curriculum/Program and July 8, 2014 Curriculum/Program	49
B. Information Items	
1. Head Start Semi-Annual Report	52
2. Talent Development Program Update	56
C. Future Agenda Items	
D. Adjournment	

<p>There may be a quorum of the board present at these Standing Committee meetings; however, under no circumstances will a board meeting be convened nor board action taken as part of the committee process. The three board members who have been appointed to each committee and the community advisors are the only voting members of the Standing Committees.</p>
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KENOSHA UNIFIED SCHOOL BOARD
PLANNING/FACILITIES/EQUIPMENT MEETING
Educational Support Center – Room 110
May 13, 2014
MINUTES

A meeting of the Kenosha Unified Planning/Facilities/Equipment Committee chaired by Mr. Flood was called to order at 5:31 P.M. with the following Committee members present: Mr. Kunich, Mr. Valeri, Mrs. Bothe, Mr. Zielinski, and Mr. Flood. Dr. Mangi was also present. Ms. Stevens was excused. Ms. Iqbal was absent.

Approval of Minutes – February 11, 2014

Mr. Zielinski moved to approve the minutes as presented. Mr. Valeri seconded the motion. Unanimously approved.

Information Items

Mr. Patrick Finnemore, Director of Facilities, presented the Safety/Security Advisory Committee Update as contained in the agenda. He noted that the Informacast system was now operational on the KUSD server and will be piloted at Brass Community School. He said that KUSD will participate in a county-wide emergency exercise and noted that Voice over IP installation is complete in all school offices. The next goal is full school Voice over IP installation at the middle schools. Camera installation continues with replacement of the oldest and least effective cameras during 2014-15, and once the project is complete, the district will have approximately 1,200 cameras all integrated in the new system within the District.

Mr. Finnemore presented the Capital Projects Update. He gave a brief update on the status of energy efficiency projects, security projects, the eSchool relocation, and the KTEC expansion as contained in the agenda. Mr. William Hittman, Principal at LakeView Technology Academy, presented an update on the LakeView expansion. He indicated that it has been decided to postpone any action on this project for one month. The Committee will be updated at an upcoming Committee meeting once a decision is made on whether or not the project will move forward this year or be postponed until next year.

Future Agenda Items

Mr. Finnemore noted that he would have a Town of Somers Easement and an Athletics Committee Update for the agenda next month.

Mrs. Bothe moved to adjourn the meeting. Mr. Valeri seconded the motion. Unanimously approved.

Meeting adjourned at 6:04 P.M.

Stacy Schroeder Busby
School Board Secretary



KENOSHA UNIFIED SCHOOL BOARD
PLANNING/FACILITIES/EQUIPMENT MEETING
Educational Support Center – Room 110
June 10, 2014
MINUTES

A meeting of the Kenosha Unified Planning/Facilities/Equipment Committee chaired by Mr. Flood was called to order at 5:32 P.M. with the following Committee members present: Mr. Flood and Mrs. Coleman. Dr. Mangi was also present. Mr. Kunich, Mr. Valeri, and Mr. Zielinski were excused. Ms. Stevens, Mrs. Bothe, and Ms. Iqbal were absent.

Mr. Flood noted that a quorum was not present; therefore, no action on items would be taken and that necessary items would be moved forward to the full Board for consideration.

Approval of Minutes – May 13, 2014

No action was taken due to a quorum not being present. This item will be brought back next month for action.

Town of Somers Easement – Sewer Main

Mr. Patrick Finnemore, Director of Facilities, presented the Town of Somers Easement – Sewer Main. He indicated that the Town of Somers has requested School Board approval of an easement associated with the installation of a sewer main scheduled for this fall. The easement would be on the north and west sides of the Somers Elementary School property. Currently the Town has an easement running on the north side of the property along County Highway E for a water main installed several years ago. The new easement would run 20 feet inside of the current easement along Highway E for the full length of the north side of our property and then head south along Highway EA for the full length of the west side of our property. The work is scheduled to take place this fall sometime after the start of the school year with an estimated one month project duration period. Because the project will take place during the school year and disrupt the school grounds, the Town has agreed to the specific stipulations as part of the scope of their work.

No action was taken due to a quorum not being present. This item will be forwarded to the full Board for consideration.

Information Items

Mr. Patrick Finnemore, Director of Facilities, and Mr. Steven Knecht, Coordinator of Athletics/Physical Education, presented the Sports Advisory Committee Update. They indicated that since the January 28, 2014, approval of the formation of a new Sports Advisory Committee the Committee was formed and has met several times. They have been working on developing detailed conceptual site plans for the athletic facilities at the comprehensive high schools focusing most of the attention on Bradford and Tremper. The key topics being considered and evaluated by the Committee are:

- Locating the football/soccer/track stadium on the Bradford site instead of the Bullen site;
- Evaluating the merits of synthetic turf for the infields of the varsity baseball and softball fields at all three comprehensive high schools; and
- Conceptual plans for the three schools including the Bullen and Anderson Park improvements related to Bradford and Tremper along with pricing for the conceptual plans.

They noted that a final report would be presented to the Planning/Facilities/Equipment and the Audit/Budget/Finance Committees this fall containing the recommendations related to the outdoor athletic facilities. The recommendations will include a scope of work, cost estimates, a proposed funding plan, as well as a schedule for the Committees and the board to consider.

Mr. Finnemore presented the Capital Projects Update. He gave a brief update on the status of energy efficiency projects, security projects, the eSchool relocation, the KTEC expansion, and the LakeView expansion as contained in the agenda. He also noted that a recommendation will be brought to the Committee in the upcoming months to reconvene the Long Range Facilities Planning Committee to evaluation some potential future capital projects.

Mr. Finnemore presented the Utility and Energy Savings Program Update as contained in the agenda. He noted that he anticipated use of the full budget this year as 86% of the overall utility budget has been spent compared to 73% last year at this time due to gas prices and the usage spike.

Future Agenda Items

The Long Range Facilities Planning Committee item will be added to a future agenda as noted by Mr. Finnemore above.

Mr. Finnemore noted that he did not believe the Committee would be meeting in July.

Meeting adjourned at 5:56 P.M.

Stacy Schroeder Busby
School Board Secretary

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KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 12, 2014
Planning/Facilities/Equipment Committee

**PROVISIONS GOVERNING THE TRANSPORTATION
OF STUDENTS ATTENDING PUBLIC AND PRIVATE
SCHOOLS FOR THE 2014-2015 YEAR**

The following provisions for the transporting of students attending public and private schools will become effective from and after the fifteenth day of August 2014. (These provisions relate to Board Policies 3545 and 3545.4.)

Students Attending Public Schools

1. Pursuant to Wisconsin Statutes, transportation shall be provided to all students residing in the City of Kenosha, Village of Pleasant Prairie, and Town of Somers who live two or more miles from the public school to which they are assigned.
2. Pursuant to Wisconsin Statutes relating to transportation in area of unusual hazards, transportation shall be provided to all elementary schools, kindergarten through grade 5, who resides in the Village of Pleasant Prairie, Town of Somers (except elementary school students residing within the attendance areas of Forest Park, Grant, Strange, and Harvey Elementary Schools), and certain designated areas in the district as described below.
3. Transportation will be provided for all students residing in the corporate limits of the City of Kenosha and living west of Highway 31 and for Bradford High School students where the only access road is Highway 31.
4. Transportation will be provided to students residing within the corporate limits of the City of Kenosha who attend 4k kindergarten through grade 5 of the elementary school located outside the corporate limits of the City of Kenosha.
5. Transportation will be provided for students who reside within the Bose Elementary School attendance area east of the Chicago and Northwestern Railroad tracks and for students who reside west of 22nd Avenue.
6. Transportation will be provided for students who reside within the Jeffery Elementary School attendance area on the south side of 89th Street, west of 22nd Avenue, and east

of 39th Avenue and for students residing within the corporate limits of the City of Kenosha north of 85th Street and west of 39th Avenue.

7. Transportation will be provided to students residing within the Strange Elementary School attendance area north of 52nd Street until such time that the City of Kenosha will provide improved walking areas.
8. On a temporary basis, subject to annual review, transportation will be provided for students attending and residing within the Grant Elementary School attendance area south of Highway 142 and west of the old Chicago-Milwaukee North Shore Railroad right-of-way.
9. No transportation will be provided for students who are voluntary enrolled in alternative programs, participating in part-time and full-time open enrollment programs, or participating in Recreation Department programs
10. Elementary students (grades 4k through 5) may be required to walk up to 1 mile to an authorized school bus pick-up point. Students in grades 6 through 12 may be required to walk up to 1 mile to a school bus pick-up point. Exceptions to these distances may occur in areas considered “unusually hazardous” and will be subject to approval by the Supervisor of Transportation.
11. Students supervised before and after school by a day care center located within the attendance area of the school may be bused to the school. The Superintendent will make recommendations to the Board relative to any exceptions to this policy.
12. Transportation will be provided to students attending the academy portion of Indian Trail High School, residing less than two miles from school, until such time that the City of Kenosha will provide improved walking areas and are in the attendance boundary of ITHS.
13. Students attending schools of choice are not provided transportation. Lakeview Technology Academy (LTA) students may request bus service to their boundary high school and ride a District provided shuttle bus from their boundary high school to LTA. Students are then shuttled back to their boundary high school for transportation rides home. (Note: Harborside will be allowed to use the boundary high school routes and take a shuttle to and from Harborside so long as Harborside continues to pay for their transportation.)
14. Transportation will be provided to students who reside in Lance Middle School attendance area who live on Cooper Road, or West of Cooper Road until such time that the Village of Pleasant Prairie provides improved walking areas. Students may be required to walk no more than 200 ft. on Cooper Road.
15. Students who reside on Highway “H”, 39th Avenue, and Springbrook Road may be required to walk no more than 200 ft. on these roads.

16. Transportation will be provided to students who reside in the Bradford High School attendance area who are less than 2 miles but become more than 2 miles due to the Hazardous walk zone along Washington Road from East of Highway 31 to 39th Avenue.

Students Attending Private Schools

1. Pursuant to Wisconsin Statutes, transportation shall be provided to students attending private schools on the same basis as set forth above for students attending public schools with the additional provisions listed below.
2. Pursuant to Wisconsin Statutes, students residing in the school district who attend private schools located not more than five miles beyond that boundaries of the school district but within the state are eligible for transportation. In lieu of district bus transportation, parent contracts will be offered to the parent or guardian of each eligible pupil in accord with Wisconsin Statutes.
3. Pursuant to Wisconsin Statutes, transportation will be provide as set forth above to the private school located in the attendance area in which the pupil resides.

Transportation for Students with Exceptional Needs

1. Pursuant to Wisconsin Statutes, transportation shall be provided for children with exceptional education needs, regardless of distance, if such request (or such transportation) is approved by local and state authorities. Approval shall be based on whether or not the child can walk to school with safety and comfort.

Other Provisions Concerning the Transportation of Students

1. Pursuant to Wisconsin Statutes, the Board is empowered to administer, set transportation routes and schedules, secure necessary information, make reports, and apply for and receive aids for the transportation of both public and private school pupils actually transported.
2. Insofar as possible, administrators of private schools shall be requested to coordinate their school calendars with the public school calendar.
3. Transportation will be provided for public and private school students as approved by the Board to implement state-mandated programs and federal programs.

4. Insofar as possible, bus stops for students with exceptional needs and Head Start students are to be designated near to and on the same side of the street as the residence unless bus aids are provided or other arrangements are made with the parent through the district Transportation Office.
5. The provisions of this policy statement as set forth above shall apply in all instances except those in which extraordinary conditions are held to prevail and shall be subject to further review pending any required adjustments due to unforeseen circumstances.
6. Administration will be responsible for establishing and maintaining bus routes in accordance with this policy and changes in student population.

Additional Transportation Update

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

Recommendation

Administration recommends that the Planning/Facilities/Equipment Committee forward the Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2014-2015 Year to the School Board for consideration.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Mr. Patrick Finnemore, PE
Director of Facilities

Jeffrey Marx
Supervisor of Transportation Services

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 12, 2014
Planning/Facilities/Equipment Committee

Informational Report

CAPITAL PROJECTS UPDATE

2014-15 Major Maintenance Projects:

With the end of the school year and the start of the new fiscal year, implementation of the new fiscal year's major maintenance projects is in full swing. Many of the projects are complete and the majority of the others are scheduled to be completed prior to the start of the upcoming school year. Some of the more significant projects that have been completed include:

- Replacement of the north playground/parent drop-off area at Somers Elementary School.
- Replacement of the carpeting in the library at Jeffery Elementary School.
- Asbestos abatement at the 5 schools at which we are performing large energy projects.
- Installation of new windows at Forest Park Elementary School (see picture in the Attachment).

Projects that are nearing completion include:

- Roofing and masonry repairs at Whittier and Stocker Elementary Schools.
- Replacement of the asphalt driveway and parking lots on the west and north side of Bullen Middle School.
- Sidewalk replacement at Southport Elementary School.
- Asbestos abatement and replacement of the gym floor at Forest Park Elementary School

Act 32 Energy Efficiency Projects:

The School Board approved implementation of energy efficiency projects at nine elementary schools over the course of the next two years at the August 27, 2013, regular Board meeting. A significant amount of work has been completed so far this summer and all 5 schools are on schedule in regards to the work that needs to be completed this summer. The attachment contains a handful of pictures of the projects in progress.

Security Projects:

Implementation of the security related improvements associated with the second year of a three-year plan approved by the Board at the June 25, 2013, meeting is well underway. Work completed includes camera installation at the following schools: Chavez, eSchool, Jefferson, Jeffery, KTEC, Prairie Lane and Somers, and VoIP installations at: Bullen, eSchool, KTEC, Lance, Lincoln and Washington.

