

A SPECIAL MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD JUNE 13, 2017

A special meeting of the Kenosha Unified School Board was held on Tuesday, June 13, 2017, at 6:00 P.M. in the Board Meeting Room at the Educational Support Center. The purpose of this meeting was for Views and Comments by the Public and Discussion/Possible Action on the Teacher Salary Structure.

The meeting was called to order at 6:00 P.M. with the following members present: Ms. Stevens, Mrs. Snyder, Mr. Kunich, Mr. Garcia, Mr. Falkofske, Mr. Wade, and Mrs. Coleman. Dr. Savaglio-Jarvis. Mr. Tarik Hamdan, Chief Financial Officer, and Mrs. Annie Petering, Chief Human Resource Officer, were also present.

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

Views and/or comments were made by the public.

Dr. Savaglio-Jarvis introduced the Teacher Salary Structure submitted by Mr. Hamdan, Mrs. Petering, and Dr. Savaglio-Jarvis, excerpts follow:

“In the fall of 2016, Kenosha Unified began the process of gathering various forms of data and feedback with the goal of developing an updated and financially feasible salary structure for district employees.

KUSD conducted a staff survey for those on a contract with the district. Staff in the teacher group make up approximately 75 percent of the overall organization. The goal of this KUSD survey was to capture as many teacher voices as possible; ensuring staff on a teacher contract had an opportunity to provide input. This survey was voluntary and anonymous. The survey was sent to 1,708 staff identified in the teacher group, of which, 1,361 responded within the window of October 27 through November 7, 2016.

A district committee was established shortly after this meeting to assist with the task of developing a salary structure model.

On March 6 the Board of Education approved the Philosophical Statement developed by the salary structure team. It reads, “The Kenosha Unified School District believes in recruiting and retaining highly qualified, diverse staff to ensure the success of every student. This requires that we honor applicable experience, professional growth, advanced degrees and certifications through a competitive compensation structure that is consistent, transparent, and sustainable.”

Consensus reached by the salary structure design team on May 24, 2017, allows administration to recommend that the Board of Education accept Phase I as presented

by Mr. Tarik Hamdan, chief financial officer, and Ms. Annie Petering, chief human resource officer at the June 13, 2017, special board meeting. NOTE: The teacher salary structure was developed on the premise that the state's biennial budget will provide additional funds to KUSD, which KUSD will use to support salary structures. If the estimated amount in the state's biennial budget changes, the board must approve administration reducing operational and/or school budgets to support any board-approved salary structures.

Based on the consensus reached by the team in May 2017, the administration also recommends that Phase II begins in the fall of 2017, for professional learning, hard to fill positions, additional credentials and other pertinent areas.”

Mr. Hamdan and Mrs. Petering gave a PowerPoint presentation which covered the following topics: KUSD's journey-collection of transcripts, KUSD's journey-district survey, ranking of compensation factors, KUSD's journey-design team, allowable per member revenue increase/decrease, KUSD total enrollment trend, preliminary budget commitment, draft salary model, draft salary schedule 2017-2018, draft schedule 2018-2019, how does this compare, How does this compare to other districts, recommended tier movement, initial placement demonstration, questions and/or examples, what does this cost, budgetary considerations, and latest state budget proposal.

Mr. Hamdan and Mrs. Petering answered questions from Board members.

Mr. Kunich moved to approve Phase I of the teacher salary structure to go into effect for the 2017-2018 school year for those on a teaching contract, and knowing that the state biennial budget is not final, commit to reducing operational and/or school budgets to support the structure as approved should the state's funding be less than initially stated in February 2017. Mrs. Snyder seconded the motion.

Roll call: Ayes: Ms. Stevens, Mrs. Snyder, Mr. Kunich, Mr. Garcia, Mr. Falkofske, Mr. Wade, and Mrs. Coleman. Noes: None. Unanimously approved.

Mr. Kunich moved to grant approval for Administration to begin Phase II of the Teacher Salary Structure. Mr. Wade seconded the motion.

Roll call: Ayes: Ms. Stevens, Mrs. Snyder, Mr. Kunich, Mr