Special Projects:

Kenosha eSchool – The last remaining scope item was replacement of the parking lot; that work was completed in early July, so this project is now complete.

KTEC – A number of major items have been completed since the last update including replacement of the roof over the gymnasium and cafeteria, replacement of the main parking lot, creation of bathrooms in the pre-school classrooms, painting of the school, renovation of the main office, and many other items that are too many to list. The school staff has been busy cleaning and prepping the classrooms, and the overall project is in excellent shape in regards to being ready for the start of the school year.

Long Range Planning – We will be bringing a recommendation forward in the fall to reconvene our Long Range Facilities Planning Committee to evaluate some potential future capital projects.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Mr. Patrick Finnemore, PE
Director of Facilities



Forest Park Window Opening



Forest Park Windows



Forest Park Gym Window



Forest Park Lights



Bose Roof 1



Harvey Boiler Room



Harvey Opening



Harvey Windows

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 12, 2014
Planning/Facilities/Equipment Committee

END OF YEAR UTILITY & ENERGY SAVINGS PROGRAM REPORT

The purpose of this report is to provide the year-end summary of the 2013-14 utilities budget and the operational energy savings program.

Utilities Budget Update:

The following is a brief summary of the costs incurred for natural gas, electricity, and the entire utilities budget.

- We spent \$501,626 more on natural gas this year as compared to last year.
- We spent \$107,184 more on electricity this year as compared to last year.

The table below shows the overall utility cost vs. budget for the past three years:

Year	Budget	Actual	Balance	% Expended
2014	\$4,548,000	\$4,538,011	\$9,989	99.78
2013	\$4,548,000	\$3,880,439	\$667,561	85.32
2012	\$4,548,000	\$3,934,382	\$613,618	86.51

The 2013-14 fiscal year is an excellent example of the volatility of the energy consumption and rates from year to year and why it is important to maintain a budget that protects the district from this volatility. In addition to experiencing a much colder than normal winter this year, we also had significant price spikes in the natural gas rates which drove our utility costs up. This happens periodically due to a number of factors including how cold the winter is, the amount of gas in storage at the start of the heating season, the effects of hurricanes on the production process, etc. We experienced similar price spikes in the winters of 2001, 2006, and 2008. The hope for improved weather, completion of some long-needed pipeline repairs and increased injection into natural gas storage has moderated the natural gas pricing going into this winter, although there are never any guarantees on utility commodities.

The table below shows the changes in electric and gas rates over the past four years as compared to the base year of 2010-11

Year	\$/kWh	% Inc.	\$/Therm	% Inc.
10-11	\$0.1163	--	\$0.8660	--
11-12	\$0.1259	108%	\$0.8966	104%
12-13	\$0.1247	107%	\$0.7369	85%
13-14	\$0.1274	110%	\$0.9876	114%

Operational Energy Program Update:

The following is a brief summary of the amount of energy saved for the 2013/2014 school year. Please see the attachment for energy savings by school:

	2013-14	2012-13
Electricity Saved (KWh)	8,114,465	8,463,710
Gas Saved (Therms)	588,978	557,534
Dollars Saved	\$1,365,320	\$1,187,608

The energy efficiency program continues to demonstrate a great degree of success saving over \$1.4M during the 2012-13 fiscal year, when including both the school year data summarized above with the summer month data. The savings were a result of the combined efforts of the Facilities Department and the staff, students and administration of our schools to use energy wisely and adhere to the energy policy.

We feel a key component to our successful energy program is our inspection schedule. During the heating season thirty-three night time building inspections were conducted by the Utilities Manager and the Maintenance Supervisor. Each room within Kenosha Unified buildings received at least 1 inspection. The rooms were checked for temperature; nighttime set back; cleaning; safety and maintenance issues. Any problems discovered were documented and forwarded to the proper area for correction. The building principal and head custodian were provided a copy of the report and encouraged to provide feedback.

The table on the following page shows the history of annual energy savings compared to our base year of 2003. The totals are extremely impressive when you consider that the dollars saved are the equivalent of almost 2.25 years' worth of utility expenditures and the electricity and gas savings totals are equivalent to 3.6 and 1.85 years' worth of district-wide consumption respectively.

Year	Dollars Saved	kWh Saved	Therms Saved
13-14	\$1,498,548	9,336,061	596,463
12-13	\$1,364,085	10,195,271	571,667
11-12	\$1,287,144	10,136,275	432,629
10-11	\$917,049	7,033,052	453,438
09-10	\$766,397	6,493,916	311,113
08-09	\$755,632	6,211,460	305,966
07-08	\$694,178	5,608,806	304,082
06-07	\$461,061	4,281,640	185,610
05-06	\$411,517	3,869,932	152,279
04-05	\$191,935	2,750,697	49,189
Total	\$8,347,546	65,917,110	3,362,436

Percent savings have been relatively steady for the past three years (FY2012-FY2014) which is a strong indication that we may be at or near the realistic annual savings that this program can generate. Large increases in energy savings will be generated by the major energy projects taking place this summer. Operational program oversight must continue to make sure that savings do not slip for the operational program and that we realize the maximum energy savings possible from the project buildings (Forest Park, Harvey, Grant, Bose and Grewenow).

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Mr. Patrick Finnemore, PE
Director of Facilities

Mr. John Allen
Distribution and Utilities Manager

Mr. Kevin Christoun
Maintenance Supervisor

Monthly Energy Efficiency Program Tracking Summary

UTILITY INFORMATION

Energy Tracking: September 2013 Through June 2014

End of FY - 2014 - 06		Current Month: 2014 - 06															
BUILDING		ACTUAL				BASEYEAR				SAVINGS vs. BASEYEAR				%Savings Relative to Base Year	Facility Avg Sq Ft	Weather Adjusted 5Yr Avg Energy Use	1yr Avg Energy Use
		kWh	kW	therms	\$	kWh	kW	therms	\$	kWh	kW	therms	\$	%	sq ft	kBtu/sqft	kBtu/sqft
Bradford H		2,224,654	6,702	177,884	\$384,953	3,076,411	8,144	207,168	\$485,545	851,757	1,442	29,284	\$100,591	20.7%	300,401	85.3	90.3
Hillcrest H		66,360	-	15,745	\$22,113	81,575	-	17,265	\$25,286	15,215	0	1,520	\$3,173	12.5%	22,405	84.2	82.0
Indian Trail H		2,588,000	9,736	117,262	\$416,638	3,935,184	14,627	136,747	\$606,751	1,347,184	4,891	19,485	\$190,112	31.3%	408,519	58.0	56.2
Lakeview H		312,480	1,306	11,318	\$52,451	687,535	1,717	12,892	\$84,019	375,055	411	1,574	\$31,568	37.6%	40,000	57.3	58.9
Reuther H		734,280	3,265	144,386	\$204,184	896,923	3,653	172,877	\$241,828	162,643	388	28,491	\$37,644	15.6%	143,366	116.2	129.9
Tremper H		1,750,353	5,095	191,223	\$324,636	2,537,306	6,361	236,489	\$422,079	786,953	1,266	45,266	\$97,443	23.1%	313,802	90.1	83.8
HS Subtotal:		7,676,127	26,104	657,818	\$1,404,976	11,214,934	34,502	783,438	\$1,865,508	3,538,807	8,398	125,620	\$460,532	24.7%			
Bullen M		603,450	2,055	54,944	\$118,173	948,536	2,395	103,571	\$184,114	345,086	340	48,627	\$65,940	35.8%	121,962	68.6	64.1
Lance M		498,575	2,013	58,682	\$112,594	613,030	2,219	74,089	\$134,694	114,455	206	15,407	\$22,100	16.4%	137,290	59.2	56.6
Lincoln M		767,460	3,368	74,190	\$163,344	983,039	3,518	104,534	\$199,884	215,579	150	30,344	\$36,540	18.3%	134,038	80.3	80.2
Mahone M		974,400	4,366	58,573	\$178,848	1,341,031	4,629	101,200	\$237,313	366,631	263	42,627	\$58,465	24.6%	175,053	66.3	61.7
McKinley M		182,100	134	16,638	\$33,446	609,629	2,234	88,261	\$207,530	427,529	2,100	71,623	\$174,085	83.9%	101,622	56.6	23.0
Washington M		393,534	1,570	66,698	\$106,114	523,845	2,247	63,449	\$121,984	130,311	678	(3,249)	\$15,871	13.0%	99,643	77.3	82.2
MS Subtotal:		3,419,519	13,506	329,725	\$712,517	5,019,110	17,242	535,104	\$1,085,519	1,599,591	3,736	205,379	\$373,001	34.4%			
Bain E		559,800	3,135	28,091	\$109,267	706,069	3,176	50,059	\$137,511	146,269	41	21,968	\$28,244	20.5%	126,900	37.8	40.0
Bose E		183,360	781	32,523	\$51,687	348,948	1,056	43,295	\$78,601	165,588	275	10,772	\$26,914	34.2%	45,109	83.8	87.5
Brass E		351,120	1,610	26,245	\$72,625	447,260	1,963	36,083	\$91,252	96,140	353	9,838	\$18,627	20.4%	72,887	52.6	56.0
Dimensions E		65,594	-	22,454	\$27,326	74,492	-	24,876	\$30,763	8,898	0	2,422	\$3,438	11.2%	30,509	81.3	81.9
Forest Park E		166,081	646	52,649	\$64,218	212,278	709	58,423	\$73,903	46,197	62	5,774	\$9,685	13.1%	53,830	109.8	109.5
Frank E		523,560	2,117	31,191	\$97,108	712,925	2,345	40,340	\$120,691	189,365	228	9,149	\$23,582	19.5%	82,956	61.6	63.7
Grant E		120,000	492	31,146	\$41,557	148,976	641	40,856	\$53,661	28,976	149	9,710	\$12,104	22.6%	43,040	92.0	83.4
Grewenow E		174,960	643	37,060	\$52,942	304,470	915	53,662	\$81,476	129,510	272	16,602	\$28,534	35.0%	49,230	93.0	88.9
Harvey E		143,181	557	38,881	\$50,661	218,406	798	50,039	\$69,255	75,225	241	11,158	\$18,594	26.8%	47,980	94.3	92.4
Jefferson E		139,210	484	33,988	\$47,019	238,968	689	47,310	\$70,485	99,758	205	13,322	\$23,466	33.3%	49,528	87.3	79.6
Jeffery E		178,722	762	25,530	\$45,530	320,143	1,082	27,937	\$64,306	141,421	320	2,407	\$18,776	29.2%	45,209	70.8	72.1
Ktech (Lincoln)		185,200	801	19,346	\$41,606	177,655	808	27,268	\$47,379	(7,545)	7	7,922	\$5,773	12.2%	43,390	18.2	17.5
McKinley E		123,760	576	25,083	\$37,509	159,846	622	33,701	\$48,977	36,086	46	8,618	\$11,468	23.4%	35,085	88.3	85.7
Nash E		372,000	1,454	24,745	\$71,772	427,645	1,789	42,902	\$94,753	55,645	335	18,157	\$22,980	24.3%	73,636	61.3	54.6
Leasant Prairie E		531,200	1,938	31,820	\$93,735	636,903	1,881	32,935	\$100,389	105,703	(57)	1,115	\$6,654	6.6%	73,306	60.2	73.9
Prairie Lane E		225,220	950	19,319	\$46,993	350,003	1,059	33,711	\$72,262	124,783	109	14,392	\$25,269	35.0%	65,778	51.0	42.9
Roosevelt E		145,920	593	31,923	\$46,001	217,954	788	40,506	\$61,582	72,034	195	8,583	\$15,581	25.3%	47,994	86.7	78.1
Somers E		387,840	1,286	33,493	\$73,671	469,784	1,644	44,597	\$94,522	81,944	358	11,104	\$20,851	22.1%	69,100	65.4	71.8
Southport E		202,080	1,002	28,288	\$51,752	281,768	1,136	33,300	\$65,023	79,688	135	5,012	\$13,271	20.4%	53,200	69.9	68.5
Stocker E		343,040	1,335	19,766	\$62,074	537,720	1,873	24,730	\$87,620	194,680	538	4,964	\$25,546	29.2%	80,621	43.3	42.8
Strange E		226,561	900	25,072	\$50,970	369,788	1,109	33,394	\$73,212	143,227	209	8,322	\$22,243	30.4%	57,192	58.5	59.5
Vernon E		331,797	1,279	76,302	\$102,417	499,759	1,694	99,607	\$137,342	167,962	414	23,305	\$34,925	25.4%	88,280	104.8	103.2
Whittier E		292,200	1,404	22,342	\$62,232	617,294	2,360	27,147	\$101,289	325,094	956	4,805	\$39,057	38.6%	63,888	55.5	53.8
Wilson E		116,360	498	31,695	\$42,359	190,531	740	46,964	\$67,338	74,171	242	15,269	\$24,979	37.1%	38,200	89.4	95.0
ELEM Subtotal:		6,088,766	25,243	748,952	\$1,443,030	8,669,585	30,875	993,642	\$1,923,592	2,580,819	5,632	244,690	\$480,562	25.0%			
Cesar Chavez		146,800	522	7,169	\$26,717	252,770	643	11,567	\$41,715	105,970	122	4,398	\$14,998	36.0%	20,500	74.5	62.5
ESC		979,360	3,103	57,709	\$160,508	1,257,908	3,715	65,799	\$192,753	278,548	612	8,090	\$32,245	16.7%	128,000	77.6	77.0
Recreation		73,426	238	7,797	\$17,111	84,156	440	8,598	\$21,093	10,730	202	801	\$3,982	18.9%	13,090	87.5	83.2
Other Subtotal:		1,199,586	3,863	72,675	\$204,335	1,594,834	4,798	85,964	\$255,560	395,248	935	13,289	\$51,225	20.0%			
Totals:		18,383,998	68,715	1,809,170	\$3,764,859	26,498,463	87,417	2,398,148	\$5,130,179	8,114,465	18,701	588,978	\$1,365,320	26.6%			



KENOSHA UNIFIED SCHOOL BOARD
PERSONNEL/POLICY MEETING
Educational Support Center – Room 110
July 8, 2014
MINUTES

A meeting of the Kenosha Unified Personnel/Policy Committee chaired by Mr. Kunich was called to order at 5:34 P.M. with the following Committee members present: Mr. Bryan, Mrs. Snyder, Mrs. Butler, Mrs. Morrison, Mrs. Dahl, and Mr. Kunich. Mrs. Burns arrived later. Dr. Mangi was also present. Mrs. Hamilton was excused. Ms. Morgan was absent.

Approval of Minutes – May 13, 2014 Joint Audit/Budget/Finance & Personnel/Policy, May 13, 2014 Joint Personnel/Policy & Curriculum/Program, and June 10, 2014 Personnel/Policy

Mr. Bryan moved to approve the minutes as presented. Mrs. Butler seconded the motion. Unanimously approved.

School Board Policy 5431 – Student Dress Code

Dr. Bethany Ormseth, Assistant Superintendent of Secondary School Leadership; Dr. Floyd Williams, Assistant Superintendent of Elementary School Leadership; and a student representative from the Student Dress Code Ad Hoc Committee presented the recommended changes to School Board Policy 5431 – Student Dress Code as contained in the agenda.

Mrs. Burns arrived at 5:39 P.M.

A discussion took place regarding the student identification card language. It was suggested that the Ad Hoc Dress Code Committee reconvene to discuss this portion of the policy and present it back to the Committee.

Mrs. Snyder moved to approve School Board Policy 5431 – Student Dress Code excluding the student identification card portion. Mr. Bryan seconded the motion. Unanimously approved.

Information Items

There were no questions or comments on the Recommendations Concerning Appointments, Leaves of Absence, Retirements, and Resignations.

Future Agenda Items

Policy 5431 – Student Dress Code will return to the Committee to discuss the student identification portion of the policy.

Meeting adjourned at 5:57 P.M.

Stacy Schroeder Busby
School Board Secretary



KENOSHA UNIFIED SCHOOL BOARD
JOINT PERSONNEL/POLICY AND
CURRICULUM/PROGRAM MEETING
Educational Support Center – Room 110
July 8, 2014
MINUTES

A joint meeting of the Kenosha Unified Personnel/Policy and Curriculum/Program Committees chaired by Mr. Kunich was called to order at 5:28 P.M. with the following Committee members present: Mr. Bryan, Mrs. Snyder, Mrs. Burns, Mrs. Butler, Mrs. Morrison, Mrs. Dahl, Ms. Stevens, Mr. Wade, Mrs. Karabetsos, Mrs. Kenefick, Mrs. Santoro, Mrs. Renish-Ratelis, and Mr. Kunich. Dr. Mangi was also present. Mrs. Hamilton and Mrs. Daghfal were excused. Ms. Morgan and Ms. Galli were absent.

Policy and Rule 6440 – Course Option Enrollment

Mr. Kristopher Keckler, Executive Director of Information & Accountability, presented Policy/Rule 6440 – Course Option Enrollment. He explained that the Course Option Enrollment is a new program mandated by the State of Wisconsin that takes effect at the start of the 2014-15 school year. The Department of Public Instruction (DPI) has established an expectation that local school boards adopt policies and/or procedures respective to the Course Options program, thus the creation of this policy. The program allows for students in any grade (K-12) to have the opportunity to enroll in up to two courses at a time through an Institution of Higher Education or other DPI approved program at no cost to the student with the resident district being required to pay a DPI determined amount to the educational institution. A resident school district must reject the application if the course conflicts with a student's individualized education plan and may reject an application if the course does not satisfy a high school graduation requirement or the course does not conform to or support a student's academic and career plan, if one exists. He indicated that a budget assumption will have to be established as well as any internal resources for managing enrollment requests and coordination between the educational institutions.

Mr. Keckler noted that because the program is new there has not been substantial guidance from DPI and many questions have not yet been answered.

It was recommended that an update on this item be presented to the Committee at a later date.

Mr. Bryan moved to forward Policy/Rule 6440 – Course Option Enrollment to the full Board for approval. Mrs. Karabetsos seconded the motion. Unanimously approved.

Information Items

There were no information items listed.

Future Agenda Items

An update on the Course Option Enrollment program will be presented at a later date as recommended above.

Meeting adjourned at 6:22 P.M.

Stacy Schroeder Busby
School Board Secretary

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Kenosha Unified School District
Kenosha, Wisconsin

August 12, 2014
Personnel/Policy Standing Committee

School Board Policy/Rule 1110 – Parent/Guardian/Caregiver Surveys

Rationale: This change will increase district transparency, accountability, and communication with Parents and Guardians.

-Kyle Flood

POLICY 1110

PARENT/GUARDIAN/CAREGIVER SURVEYS

A District-wide survey shall be conducted ~~once~~ every ~~three~~ years to obtain parent/guardian/caregiver opinions regarding school operation and student success. The survey shall be developed by the Office of Educational Accountability in accordance with established procedures and with input from the building level **and final approval by the Board.**

RULE 1110

PARENT/GUARDIAN/CAREGIVER SURVEYS

1. The parent/guardian/caregiver survey will consist of a written questionnaire/focus groups/electronic survey or standardized survey instrument such as a school climate survey. Accommodations for language and disability/handicap conditions are expected
2. All surveys will have a series of identical questions to allow for a comparison of results. Questions relative to playground safety will be incorporated in the parent/guardian/caregiver survey. Building principals may develop additional questions reflective of individual building informational needs.
3. The parent/guardian/caregiver survey will be conducted during the time frame of early spring (March- April) every ~~three~~ years using a statistical sampling of parents/guardians/caregiver conducive to each building.

4. The building principal will be responsible for administering the survey with the Office of Educational Accountability providing summaries of the results. A process of standardization of survey summaries will be implemented. Principals will be responsible for summarizing the results of building specific questions and reporting the results to the Superintendent of Schools or designee.
5. Principals will disseminate to parents/guardians/caregivers the results of the survey and how they plan to use the results for school improvement.
6. An executive summary of the surveys shall be compiled by the Office of Educational Accountability and presented to the School Board not later than the second regular meeting in September of the year the survey was administered.

Kenosha Unified School District
Kenosha, Wisconsin

August 12, 2014
Personnel/Policy Standing Committee

School Board Policy/Rule 1131 – Memorials/Dedications Within Schools

Rationale: This change will allow teachers to be recognized for their extraordinary work.

-Kyle Flood

POLICY 1131

MEMORIALS/DEDICATIONS WITHIN SCHOOLS

As an integral part of acknowledging citizen participation in public school improvement, the School Board shall allow memorial plaques and/or dedication plates to be placed in particular rooms or areas within District buildings in recognition of citizens who made significant contributions to public education in the District. Former students, employees, or taxpayers may be considered for such recognition under certain circumstances such as death. The Board may hold appropriate dedication ceremonies.

RULE 1131

MEMORIALS/DEDICATIONS WITHIN SCHOOLS

The following procedures shall be used in establishing memorials and conducting dedications within District schools:

1. A memorial plaque and/or dedication plate may be placed in a particular room or area within a District school in an individual's honor under the following conditions:
 - a. Memorials or dedications in recognition of a person's contribution to public education in the District may only be made after the death of the person who is being considered for recognition.
 - b. ~~Because the main purpose of the Board's policy and these procedures is citizen recognition, District employees shall not be eligible for recognition through a memorial or dedication, unless they have been employed fewer than six months in the District or their death is directly related to their employment with the District. Former School Board members are exempted from the six month employment stipulation.~~

- be.** Students who have died during their time of attendance at a District school may be recognized through a memorial or dedication.
 - cd.** An individual can be considered for a memorial or dedication upon the first anniversary of his/her death. In the case of a memorialization of a student or District employee, such dedication may take place sooner than one year under appropriate circumstances.
 - de.** No District monies shall be expended for memorial plaques and/or dedication plates, except as required for installation purposes.
 - ef.** Written permission from family members shall be obtained prior to making final arrangements for a memorial or dedication.
2. Before consideration is given for placement of a memorial plaque and/or dedication plate in a particular room or area within a District school, a resolution signed by at least four Board members is required. Any citizen in the District may draft a resolution. The resolution shall be presented to the Board for formal action.
 3. The Superintendent of School's Office shall be responsible for coordinating the placement of approved memorial plaques and/or dedication plates within District buildings. A committee appointed by the Superintendent shall plan the dedication program and ceremonies.
 4. Memorial plaques or dedication plates placed in particular rooms or areas within a District school shall not be removed within 20 years of placement, except in the case of building demolition or decommission.

**Kenosha Unified School District
Kenosha, WI
August 12, 2014**

The Human Resources recommendations regarding the following actions:

ACTION	LAST NAME	FIRST NAME	SCHOOL/DEPT	POSITION	STAFF	DATE	FTE	SALARY
Appointment	Jovanovic	Katarina	Bullen Middle School	Grade 8 English	Instructional	08/25/2014	1	\$38,377.00
Appointment	Acosta	Amanda	Brass Community School	Grade 2	Instructional	08/25/2014	1	\$38,377.00
Appointment	Niespodziany	Rosalia	Bradford High School	Italian	Instructional	08/25/2014	0.83	\$31,852.91
Appointment	Macias	Maria	Lincoln Middle School	Special Education Cross Categorical	Instructional	08/25/2014	1	\$38,377.00
Appointment	Mede	Nicole	Tremper High School	Chemistry	Instructional	08/25/2014	1	\$38,377.00
Appointment	Lange	Theresa	KTEC	Kindergarten	Instructional	08/25/2014	1	\$38,377.00
Appointment	Duros	Anthony	Tremper High School	English	Instructional	08/25/2014	0.83	\$31,852.91
Appointment	Burgess	Megan	Hillcrest	Social Studies	Instructional	08/25/2014	1	\$38,377.00
Appointment	Connolly	Kelly	Jefferson Elementary School	ESL	Instructional	08/25/2014	0.5	\$21,133.00
Appointment	Vallejos	Moises	Lincoln Middle School	ESL	Instructional	08/25/2014	1	\$38,377.00
Appointment	Evans	Roy	Washington Middle School	At-Risk	Instructional	08/25/2014	1	\$52,310.00
Appointment	Ausse	Ashley	Jeffery Elementary School	Special Education CDS	Instructional	08/25/2014	1	\$38,377.00
Appointment	Hoel	Heidi	Lincoln Middle School	Grade 6	Instructional	08/25/2014	1	\$38,377.00
Appointment	Escobedo	Julio	EBSOLA - Dual Language	Grade 3 Dual Spanish	Instructional	08/25/2014	1	\$38,377.00
Appointment	Sucevich	Melissa	Indian Trail Academy	Family Consumer Education	Instructional	08/25/2014	1	\$41,877.00
Appointment	Houghton	Amber	McKinley Elementary School	Kindergarten	Instructional	08/25/2014	1	\$45,377.00
Appointment	St. Martin	Ryan	Brompton School	Special Education Cross Categorical	Instructional	08/25/2014	1	\$38,377.00
Appointment	Bohm	Gigi	McKinley Elementary School	Grade 1	Instructional	08/25/2014	1	\$76,934.00
Appointment	Theis	Jessica	Bullen Middle School	Science	Instructional	08/25/2014	1	\$38,377.00
Appointment	MacCready	Maureen	Vernon Elementary School/Grant Elementary	ESL	Instructional	08/25/2014	0.83	\$31,852.91
Appointment	Aguino	Nicole	Bullen Middle School	Dual Language	Instructional	08/25/2014	1	\$46,114.00
Appointment	Bradley	Kelly	EBSOLA-Creative Arts	Grade 5	Instructional	08/25/2014	1	\$57,741.00
Appointment	Singh	Harpuneet	Pleasant Prairie Elementary	ESL	Instructional	08/25/2014	0.5	\$20,938.50
Appointment	Charles	Joey	Reuther Central High School	Business/Alt Ed / AIS	Instructional	08/25/2014	1	\$54,662.00
Appointment	Gray	Erin	Lincoln Middle School	Science / Social Studies	Instructional	08/25/2014	1	\$38,377.00
Appointment	Maedke	Amanda	McKinley Elementary School	Grade 4	Instructional	08/25/2014	1	\$38,377.00
Appointment	Simonich	Keri	Reuther Central High School	Special Education Cross Categorical	Instructional	08/25/2014	1	\$46,241.00
Appointment	Singer	Kristen	Lincoln Middle School	Performing Arts	Instructional	08/25/2014	1	\$41,956.00
Appointment	Cope	Nancy	Tremper High School	Chemistry	Instructional	08/25/2014	0.83	\$36,757.38
Appointment	Richardson	Elissa	Bullen Middle School	General Music / Performing Arts	Instructional	08/25/2014	1	\$38,377.00
Appointment	Mogensen	Lauren	Nash Elementary School	Special Education - CDS	Instructional	08/25/2014	1	\$38,377.00
Appointment	Dahms	Allyson	KTEC	Grade 1	Instructional	08/25/2014	1	\$38,377.00
Appointment	Cantrell	Jennifer	Bradford High School	English	Instructional	08/25/2014	1	\$38,377.00
Appointment	Maegaard	Jennifer	Nash Elementary School	ESL	Instructional	08/25/2014	0.5	\$29,679.50
Appointment	Berger	Alyssa	Somers Elementary School	4K Teacher	Instructional	08/25/2014	1	\$38,377.00
Appointment	Hamilton	Jeanne	Lakeview Tech	Social Studies	Instructional	08/25/2014	0.67	\$28,318.22
Appointment	Giles	Brianne	Information Services	Secretary I	Secretarial	07/21/2014	1	\$17.00

Kenosha Unified School District

Kenosha, WI

August 12, 2014

The Human Resources recommendations regarding the following actions:

ACTION	LAST NAME	FIRST NAME	SCHOOL/DEPT	POSITION	STAFF	DATE	FTE	SALARY
Appointment	Gildenstern	Stacy	Distribution/Utilities	Duplicating Operator	Secretarial	07/14/2014	1	\$18.03
Appointment	Sinnen	Luann	Tremper High School	Business/Marketing	Instructional	08/25/2014	0.92	\$35,306.84
Appointment	Spencer	Jeffrey	Indian Trail Academy	Math	Instructional	08/25/2014	1	\$38,377.00
Appointment	Miller	Kaitlin	Lance Middle School	English	Instructional	08/25/2014	1	\$38,377.00
Appointment	Hoeksema	John	Tremper High School	Physical Education / Family and Consumer Education	Instructional	08/25/2014	0.84	\$32,236.68
Appointment	Boston	Erin	Southport Elementary School	Library Media Specialist	Instructional	08/25/2014	0.75	\$39,164.25
Appointment	Gruenke	Genesis	Jefferson Elementary School	Multi-Age 3/4	Instructional	08/25/2014	1	\$38,377.00
Appointment	Greinke	Michael	Bradford High School	English	Instructional	08/25/2014	1	\$70,813.00
Appointment	Michalski	Melanie	Wilson Elementary School	Multi-Age 2/3	Instructional	08/01/2014	1	\$38,377.00
Appointment	Kachur	Jessica	Bradford High School	Math	Instructional	08/25/2014	1	\$50,176.00
Appointment	Hamdan	Sireen	Lance Middle School	Grade 6 Science	Instructional	08/25/2014	1	\$38,377.00
Appointment	Gordon	Sarah	Wilson Elementary School	Special Education Early Childhood	Instructional	08/01/2014	0.5	\$20,355.00
Appointment	Ruffolo	Alessandra	Jefferson Elementary School	Special Education Cross Categorical	Instructional	08/25/2014	1	\$38,377.00
Appointment	Gerber	Kimberly	Bradford High School	ESL	Instructional	08/25/2014	1	\$42,511.00
Appointment	Baratta	Amy	LAP/Bullen	ESL Teacher	Instructional	08/25/2014	1	\$38,377.00
Appointment	Fox	Rachel	Grade 3	Stocker Elementary	Instructional	08/25/2014	1	\$42,266.00
Appointment	Krupp	Andrew	School Psychologist	Special Education & Student Support Coordinator	Instructional	08/25/2014	1	\$42,850.00
Appointment	Kidd	Kim	Bradford High School	Special Education Cross Categorical	Instructional	08/25/2014	1	\$45,183.00
Appointment	Seay	Samantha	Jefferson Elementary School	Library Media Specialist	Instructional	08/25/2014	1	\$53,364.00
Appointment	McElroy	Ebonie	Lincoln Middle School	Special Education Cross Categorical	Instructional	08/25/2014	1	\$42,266.00
Appointment	Schroeter	Eric	Lakeview Tech	Biology/Chemistry	Instructional	08/25/2014	1	\$55,231.00
Appointment	Roberts	Carrie	Jefferson Elementary School	Kindergarten	Instructional	08/25/2014	1	\$38,377.00
Appointment	Slotkus	Dana	Prairie Lane Elementary School	Multi-Age 4/5	Instructional	08/25/2014	1	\$40,128.00
Appointment	Santelli	Monica	Mahone Middle School	ESL	Instructional	08/25/2014	1	\$38,377.00
Appointment	Leinberger	Joshua	Harborside Academy	Physics	Instructional	08/25/2014	1	\$38,377.00
Appointment	Butler	Brittnee	Lincoln Middle School	English Grade 8	Instructional	08/25/2014	1	\$38,377.00
Appointment	Alan	Caris	Harborside Academy	Physical Education	Instructional	08/25/2014	1	\$38,377.00
Appointment	Hagan	Stephanie	Special Education & Student Support	Speech Therapist	Instructional	08/25/2014	1	\$42,266.00
Appointment	Bergemann	Amanda	Reuther Central High School	English	Instructional	08/25/2014	1	\$38,377.00
Appointment	Picard	Anna	Lincoln Middle School	Special Education Cross Categorical	Instructional	08/25/2014	1	\$38,377.00
Appointment	Aseltine	Stephanie	Stocker Elementary School	ESL	Instructional	08/25/2014	1	\$41,877.00
Appointment	Lojeski	Todd	EBSOLA-Creative Arts	Grade 3	Instructional	08/25/2014	1	\$58,239.00
Appointment	Mikolajczyk	Callie	Mahone Middle School	Science	Instructional	08/25/2014	1	\$38,377.00
Appointment	Coshun	Kristine	Washington Middle School	English/Social Studies	Instructional	08/25/2014	1	\$38,377.00
Appointment	Garza	Rachel	Harborside Academy	Special Education Cross Categorical	Instructional	08/25/2014	1	\$40,128.00
Appointment	Kraning	Amber	Special Education & Student Support	Secretary III	Secretarial	07/28/2014	1	\$20.15
Appointment	Gorski	Steven	Reuther Central High School	Math	Instructional	08/25/2014	1	\$42,673.00
Appointment	Weaseman	Brittany	Wilson Elementary School	Multi-Age 2/3	Instructional	08/01/2014	1	\$39,106.00

Kenosha Unified School District
Kenosha, WI
August 12, 2014

The Human Resources recommendations regarding the following actions:

ACTION	LAST NAME	FIRST NAME	SCHOOL/DEPT	POSITION	STAFF	DATE	FTE	SALARY
Appointment	Williams	Rebecca	Vernon Elementary School	Special Education - LD	Instructional	08/01/2514	1	\$39,106.00
Appointment	Green	Sarah	Forest Park Elementary School/Wilson EL	ESL	Instructional	08/01/2014	1	\$39,106.00
Appointment	Heischberg	Jonathon	Bradford High School	Family Consumer Education	Instructional	08/25/2014	1	\$39,106.00
Appointment	Summerfield	Brian	Bradford High School	History	Instructional	08/25/2014	1	\$39,106.00
Appointment	Slawson	Christine	Bose Elementary School	Special Education-LD	Instructional	08/25/2014	1	\$76,934.00
Resignation	Vines	Vicki	Dept. of Special Education	Secretary III (12 Month)	Secretarial	07/25/2014	1	\$19.10
Resignation	Carroll	Michael	Facility Services	Night Custodian - Second Shift	Service	08/01/2014	1	\$21.32
Resignation	Montclair	Lauren	Lincoln Middle School	Spanish	Instructional	06/12/2014	1	\$56,229.46
Resignation	Sokolowski	Briana	Lincoln Middle School	Grade 6	Instructional	06/12/2014	1	\$63,064.00
Resignation	Lutz	Allison	Harvey Elementary School	4K Teacher	Instructional	06/12/2014	1	\$52,374.00
Resignation	Crowe	Michael	Lance Middle School	Cross Categorical	Instructional	06/12/2014	1	\$48,550.00
Separation	Bruneo	Audrey	HR Leave Status	HR Teacher on Leave	Instructional	07/11/2014	1	\$68,710.00

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KENOSHA UNIFIED SCHOOL BOARD
AUDIT/BUDGET/FINANCE MEETING
Educational Support Center – Room 110
June 10, 2014
MINUTES

A meeting of the Kenosha Unified Audit/Budget/Finance Committee chaired by Mr. Wade was called to order at 6:00 P.M. with the following Committee members present: Mr. Flood, Mr. Bryan, Mr. Kent, Mr. Aceto, Mr. Holdorf, and Mr. Wade. Dr. Mangi was also present. Mrs. Marcich and Mrs. Dawson were excused. Mr. Coleman and Ms. London were absent.

Approval of Minutes – April 8, 2014 and May 13, 2014 Joint Audit/Budget/Finance and Personnel Policy

Mr. Bryan moved to approve the minutes as contained in the agenda. Mr. Kent seconded the motion. Unanimously approved.

Information Items

Mr. Tarik Hamdan, Interim Chief Financial Officer, presented the Monthly Financial Statements as contained in the agenda. He noted that the increase in salary and benefit costs is due to the change in payroll periods as mentioned last month. He indicated that the vacancy and long-term leave budgets are continued to be monitored with anticipation of surplus.

Mr. Hamdan presented the Summary of Grant Activity as presented in the agenda. Dr. Mangi indicated that a lunch program grant is being looked into and if the District decides to move forward with it that it would be brought to the Committee next month.

Mr. Hamdan presented the Budget Assumption Update. He distributed and discussed a 2015 fiscal year preliminary budget assumptions spreadsheet which included revenue changes, expense reductions, budget assumptions, and a wish list. He indicated that the budget is currently balanced as presented. He noted that the assumptions are preliminary as the assumptions are based on projections and that changes can be expected.

Future Agenda Items

The lunch program grant mentioned by Dr. Mangi will be brought forward to the Committee if the District decides to move forward with it.

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

Meeting adjourned at 6:33 P.M.

Stacy Schroeder Busby
School Board Secretary

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KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 12, 2014
Audit/Budget/Finance Committee

Renewal of Southeastern Wisconsin School Alliance Membership

For the past eleven (11) years, the District has participated in the Southeastern Wisconsin School Alliance (SWSA) which provides school officials and parents with objective, non-partisan information and training needed to be strong advocates for educational excellence. The SWSA serves over 25 urban and suburban school districts with a combined enrollment of more than 240,000 students.

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

- A strong public school system is essential for educating all students to become contributing members of society.
- A world class education is an investment in a vibrant community and a strong economy.
- A collective commitment to high quality education requires strong, proactive, courageous leadership at all levels.
- Educating and informing stakeholders creates ownership and advocacy for public education.
- Regional collaboration and healthy dialogue among school, business, government, and community groups promote effective public policy.
- Objective and accurate information, research, and data provide the foundation for sound public policy.

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

RECOMMENDATION

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

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Sheronda Glass
Executive Director of Business Services

RESOLUTION

SOUTHEASTERN WISCONSIN SCHOOL ALLIANCE

BE IT RESOLVED that the School District of South Milwaukee retain DeWitt, Ross, & Stevens, S.C., for the period of July 1, 2014 through June 30, 2015 as Legislative Counsel on a cooperative basis with the other school districts that are members of the Southeastern Wisconsin School Alliance, regarding matters of mutual interest as determined by the Alliance, including but not limited to, constitutional limitations on and legislative decisions related to funding for education, research, public awareness and information sharing.

BE IT FURTHER RESOLVED that the District share the fees for these services, plus reasonable and necessary expenses, with the other school districts that are members of the Southeastern Wisconsin School Alliance on the basis of:

Dues (Check One):

_____ \$3,000 annual fee for school districts participating in Southeastern Wisconsin School Alliance

_____ \$3,000 annual fee for school districts participating in Southeastern Wisconsin School Alliance and Chapter 220 (SSLC) affiliation (No fee for 2014-15)

_____ Not participating

_____ District

Southeastern Wisconsin School Alliance Agreement
(Section 66.0301)

Pursuant to a resolution adopted by school districts participating in the Southeastern Wisconsin School Alliance (SWSA):

Participating school districts hereby mutually agree, pursuant to Section 66.0301 of the Wisconsin Statutes, to the following conditions:

1. That said parties agree and contract with DeWitt, Ross, & Stevens, S.C., to serve as Legislative Counsel for the Southeastern Wisconsin School Alliance as hereinafter set forth;
2. That the School District of South Milwaukee is to be the operator and fiscal agent of the Southeastern Wisconsin School Alliance;
3. That the fiscal agent district shall establish and maintain records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction;
4. That the pro-ration of costs will be assessed equally to each participating school district as provided in the authorizing resolution;
5. That the estimated budget and plan of operation for this cooperative shall be approved in advance to contract signing by all school district parties hereto;
6. That variations from the budget will require prior approval of all school district parties hereto;
7. That the fiscal agent agrees to file the required financial reports with the Department of Public Instruction;
8. That attached hereto and incorporated herein by reference are the budget, the plan for operation and plan of payments to said operator of fiscal agent by each school district.


District

School Board President

School Board Clerk

Date

SCHOOL DISTRICT OF
SOUTH MILWAUKEE



By

Director of Business Services
Title

May 8, 2014
Date

2014-15 PROPOSED ANNUAL BUDGET
SOUTHEASTERN WISCONSIN SCHOOL ALLIANCE (SWSA)

May 8, 2014

EXPENSES:	PROPOSED BUDGET
Legislative Liaison	\$30,000
Executive Director	44,000
Dues/ Memberships	1,830
Hanover Research Project (Fee collected below)	32,500
Operational Expenses (Web development/host, travel, printing & supplies)	7,170
Additional Research (Potential studies commissioned by the membership)	20,000
TOTAL EXPENSES	<u>\$135,500</u>

REVENUES:	PROPOSED BUDGET
Hanover Research Project Fee (based on 8 Districts)	\$26,000
Fees from Participating School Districts (based on 27 members)	81,000
TOTAL REVENUE	<u>\$107,000</u>

USE OF RESERVES:	\$28,500
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Basis for Prorating Costs: Equal distribution among member districts based upon 66.0301.

2013-14 Southeastern Wisconsin School Alliance Participant Listing:

District	SWSA Fee	SSLC
Brown Deer	\$ 3,000	
Cudahy	\$ 3,000	
Elmbrook	\$ 3,000	Yes
Fox Point / Bayside	\$ 3,000	Yes
Franklin	\$ 3,000	Yes
Glendale / River Hills	\$ 3,000	
Greendale	\$ 3,000	Yes
Greenfield	\$ 3,000	
Hamilton	\$ 3,000	Yes
Hartford Union	\$ 3,000	
Kenosha	\$ 3,000	
Kettle Moraine	\$ 3,000	
Milwaukee Public Schools	in-kind	in-kind
Menomonee Falls	\$ 3,000	Yes
Mequon / Thiensville	\$ 3,000	Yes
Muskego-Norway	\$ 3,000	
Nicolet	\$ 3,000	Yes
Oak Creek / Franklin	\$ 3,000	Yes
Oconomowoc	\$ 3,000	
Pewaukee	\$ 3,000	
Port Washington-Saukville	\$ 3,000	
Saint Francis	\$ 3,000	Yes
Shorewood	\$ 3,000	Yes
South Milwaukee	\$ 3,000	Yes
Waukesha	\$ 3,000	
Westosha Central High	\$ 3,000	
West Allis / West Milwaukee	\$ 3,000	Yes
Whitefish Bay	\$ 3,000	Yes
Whitnall	\$ 3,000	Yes
Total	\$ 84,000	\$ -

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Kenosha Unified School District
CASH AND INVESTMENT QUARTERLY REPORT
As of June 30, 2014

Financial Institution	Total Fiscal Year 2013 - 2014			Total Fiscal Year 2012 - 2013			Total Fiscal Year 2011 - 2012		
	Cash Balance	Interest Earned*	Rate	Cash Balance	Interest Earned*	Rate	Cash Balance	Interest Earned*	Rate
General (Funds 10, 20s, 50, & 80s)									
Johnson Bank Checking	\$ 12,310,148	\$ -	0.00%	\$ 4,575,966	\$ -	0.00%	\$ 1,538,915	\$ -	0.00%
Johnson Bank Repurchase Account	4,000,000	1,597	0.01%	4,000,000	1,331	0.02%	2,174,767	1,091	0.03%
U.S. Bank Savings	10,275	3	0.01%	10,297	4	0.01%	10,317	4	0.01%
Petty Cash Accounts	5,074			6,090			6,090		
Local Government Investment Pool	43,565	40	0.09%	43,525	10,365	0.08%	23,133,163	13,871	0.16%
Wisconsin Investment Series Coop	58,418,860	27,444	(a)	53,498,734	28,171	(a)	15,071,279	13,843	(a)
	\$ 74,787,922	\$ 29,085		\$ 62,134,612	\$ 39,871		\$ 41,934,530	\$ 28,808	
Debt Service (Fund 30s)									
Local Government Investment Pool	143	1,876	0.09%	4,322,736	5,090	0.08%	4,519,971	3,417	0.16%
Wisconsin Investment Series Coop	3,088,323	1,711	(c)	8,817	4,130	(c)	4,686	4,971	(a)
	\$ 3,088,466	\$ 3,587		\$ 4,331,553	\$ 9,220		\$ 4,524,657	\$ 8,388	
Capital Projects (Fund 40s)									
Wisconsin Investment Series Coop	15,016,209	9,169	(c)	7,429	-	0.01%	6,859	34,415	0.05%
	\$ 15,016,209	\$ 9,169		\$ 7,429	\$ -		\$ 6,859	\$ 34,415	
OPEB (Fund 73)									
Wisconsin Investment Series Coop (CDO)	570	-	0.11%	570	-	0.13%	570	4,896	0.13%
Wisconsin Investment Series Coop	7,317,804	18,723	(b)	4,458,461	13,709	(b)	4,444,752	12,719	(b)
	\$ 7,318,374	\$ 18,723		\$ 4,459,030	\$ 13,709		\$ 4,445,321	\$ 17,615	

* This represents the interest recognized at this time. The interest earned from Certificates of Deposits will be recognized when the CD matures.

(a) Rate varies by fund and investment term. Lowest return is .01% and highest return is .11%.

(b) Rate varies by fund and investment term. Lowest return is .04% and highest return is .75%.

(c) Rate varies by fund and investment term. Lowest return is .01% and highest return is .80%.

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Budget to Actual Comparison Report by Fund Groups**2013 - 2014 Fund Summary Budget**

For the Period Ended 6/30/2014

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Fund 10 General Fund

----- 2014 -----						----- 2013 -----					
Source	Budget	Actual	Balance	% Rec		Budget	Actual	Balance	% Rec	Fiscal	
Fund Balance - Beginning	27,109,475	27,109,475				15,683,728	15,683,728				
100 Operating Transfers In	926,412	926,412	0	100.00		0	0	0		0	
200 Local revenues	77,871,884	77,928,737	-56,854	100.07		77,667,217	77,070,376	596,841	99.23	77,070,376	
300 Interdistrict revenues	350,000	341,003	8,997	97.43		300,000	351,557	-51,557	117.19	351,557	
500 Intermediate revenues	39,376	16,989	22,387	43.15		32,500	25,950	6,550	79.85	25,950	
600 State aid	151,616,796	148,599,419	3,017,377	98.01		150,466,803	150,545,880	-79,077	100.05	150,545,880	
700 Federal aid	10,446,225	10,977,702	-531,477	105.09		10,439,218	9,236,820	1,202,397	88.48	9,236,820	
800 Debt proceeds	0	101,256	-101,256			0	0	0		0	
900 Revenue adjustments	648,993	837,637	-188,644	129.07		575,887	2,373,538	-1,797,650	412.15	2,373,538	
Total Revenues	241,899,685	239,729,155	2,170,530	99.10		239,481,625	239,604,121	-122,497	100.05	239,604,121	
----- 2014 -----						----- 2013 -----					
Object	Budget	Actual	Encumbered	Balance	% Used	Budget	Actual	Encumbered	Balance	% Used	Fiscal
100 Salaries	117,702,061	114,110,100	0	3,591,961	96.95	110,915,026	107,314,036	0	3,600,990	96.75	107,314,036
200 Benefits	54,102,041	52,958,688	0	1,143,354	97.89	59,763,460	57,761,038	0	2,002,422	96.65	57,761,038
300 Purchased Services	22,502,234	21,541,134	0	961,100	95.73	19,225,971	17,468,737	35,298	1,721,936	91.04	17,468,737
400 Supplies	11,202,110	10,258,979	0	943,131	91.58	9,821,192	8,105,801	79,764	1,635,627	83.35	8,105,801
500 Capital Outlay	2,143,923	2,384,445	0	-240,523	111.22	2,500,522	2,529,750	23,070	-52,299	102.09	2,529,750
600 Debt Services	326,676	307,340	0	19,336	94.08	450,093	636,843	0	-186,750	141.49	636,843
700 Insurance	970,207	653,038		317,169	67.31	2,326,707	1,342,151	0	984,556	57.68	1,342,151
800 Operating Transfers Out	32,122,752	32,212,127		-89,375	100.28	31,289,473	32,416,742		-1,127,269	103.60	32,416,742
900 Other objects	827,681	257,363	0	570,318	31.09	189,180	603,275	75	-414,169	318.93	603,275
Total Expenditures	241,899,685	234,683,214	0	7,216,471	97.02	236,481,625	228,178,374	138,207	8,165,044	96.55	228,178,374
Net Revenue/Expenses	0	5,045,941				3,000,000	11,425,747				11,425,747
Fund Balance - Ending	27,109,475	32,155,417				18,683,728	27,109,475				27,109,475

Budget to Actual Comparison Report by Fund Groups**2013 - 2014 Fund Summary Budget**

For the Period Ended 6/30/2014

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Fund 25 Head Start

----- 2014 -----						----- 2013 -----						
Source		Budget	Actual	Balance	% Rec	Budget	Actual	Balance	% Rec	Fiscal		
Fund Balance - Beginning		0	0			0	0					
700	Federal aid	1,857,747	1,782,674	75,073	95.96	1,956,394	1,736,967	219,427	88.78	1,736,967		
Total Revenues		1,857,747	1,782,674	75,073	95.96	1,956,394	1,736,967	219,427	88.78	1,736,967		
----- 2014 -----						----- 2013 -----						
Object		Budget	Actual	Encumbered	Balance	% Used	Budget	Actual	Encumbered	Balance	% Used	Fiscal
100	Salaries	908,438	978,180		-69,742	107.68	944,729	880,040		64,688	93.15	880,040
200	Benefits	671,766	676,380		-4,614	100.69	605,818	610,889		-5,072	100.84	610,889
300	Purchased Services	152,086	111,923	0	40,162	73.59	132,170	123,385	0	8,784	93.35	123,385
400	Supplies	119,152	85,968	0	33,184	72.15	94,529	80,170	0	14,359	84.81	80,170
500	Capital Outlay	0	1,971		-1,971		177,667	41,000		136,667	23.08	41,000
900	Other objects	6,305	6,305	0	0	100.00	1,482	1,482	0	0	100.00	1,482
Total Expenditures		1,857,747	1,860,728	0	-2,981	100.16	1,956,394	1,736,967	0	219,427	88.78	1,736,967
Net Revenue/Expenses		0	-78,054				0	0				0
Fund Balance - Ending		0	-78,054				0	0				0

Budget to Actual Comparison Report by Fund Groups**2013 - 2014 Fund Summary Budget**

For the Period Ended 6/30/2014

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Fund 27 Special Education

----- 2014 -----						----- 2013 -----					
Source	Budget	Actual		Balance	% Rec	Budget	Actual		Balance	% Rec	Fiscal
Fund Balance - Beginning	0	0				0	0				
100 Operating Transfers In	29,371,547	29,460,921		-89,375	100.30	29,983,235	31,110,504		-1,127,269	103.76	31,110,504
200 Local revenues	10,000	7,868		2,132	78.68	10,064	8,681		1,383	86.26	8,681
300 Interdistrict revenues	20,000	0		20,000	0.00	20,000	0		20,000	0.00	0
500 Intermediate revenues	0	202		-202		0	0		0		0
600 State aid	10,390,000	11,218,167		-828,167	107.97	10,405,000	11,019,398		-614,398	105.90	11,019,398
700 Federal aid	7,862,072	4,629,907		3,232,165	58.89	7,710,576	4,578,040		3,132,536	59.37	4,578,040
Total Revenues	47,653,619	45,317,066		2,336,553	95.10	48,128,875	46,716,623		1,412,252	97.07	46,716,623
----- 2014 -----						----- 2013 -----					
Object	Budget	Actual	Encumbered	Balance	% Used	Budget	Actual	Encumbered	Balance	% Used	Fiscal
100 Salaries	27,374,180	26,927,636		446,544	98.37	27,124,930	26,352,529		772,401	97.15	26,352,529
200 Benefits	14,740,868	14,310,174		430,694	97.08	17,136,466	16,818,598		317,868	98.15	16,818,598
300 Purchased Services	3,972,383	3,285,605	0	686,778	82.71	3,158,312	3,280,623	0	-122,311	103.87	3,280,623
400 Supplies	1,556,850	324,901	0	1,231,949	20.87	574,796	256,548	1,347	316,902	44.87	256,548
500 Capital Outlay	9,338	10,372	0	-1,034	111.07	8,500	8,248	0	252	97.03	8,248
900 Other objects	0	129,616		-129,616		125,871	78		125,793	0.06	78
Total Expenditures	47,653,619	44,988,304	0	2,665,315	94.41	48,128,875	46,716,623	1,347	1,410,905	97.07	46,716,623
Net Revenue/Expenses	0	328,762				0	0				0
Fund Balance - Ending	0	328,762				0	0				0

Budget to Actual Comparison Report by Fund Groups**2013 - 2014 Fund Summary Budget**

For the Period Ended 6/30/2014

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Fund 30-39 Debt Services Fund

----- 2014 -----						----- 2013 -----					
Source	Budget	Actual	Balance	% Rec		Budget	Actual	Balance	% Rec	Fiscal	
Fund Balance - Beginning	950,971	950,971				24,177	24,177				
100 Operating Transfers In	2,751,205	2,751,205	0	100.00		1,156,895	1,156,895	0	100.00	1,156,895	
200 Local revenues	16,159,147	16,156,284	2,863	99.98		15,626,548	15,635,768	-9,220	100.06	15,635,768	
800 Debt proceeds	6,616,812	6,616,812	0	100.00		0	0	0		0	
900 Revenue adjustments	1,772,817	1,789,219	-16,402	100.93		966,723	1,227,403	-260,679	126.97	1,227,403	
Total Revenues	27,299,981	27,313,521	-13,539	100.05		17,750,166	18,020,066	-269,899	101.52	18,020,066	
----- 2014 -----						----- 2013 -----					
Object	Budget	Actual	Encumbered	Balance	% Used	Budget	Actual	Encumbered	Balance	% Used	Fiscal
600 Debt Services	24,059,106	24,059,106		0	100.00	16,908,485	16,908,485		0	100.00	16,908,485
800 Operating Transfers Out	926,412	926,412		0	100.00	0	0		0		0
900 Other objects	0	0		0		184,786	184,786		0	100.00	184,786
Total Expenditures	24,985,517	24,985,518		0	100.00	17,093,271	17,093,271		0	100.00	17,093,271
Net Revenue/Expenses	2,314,464	2,328,003				656,895	926,794				926,794
Fund Balance - Ending	3,265,435	3,278,974				681,072	950,971				950,971

Budget to Actual Comparison Report by Fund Groups**2013 - 2014 Fund Summary Budget**

For the Period Ended 6/30/2014

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Fund 40-49 Capital Project Fund

----- 2014 -----						----- 2013 -----					
Source	Budget	Actual	Balance	% Rec		Budget	Actual	Balance	% Rec	Fiscal	
Fund Balance - Beginning	0	0				341,397	341,397				
100 Operating Transfers In	0	0	0			149,343	149,343	0	100.00	149,343	
200 Local revenues	12,000	9,169	2,831	76.40		0	0	0		0	
800 Debt proceeds	16,690,000	16,690,000	0	100.00		0	0	0		0	
900 Revenue adjustments	0	0	0			184,786	184,786	0	100.00	184,786	
Total Revenues	16,702,000	16,699,169	2,831	99.98		334,130	334,130	0	100.00	334,130	
----- 2014 -----						----- 2013 -----					
Object	Budget	Actual	Encumbered	Balance	% Used	Budget	Actual	Encumbered	Balance	% Used	Fiscal
300 Purchased Services	4,350,000	3,082,348	0	1,267,652	70.86	675,527	675,527	0	0	100.00	675,527
Total Expenditures	4,350,000	3,082,348	0	1,267,652	70.86	675,527	675,527	0	0	100.00	675,527
Net Revenue/Expenses	12,352,000	13,616,821				-341,397	-341,397				-341,397
Fund Balance - Ending	12,352,000	13,616,821				0	0				0

Budget to Actual Comparison Report by Fund Groups**2013 - 2014 Fund Summary Budget**

For the Period Ended 6/30/2014

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Fund 50 Food Service

----- 2014 -----						----- 2013 -----					
Source	Budget	Actual		Balance	% Rec	Budget	Actual		Balance	% Rec	Fiscal
Fund Balance - Beginning	1,646,432	1,646,432				560,079	560,079				
200 Local revenues	2,647,589	2,379,652		267,937	89.88	2,834,551	2,652,744		181,807	93.59	2,652,744
600 State aid	140,000	135,136		4,864	96.53	142,370	140,005		2,365	98.34	140,005
700 Federal aid	5,712,411	5,539,196		173,215	96.97	5,142,850	5,757,694		-614,844	111.96	5,757,694
900 Revenue adjustments	0	152		-152		0	0		0		0
Total Revenues	8,500,000	8,054,135		445,865	94.75	8,119,771	8,550,443		-430,672	105.30	8,550,443
----- 2014 -----						----- 2013 -----					
Object	Budget	Actual	Encumbered	Balance	% Used	Budget	Actual	Encumbered	Balance	% Used	Fiscal
100 Salaries	1,991,165	2,088,049		-96,884	104.87	2,121,141	1,928,908		192,234	90.94	1,928,908
200 Benefits	711,949	731,612		-19,664	102.76	1,193,987	704,882		489,105	59.04	704,882
300 Purchased Services	268,275	127,269	0	141,006	47.44	213,097	112,396	0	100,701	52.74	112,396
400 Supplies	5,299,611	4,096,673	0	1,202,938	77.30	4,369,552	4,607,228	0	-237,676	105.44	4,607,228
500 Capital Outlay	104,000	66,735	0	37,265	64.17	151,264	18,089	0	133,175	11.96	18,089
900 Other objects	125,000	69,917		55,083	55.93	70,730	92,589		-21,859	130.90	92,589
Total Expenditures	8,500,000	7,180,255	0	1,319,745	84.47	8,119,771	7,464,090	0	655,681	91.92	7,464,090
Net Revenue/Expenses	0	873,880				0	1,086,353				1,086,353
Fund Balance - Ending	1,646,432	2,520,313				560,079	1,646,432				1,646,432

Budget to Actual Comparison Report by Fund Groups**2013 - 2014 Fund Summary Budget**

For the Period Ended 6/30/2014

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Fund 60 Student Activity Fund

----- 2014 -----					----- 2013 -----						
Source	Budget	Actual	Balance	% Rec	Budget	Actual	Balance	% Rec	Fiscal		
Fund Balance - Beginning	0	0			0	0					
200 Local revenues	0	0	0		0	0	0		0		
Total Revenues	0	0	0		0	0	0		0		
----- 2014 -----					----- 2013 -----						
Object	Budget	Actual	Encumbered	Balance	% Used	Budget	Actual	Encumbered	Balance	% Used	Fiscal
100 Salaries	0	61		-61		0	0		0		0
200 Benefits	0	461		-461		0	0		0		0
300 Purchased Services	0	0		0		0	0		0		0
400 Supplies	0	-327,910	0	327,910		0	0	5,692	-5,692		0
900 Other objects	0	0	0	0		0	0		0		0
Total Expenditures	0	-327,388	0	327,388		0	0	5,692	-5,692		0
Net Revenue/Expenses	0	327,388				0	0				0
Fund Balance - Ending	0	327,388				0	0				0

PRELIMINARY RESULTS - PENDING YEAR-END ENTRIES

Budget to Actual Comparison Report by Fund Groups**2013 - 2014 Fund Summary Budget**

For the Period Ended 6/30/2014

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Fund 70-79 Trust Funds

----- 2014 -----						----- 2013 -----					
Source	Budget	Actual	Balance	% Rec		Budget	Actual	Balance	% Rec	Fiscal	
Fund Balance - Beginning	8,792,243	8,792,243				8,351,826	8,351,826				
200 Local revenues	14,000	18,723	-4,723	133.74		4,398,798	13,709	4,385,089	0.31	13,709	
900 Revenue adjustments	9,986,000	11,642,903	-1,656,903	116.59		0	8,574,740	-8,574,740		8,574,740	
Total Revenues	10,000,000	11,661,626	-1,661,626	116.62		4,398,798	8,588,450	-4,189,652	195.25	8,588,450	
----- 2014 -----						----- 2013 -----					
Object	Budget	Actual	Encumbered	Balance	% Used	Budget	Actual	Encumbered	Balance	% Used	Fiscal
200 Benefits	0	5,068,601	0	-5,068,601		3,370,000	0	0	3,370,000	0.00	0
300 Purchased Services	0	701		-701		310,000	14,914	0	295,086	4.81	14,914
400 Supplies	0	0		0		0	0		0		0
900 Other objects	9,500,000	3,692,500		5,807,500	38.87	0	8,134,626		-8,134,626		8,134,626
Total Expenditures	9,500,000	8,761,802	0	738,198	92.23	3,680,000	8,149,540	0	-4,469,540	221.45	8,149,540
Net Revenue/Expenses	500,000	2,899,824				718,798	438,910				438,910
Fund Balance - Ending	9,292,243	11,692,067				9,070,624	8,790,735				8,790,735

Budget to Actual Comparison Report by Fund Groups**2013 - 2014 Fund Summary Budget**

For the Period Ended 6/30/2014

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Fund 81 Recreation Services Program

----- 2014 -----						----- 2013 -----					
Source	Budget	Actual		Balance	% Rec	Budget	Actual		Balance	% Rec	Fiscal
Fund Balance - Beginning	232,729	232,729				241,277	241,277				
200 Local revenues	428,000	422,465		5,535	98.71	428,000	426,470		1,530	99.64	426,470
Total Revenues	428,000	422,465		5,535	98.71	428,000	426,470		1,530	99.64	426,470
----- 2014 -----						----- 2013 -----					
Object	Budget	Actual	Encumbered	Balance	% Used	Budget	Actual	Encumbered	Balance	% Used	Fiscal
100 Salaries	306,779	272,632		34,147	88.87	291,773	246,246		45,527	84.40	246,246
200 Benefits	141,231	141,462		-231	100.16	141,719	135,991		5,728	95.96	135,991
300 Purchased Services	45,400	35,659	0	9,741	78.54	45,400	36,895	0	8,505	81.27	36,895
400 Supplies	23,959	8,690	0	15,270	36.27	15,300	9,388	0	5,912	61.36	9,388
500 Capital Outlay	7,680	7,680	0	0	100.00	7,000	3,870	0	3,130	55.29	3,870
900 Other objects	4,000	2,509		1,491	62.73	4,000	2,628	0	1,372	65.70	2,628
Total Expenditures	529,050	468,632	0	60,417	88.58	505,192	435,018	0	70,174	86.11	435,018
Net Revenue/Expenses	-101,050	-46,167				-77,192	-8,548				-8,548
Fund Balance - Ending	131,679	186,562				164,085	232,729				232,729

Budget to Actual Comparison Report by Fund Groups

2013 - 2014 Fund Summary Budget

For the Period Ended 6/30/2014

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Fund 82 Athletic Venues

----- 2014 -----						----- 2013 -----					
Source	Budget	Actual		Balance	% Rec	Budget	Actual		Balance	% Rec	Fiscal
Fund Balance - Beginning	4,117	4,117				7,999	7,999				
200 Local revenues	29,125	22,652		6,473	77.78	29,125	32,452		-3,327	111.42	32,452
Total Revenues	29,125	22,652		6,473	77.78	29,125	32,452		-3,327	111.42	32,452
----- 2014 -----						----- 2013 -----					
Object	Budget	Actual	Encumbered	Balance	% Used	Budget	Actual	Encumbered	Balance	% Used	Fiscal
100 Salaries	10,000	12,404		-2,404	124.04	10,000	15,326		-5,326	153.26	15,326
200 Benefits	0	1,486		-1,486		0	2,384		-2,384		2,384
300 Purchased Services	10,000	7,153		2,847	71.53	10,000	18,624	0	-8,624	186.24	18,624
400 Supplies	380	667		-287	175.42	2,148	0		2,148	0.00	0
Total Expenditures	20,380	21,711		-1,331	106.53	22,148	36,334	0	-14,186	164.05	36,334
Net Revenue/Expenses	8,745	942				6,977	-3,882				-3,882
Fund Balance - Ending	12,862	5,059				14,976	4,117				4,117

PRELIMINARY RESULTS - PENDING YEAR-END ENTRIES

Budget to Actual Comparison Report by Fund Groups**2013 - 2014 Fund Summary Budget**

For the Period Ended 6/30/2014

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Fund 83 Community Services Program

----- 2014 -----						----- 2013 -----					
Source		Budget	Actual	Balance	% Rec	Budget		Actual	Balance	% Rec	Fiscal
Fund Balance - Beginning		1,249,488	1,249,488			-6,293		-6,293			
200	Local revenues	1,130,000	1,130,000	0	100.00	1,680,267		1,685,342	-5,075	100.30	1,685,342
900	Revenue adjustments	0	30	-30		0		230	-230		230
Total Revenues		1,130,000	1,130,030	-30	100.00	1,680,267		1,685,572	-5,305	100.32	1,685,572

----- 2014 -----						----- 2013 -----							
Object		Budget	Actual	Encumbered	Balance	% Used	Budget		Actual	Encumbered	Balance	% Used	Fiscal
100	Salaries	231,013	221,863		9,150	96.04	96,372		99,519		-3,147	103.27	99,519
200	Benefits	65,819	62,247		3,572	94.57	20,101		21,718		-1,617	108.05	21,718
300	Purchased Services	293,278	292,609	0	669	99.77	284,291		281,998	0	2,293	99.19	281,998
400	Supplies	34,252	33,859	0	393	98.85	21,768		25,789	0	-4,022	118.48	25,789
500	Capital Outlay	396,932	0		396,932	0.00	742,019		0		742,019	0.00	0
900	Other objects	0	0		0		602		767		-165	127.43	767
Total Expenditures		1,021,295	610,578	0	410,717	59.78	1,165,152		429,791	0	735,361	36.89	429,791
Net Revenue/Expenses		108,705	519,452				515,115		1,255,782				1,255,782
Fund Balance - Ending		1,358,194	1,768,941				508,822		1,249,488				1,249,488

Budget to Actual Comparison Report by Fund Groups**2013 - 2014 Fund Summary Budget**

For the Period Ended 6/30/2014

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Fund 85 CLC After School Program

----- 2014 -----						----- 2013 -----					
Source	Budget	Actual		Balance	% Rec	Budget	Actual		Balance	% Rec	Fiscal
Fund Balance - Beginning	78,344	78,344				34,756	34,756				
200 Local revenues	0	6,215		-6,215		0	55,464		-55,464		55,464
500 Intermediate revenues	0	3,160		-3,160		0	31,934		-31,934		31,934
Total Revenues	0	9,375		-9,375		0	87,398		-87,398		87,398
----- 2014 -----						----- 2013 -----					
Object	Budget	Actual	Encumbered	Balance	% Used	Budget	Actual	Encumbered	Balance	% Used	Fiscal
200 Benefits	0	0		0		0	72		-72		72
300 Purchased Services	16,400	15,255		1,145	93.02	0	43,738		-43,738		43,738
Total Expenditures	16,400	15,255		1,145	93.02	0	43,810		-43,810		43,810
Net Revenue/Expenses	-16,400	-5,879				0	43,588				43,588
Fund Balance - Ending	61,944	72,465				34,756	78,344				78,344

Kenosha Unified School District
Budget to Actual Comparison Report
 2013 - 2014 District Summary Budget
 For the Period Ended 6/30/2014

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All Funds

----- 2014 -----						----- 2013 -----					
Source	Budget	Actual	Balance	% Rec		Budget	Actual	Balance	% Rec	Fiscal	
Fund Balance - Beginning	40,063,800	40,063,800				25,238,945	25,238,945				
100 Operating Transfers In	33,049,164	33,138,538	-89,375	100.27		31,289,473	32,416,742	-1,127,269	103.60	32,416,742	
200 Local revenues	98,301,744	98,081,765	219,979	99.78		102,674,570	97,581,006	5,093,564	95.04	97,581,006	
300 Interdistrict revenues	370,000	341,003	28,997	92.16		320,000	351,557	-31,557	109.86	351,557	
500 Intermediate revenues	39,376	20,352	19,024	51.69		32,500	57,885	-25,385	178.11	57,885	
600 State aid	162,146,796	159,952,722	2,194,074	98.65		161,014,173	161,705,283	-691,110	100.43	161,705,283	
700 Federal aid	25,878,455	22,929,479	2,948,976	88.60		25,249,038	21,309,522	3,939,516	84.40	21,309,522	
800 Debt proceeds	23,306,812	23,408,067	-101,256	100.43		0	0	0		0	
900 Revenue adjustments	12,407,810	14,269,941	-1,862,131	115.01		1,727,397	12,360,697	-10,633,300	715.57	12,360,697	
Total Revenues	355,500,157	352,141,868	3,358,289	99.06		322,307,151	325,782,692	-3,475,541	101.08	325,782,692	

----- 2014 -----						----- 2013 -----					
Object	Budget	Actual	Encumbered	Balance	% Used	Budget	Actual	Encumbered	Balance	% Used	Fiscal
100 Salaries	148,523,636	144,610,926	0	3,912,710	97.37	141,503,971	136,836,604	0	4,667,367	96.70	136,836,604
200 Benefits	70,433,674	73,951,113	0	-3,517,438	104.99	82,231,550	76,055,572	0	6,175,979	92.49	76,055,572
300 Purchased Services	31,610,055	28,499,656	0	3,110,400	90.16	24,054,768	22,056,837	35,298	1,962,633	91.84	22,056,837
400 Supplies	18,236,315	14,481,826	0	3,754,489	79.41	14,899,285	13,084,924	86,802	1,727,558	88.41	13,084,924
500 Capital Outlay	2,661,873	2,471,203	0	190,670	92.84	3,586,971	2,600,956	23,070	962,945	73.15	2,600,956
600 Debt Services	24,385,782	24,366,446	0	19,336	99.92	17,358,577	17,545,327	0	-186,750	101.08	17,545,327
700 Insurance	970,207	653,038		317,169	67.31	2,326,707	1,342,151	0	984,556	57.68	1,342,151
800 Operating Transfers Out	33,049,164	33,138,538		-89,375	100.27	31,289,473	32,416,742		-1,127,269	103.60	32,416,742
900 Other objects	10,462,986	4,158,210	0	6,304,776	39.74	576,651	9,020,230	75	-8,443,654	1,564.26	9,020,230
Total Expenditures	340,333,693	326,330,955	0	14,002,737	95.89	317,827,954	310,959,344	145,245	6,723,365	97.88	310,959,344
Net Revenue/Expenses	15,166,464	25,810,913				4,479,196	14,823,348				14,823,348
Fund Balance - Ending	55,230,264	65,874,713				29,718,141	40,062,293				40,062,293

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KENOSHA UNIFIED SCHOOL BOARD
JOINT PERSONNEL/POLICY AND
CURRICULUM/PROGRAM MEETING
Educational Support Center – Room 110
July 8, 2014
MINUTES

A joint meeting of the Kenosha Unified Personnel/Policy and Curriculum/Program Committees chaired by Mr. Kunich was called to order at 5:28 P.M. with the following Committee members present: Mr. Bryan, Mrs. Snyder, Mrs. Burns, Mrs. Butler, Mrs. Morrison, Mrs. Dahl, Ms. Stevens, Mr. Wade, Mrs. Karabetsos, Mrs. Kenefick, Mrs. Santoro, Mrs. Renish-Ratelis, and Mr. Kunich. Dr. Mangi was also present. Mrs. Hamilton and Mrs. Daghfal were excused. Ms. Morgan and Ms. Galli were absent.

Policy and Rule 6440 – Course Option Enrollment

Mr. Kristopher Keckler, Executive Director of Information & Accountability, presented Policy/Rule 6440 – Course Option Enrollment. He explained that the Course Option Enrollment is a new program mandated by the State of Wisconsin that takes effect at the start of the 2014-15 school year. The Department of Public Instruction (DPI) has established an expectation that local school boards adopt policies and/or procedures respective to the Course Options program, thus the creation of this policy. The program allows for students in any grade (K-12) to have the opportunity to enroll in up to two courses at a time through an Institution of Higher Education or other DPI approved program at no cost to the student with the resident district being required to pay a DPI determined amount to the educational institution. A resident school district must reject the application if the course conflicts with a student's individualized education plan and may reject an application if the course does not satisfy a high school graduation requirement or the course does not conform to or support a student's academic and career plan, if one exists. He indicated that a budget assumption will have to be established as well as any internal resources for managing enrollment requests and coordination between the educational institutions.

Mr. Keckler noted that because the program is new there has not been substantial guidance from DPI and many questions have not yet been answered.

It was recommended that an update on this item be presented to the Committee at a later date.

Mr. Bryan moved to forward Policy/Rule 6440 – Course Option Enrollment to the full Board for approval. Mrs. Karabetsos seconded the motion. Unanimously approved.

Information Items

There were no information items listed.

Future Agenda Items

An update on the Course Option Enrollment program will be presented at a later date as recommended above.

Meeting adjourned at 6:22 P.M.

Stacy Schroeder Busby
School Board Secretary



KENOSHA UNIFIED SCHOOL BOARD
CURRICULUM/PROGRAM MEETING
Educational Support Center – Room 110
July 8, 2014
MINUTES

A meeting of the Kenosha Unified Curriculum/Program Committee chaired by Mrs. Snyder was called to order at 6:23 P.M. with the following Committee members present: Ms. Stevens, Mr. Wade, Mrs. Karabetsos, Mrs. Kenefick, Mrs. Santoro, Mrs. Renish-Ratelis, and Mrs. Snyder. Dr. Mangi was also present. Mrs. Daghfal was excused. Ms. Galli was absent.

Approval of Minutes – April 8, 2014, May 13, 2014, and June 10, 2014
Curriculum/Program

Mrs. Santoro moved to approve the minutes as presented. Mrs. Karabetsos seconded the motion. Unanimously approved.

Course Proposal for Spanish for Spanish Speakers

Dr. Sue Savaglio-Jarvis, Assistant Superintendent of Teaching and Learning, presented the Course Proposal for Spanish for Spanish Speakers. She noted that the course was previously approved in the 2011-2013 Language Acquisition Program Proposal by the Board on June 28, 2011. However, in researching the course, it was discovered that no viable curriculum was ever created. Since the expiration of the 2011-2013 Language Acquisition Program Proposal, a curriculum design team has researched similar programs in nearby school districts, developed a curriculum, and researched textbooks. Approval is being sought for the Spanish for Spanish Speakers course and the instructional materials “Encuentros Maravillosos” and “Una Vez Mas”.

Mrs. Sarah Smith, Coordinator of World Language and Language Acquisition Program; Mrs. Lee Belanger Gonzales, Spanish Teacher at Bradford; and Mrs. Julie Chase, Spanish Teacher at Tremper were also present and answered questions of Committee members.

Ms. Stevens moved to forward the approval of the Spanish for Spanish Speakers course and the instructional materials “Encuentros Maravillosos” and “Una Vez Mas” for the course to the full Board for consideration. Mrs. Kenefick seconded the motion. Unanimously approved.

Information Item

There were no information items listed.

Future Agenda Items

Dr. Savaglio Jarvis indicated that she would be bringing a gifted and talented update to the Committee in August.

Meeting adjourned at 6:28 P.M.

Stacy Schroeder Busby
School Board Secretary

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**Kenosha Unified School District
Kenosha, Wisconsin**

**August 12, 2014
Curriculum/Program Standing Committee**

HEAD START SEMI ANNUAL REPORT

The purpose of this report is to ensure community and school board awareness of the progress of the Head Start Child Development Program. Head Start is defined as a program that works with identified most at-risk 3 and 4 year-old children and their families. This directly correlates with the district's mission to ensure every child experiences high quality personalized learning success.

The Kenosha Unified School District Head Start Child Development Program serves 389 enrolled children. Three hundred thirty of these children are funded through the Federal Head Start Grant. Fifty-nine of these children are funded through the state Head Start Supplemental Grant.

All Head Start programs are structured through a common framework with the following components: Program Design and Management, Family and Community Partnership, and Early Childhood Development and Health Services. This report will summarize activities in each of these components for January 2014 through June 2014.

PROGRAM DESIGN AND MANAGEMENT

The purpose of the Program Design and Management component is to ensure strong, effective organizational management for the program. Activities for the past six months include:

- The Federal Head Start Grant for the 2014-15 school year was approved by the Head Start Policy Council and the KUSD School Board and then submitted to the Head Start regional office. Differences between this grant request and the current grant include:
 - Reduction in the number of locations that will be served by Head Start. Head Start enrollment is capped at 389 students. To increase the impact of the program Head Start on these 389 students and their families, Head Start will serve fewer schools but increase the number of students that it serves at each school. This allows for consolidation of services for the classroom and the families.

Head Start Locations 2014-15
Two Sessions (AM and PM)
Cesar Chavez Learning Station
Edward Bain School of Language and Art
Bose Elementary School
Brass Elementary School
Frank Elementary School
Jefferson Elementary School
McKinley Elementary School
Wilson Elementary School
Full Day Session
Just Kid Inn Childcare

- Request for a Parent Engagement Specialist position.
This position is dependent upon grant funding. The purpose of the position is to move Head Start family participation from involvement to engagement. The position will be responsible for establishing parent opportunities that will strengthen the family of each child.
- Request for a Disabilities Coordinator/Instructional Coach position.
This position is dependent upon grant funding. This position was previously cut from the Head Start program due to lack of funding and the responsibilities added to another position. The intent is to reinstate the position in the program.

Each of these revisions in the grant will strengthen the quality of the Head Start program.

- The Program Information Report (PIR) was completed and submitted for review by the Head Start regional office. This report summarizes some of the program's activity for the year. The data showed:
 - While the KUSD Head Start program is capped at serving 389 students at a time, 421 students were served throughout the year. Additional students were served as a result of family mobility.
 - 110 families (28%) identified Spanish at the primary language in their home.
 - 647 people volunteered in Head Start throughout the year.
 - 43% of fathers/father figures participated in parent opportunities.
 - 65% of the Head Start parents were employed during the year.
 - A higher than typical educational level for Head Start parents visible in the chart below:

Parent/Guardian Education	
Of the total number of families, the highest level of education obtained by the child's parent(s)/ guardians(s):	
An advanced degree or baccalaureate degree	18%
An associate degree, vocational school, or some college	15%
A high school graduate or GED	44%
Less than high school graduate	23%

FAMILY AND COMMUNITY PARTNERSHIP

The family and community partnership component of Head Start focuses on strengthening families by making the connection between school and home, and strengthening community awareness, collaboration, and outreach. Key activities for this report include:

- Head Start Family Service Providers have extended community outreach through establishing a consistent weekly presence at community agencies for the purpose of recruitment.

- Head Start Family Service Providers have also participated in multiple elementary school events focusing on registering children for Head Start and/or 4K program.
- Twenty-two percent of families received emergency/crises intervention throughout the year from their Family Service Provider.

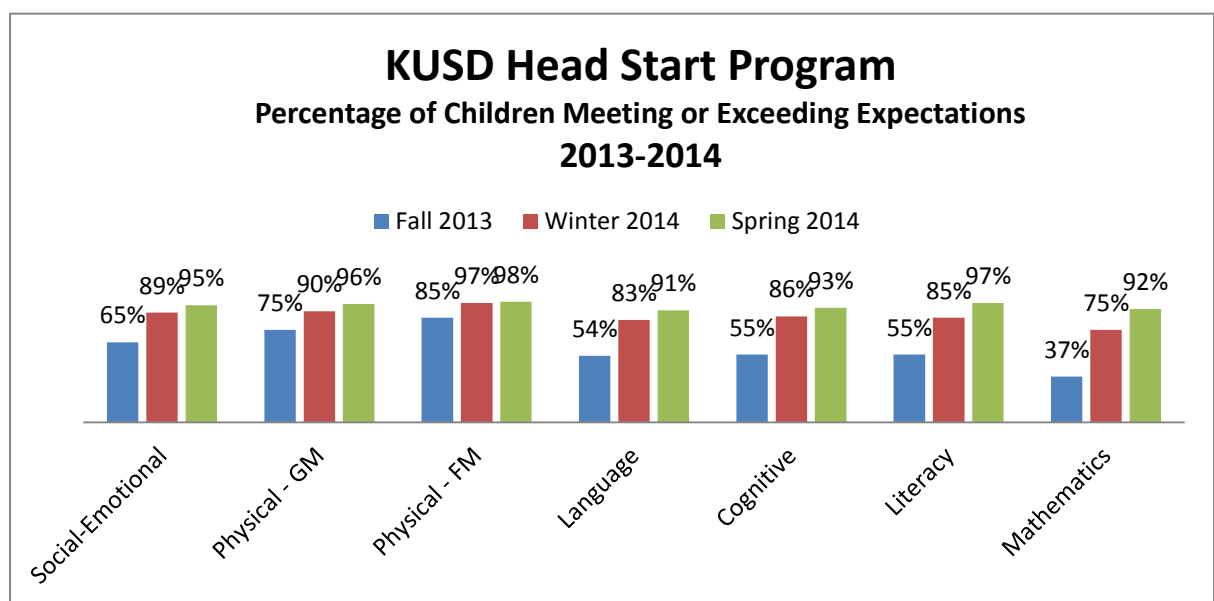
EARLY CHILDHOOD DEVELOPMENT AND HEALTH SERVICES

Early Childhood Development and Health Services are designed to ensure that every Head Start child is healthy and receives a quality educational experience that is reflective of best practice. Key events that occurred during the past six months include:

- Collaboration with the Kenosha Community Health Center (KCHC) continues through the School Based Health Clinic located at the Chavez Learning Station and through services provided to Head Start children at KCHC.
- In collaboration with multiple community agencies, plans for a summer health clinic for Head Start students are being developed. The intent of the summer health clinic is to ensure students begin their new school year meeting the dental and health requirements of the program.

	April 2012	April 2013	April 2014
Completed Health Checks	98%	87%	89%
Completed Dental Checks	96%	93%	93%

- The Kenosha Unified School District Early Education program (including Head Start) reports student progress three times per year using Teaching Strategies GOLD™, a web-based tool used to collect and organize documentation of student achievement and to generate reports. The graph below shows student progress in the Head Start program for the 2013-2014 school year.



As evidenced by the graph, students made continuous improvement throughout the year. Children are achieving highest in their fine motor skills and in literacy. Students made the most growth in the area of mathematics.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Dr. Floyd Williams
Assistant Superintendent of Elementary School Leadership

Ms. Belinda Grantham
Director of Early Education

Ms. Lisa KC
Assistant Director Head Start

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 12, 2014
Curriculum/Program Standing Committee

TALENT DEVELOPMENT PROGRAM UPDATE

Background

As requested at the Curriculum Standing Committee in March 2014, this report will provide an update on the Talent Development Program in KUSD as well as new recommendations from the Department of Public Instruction (DPI). While there are no changes in state policy or statutes, a new philosophy of gifted and talented education (GaTE) is becoming best practice across the state and the nation. This philosophy will be outlined and addressed in this report.

History of, and Basis for, the current Kenosha Unified School District Talent Development (Gifted and Talented Education) Program

In May 2006, the Talent Development Long-Range Report was presented and approved by the school board to review the gifted and talented education (GaTE) program in Kenosha Unified School District. Full implementation of most parts of this report was to be completed within the last 8 years. A copy of the plan is included in Appendix A as a reference. This plan was also part of an agreement to settle a complaint from the Office of Civil Rights (OCR).

Some changes have occurred in the past years, which prohibited the plan to be fully implemented. Some of the changes were necessary, but unintended, due to the financial constraints of the district while others were issues of staffing. In addition, recommendations have recently been made at the state level through the Department of Public Instruction (DPI), which may shift the focus of the intent of the plan.

Students and their parents continue to question the validity of the Talent Development program due to the partial implementation of this plan. Some of the components of the plan were never initiated while others were started but discontinued. This report is presented as information regarding the changes at the state level and to review the Talent Development Long-Range Plan. With the consent of the school board, it will also allow for the investigation, analysis and alignment of the Talent Development program to state statutes and policy as well as school board policy and expectations. A preliminary timeline to study the direction and focus of the gifted and talented education program in KUSD will be provided at the conclusion of the report.

WISCONSIN STATE STATUTES

As listed on the DPI website, the Wisconsin State Statutes defining gifted and talented education state:

Wisconsin Statute 121.02(1)(t): Each school board shall provide access to an appropriate program for pupils identified as gifted and talented.

Wisconsin Statute: s. 118.35, Wis. Stats. Programs for gifted and talented pupils.

1. In this section, "gifted and talented pupils" means pupils enrolled in public schools who give evidence of high performance capability in intellectual, creative, artistic, leadership, or specific academic areas and who need services or activities not ordinarily provided in a regular school program in order to fully develop such capabilities.
2. The state superintendent shall by rule establish guidelines for the identification of gifted and talented pupils.
3. Each school board shall:
 - a) Ensure that all gifted and talented pupils enrolled in the school district have access to a program for gifted and talented pupils.
4. From appropriations under s. 20.255(2)(FY), the department shall award grants to nonprofit organizations, cooperative educational service agencies (CESAs), institutions within the University of Wisconsin System, and the school district operating under ch. 119 for the purpose of providing to gifted and talented pupils those services and activities not ordinarily provided in a regular school program that allow such pupils to fully develop their capabilities.

Administrative Rule 8.01(2)(t)2. Each school district shall establish a plan and designate a person to coordinate the gifted and talented program. Gifted and talented pupils shall be identified as required in s. **118.35(1)**, Stats. This identification shall occur in kindergarten through grade 12 in general intellectual, specific academic, leadership, creativity, and visual and performing arts. A pupil may be identified as gifted or talented in one or more of the categories under s. **118.35(1)**, Stats. The identification process shall result in a pupil profile based on multiple measures, including but not limited to standardized test data, nominations, rating scales or inventories, products, portfolios, and demonstrated performance. Identification tools shall be appropriate for the specific purpose for which they are being employed. The identification process and tools shall be responsive to factors such as, but not limited to, pupils' economic conditions, race, gender, culture, native language, developmental differences, and identified disabilities as described under subch. V of ch. 115, Stats. The school district board shall provide access, without charge for tuition, to appropriate programming for pupils identified as gifted or talented as required under ss. **118.35(3)** and **121.02(1)(t)**, Stats. The school district board shall provide an opportunity for parental participation in the identification and resultant programming.

The website continues by defining the following key terms:

Definitions of Terms

Access. An opportunity to study through school district course offerings, independent study, cooperative educational service agencies, or cooperative arrangements between school district boards under s. 66.30, Stats., and postsecondary education institutions (from PI 8.001, Wis. Admin. Code).

Appropriate program. A systematic and continuous set of instructional activities or learning experiences which expand the development of the pupils identified as gifted and talented (from PI 8.01(2)(t), Wis. Admin. Code).

Gifted and talented. Pupils enrolled in public schools who give evidence of high performance capability in intellectual, creative, artistic, leadership, or specific academic areas and who need services or activities not

ordinarily provided in a regular school program in order to fully develop such capabilities (from s. 118.35(1), Wis. Stats.).

As the statute and policy state, districts may develop their own program to serve gifted and talented students, provided that it meets the definition above. Many districts across the state and nation are now utilizing a new format that is more fluid and responsive to student needs. This format often coincides with the Response to Intervention (RtI) model for identifying and serving student needs.

The Response to Intervention (RtI) system is often thought of as a Special Education initiative, while in fact, it is designed to serve all students, including those identified as gifted and talented. In the RtI model, student needs are identified and interventions are designed to meet those needs. If a student's needs are not being met by regular classroom instruction and activities, the student should have interventions or enrichment activities planned to meet those needs. At times, a student may be struggling to meet grade level expectations and interventions are planned to improve the learning situation. In the same respect, a student who has already mastered the grade level expectations should have interventions planned to meet his/her needs. This may require some small group work to enrich the curriculum for a few students or may become an intervention designed specifically for the individual student. In a few cases, acceleration, either horizontal or vertical, may be the needed intervention.

Unfortunately, for many years, especially since the inception of No Child Left Behind, the focus has been on our struggling students and not on those with the highest potential. While everyone agrees that every student should receive an appropriate education and achieve to the highest potential, we, as a nation, have inadvertently ignored many of our brightest, most highly capable students. Many recent studies have indicated the lack of growth of our nation highest achieving students. Some of this research will be cited later in this report.

REVIEW OF DISTRICT POLICY AND THE TALENT DEVELOPMENT LONG-RANGE PLAN

Kenosha Unified School District has a policy and an administrative regulation related to the Talent Development program. Policy 6423 and Administrative Regulation 6423ar address the Talent Development program. Both were last revised in 2002, prior to the adoption of the Talent Development Long-Range Plan, and are outdated and in serious need of revision. The policy and administrative regulation are attached in Appendix B.

The Talent Development Long-Range Plan had started to be implemented until such time as the district encountered financial difficulties in 2011. The Magnet Enrichment Program, which had existed at two sites, Harvey Elementary and Roosevelt Elementary, were consolidated into one location. The four teacher positions from the Harvey Elementary were intended to become four Talent Development Itinerant Teacher positions. These teachers would serve the student populations at all elementary and middle schools in the capacity of gifted and talented instructional coaches. Two of these positions were put into place in 2010, only to be eliminated when the district encountered financial difficulties. The positions were reinstated in 2011 but then eliminated again and not restored. If the plan had been fully implemented at this time, there

would be four itinerant teachers to serve gifted and talented students and assist teachers in meeting students' needs.

A QUESTION OF ALIGNMENT

A thorough analysis and review of district policy and the Talent Development Long-Range Plan is needed to see if each are aligned with state statute and policy. As provided by DPI, a Gifted Education Gap Analysis Chart needs to be completed and reviewed by a team of parents, teachers, administrators and community members. Additional research and input from all stake-holding parties should be collected as well. If alignment would be required, the Coordinator of Talent Development would make recommendations on behalf of the team, which would reflect state statutes and policy and current best practices in the field of gifted and talented education.

REVIEW OF RECENT STUDIES

In the 2010, a study called *High Achieving Students in the Era of NCLB*, conducted by the Thomas B. Fordham Institute, described the performance of the nation's top students as "languid". The report states that "While the nation's lowest-achieving youngsters made rapid gains from 2000 to 2007, those at the 90th percentile (the top 10 percent) have made minimal gains." Many other studies also note that while these students often are our highest achievers, the rate of growth diminishes as the student progresses through our educational systems. While it may be hard to believe, many of the most capable students in our schools will drop out before graduating high school due to lack of challenge. In recent studies according to NAGC, between 18 and 25 percent of gifted and talented students drop out of school. An anonymous quote states: "Some students drop out of school as early as third grade. They just wait until high school to walk out the door."

In a study published in 2010 on the effects of acceleration, "*A Nation Deceived: How Schools Hold Back America's Brightest Students*", the Executive Summary presents the following reasons for why schools hold back America's brightest kids:

- Limited familiarity with the research on acceleration
- Philosophy that children must be kept with their age group
- Belief that acceleration hurries children out of childhood
- Fear that acceleration hurts children socially
- Political concerns about equity
- Worry that other students will be offended if one child is accelerated.

This report shows that these reasons are simply not supported by research.

In another recent article "*Who Rises to the Top? Early Indicators*", published in Psychological Science, the following conclusion was reached: "Young adolescents with profound talent in mathematical and verbal reasoning hold extraordinary potential for enriching society by contributing creative products and competing in global economies. Many hold important leadership roles and are entrusted with obligations and responsibilities essential for

individual and organizational well-being. Above-level assessment techniques are an efficient means of identifying large numbers of profoundly talented young adolescents. The evidence examined here suggests that they constitute the far edge of a population whose continued success will be further emphasized—globally—for the foreseeable future.”

In a publication from the National Association of Gifted Children (NAGC), the Gifted Programming Standards have been outlined. A copy of these standards is included in Appendix C.

REVIEW OF CHANGES FROM DPI

Just as the Curriculum and Math Audits indicated gaps in the respective programs in KUSD, gaps also exist in KUSD’s Talent Development Program.

On April 17, 2014, Chrystyna Mursky, DPI Consultant for Gifted and Talented Education, Advanced Placement and International Baccalaureate programs, visited and shared insights with the coordinators in the Teaching and Learning Department. Her recommendations are reflected as critical components of this report.

As part of this report, a (powerpoint) presentation will be provided, highlighting state statutes and DPI policies, recommendations and best practices in the field of gifted and talented education. It will also provide resources from the research on gifted students, their potential, and achievement (or lack thereof) as described in recent educational studies.

WORK WITH TEACHERS, ADMINISTRATORS AND PARENTS TO PROMOTE THE VALUE OF THE MAGNET ENRICHMENT PROGRAM

Identified students may participate in the Magnet Enrichment Program at Roosevelt Elementary School if parents choose this option. Transportation is not provided to the program. Approximately 50 percent of the parents of identified students choose not to participate. There are a variety of reasons for their choices, including siblings at the resident school, consolation and feeling of comfort with the resident school and lack of transportation to Roosevelt.

Work continues with the elementary building principals and their staffs to provide for the needs of gifted and talented students whose parents choose not to have them participate in the Magnet Enrichment Program at Roosevelt Elementary. Work also continues with middle and high school principals and their staffs to provide for the needs of all of the highly capable students whether they have been identified as gifted and talented or not. A large portion of the work at the high school level centers on the Advanced Placement (AP) program and the Youth Options Program (YOP). While these programs support gifted and talented students in meeting their needs, they do not suffice as a gifted and talented program.

CONTINUE AND IMPROVE THE MONITORING OF IDENTIFIED STUDENTS

The Kenosha Unified School District continues to monitor the students who have been identified as they progress through their educational careers in KUSD. With the beginning of MAP testing last year, we can determine whether the identified gifted and talented students in KUSD are making adequate growth, not just achieving at high levels.

Next Steps

The Coordinator of Talent Development will explore the revision (if necessary) and continued implementation of the Talent Development Long-Range Plan. Prior to this revision, a committee of interested stakeholders will complete the Gifted Education Gap Analysis Chart to determine the area(s) of the plan that may need revision. A list of resources, including online links, is provided in Appendix D. These resources are available through national and state organizations as well as the Department of Public Instruction (DPI).

The Coordinator of Talent Development will also conduct “listening sessions” over the next 6 months to receive input from all stakeholders on how to meet the needs of gifted and talented students in KUSD. These listening sessions will be conducted with students, parents, community members, teachers, and administrators as well as organizations that represent students of commonly under-represented populations (such as NAACP, LULAC, etc.). A tentative timeline of study will be developed to begin work this summer and next fall.

The Coordinator of Talent Development will work in collaboration with building leaders (one administrator from each elementary, middle and high school level) and teacher teams to develop plans for increasing the awareness of the needs of gifted students and how to plan to serve those needs. This will include principals, AP (building) coordinators, and content area coordinators planning for opportunities for teachers to work collectively to develop common enrichment and acceleration interventions and opportunities for students whose needs are currently not being met by the regular classroom curriculum and activities.

The Coordinator of Talent Development along with the content area coordinators will assist teachers with the most effective strategies to engage gifted and talented students.

This is an information item update.

Link to Appendices

www.kusd.edu/docs/TalDevProgUpdateCompApp.pdf

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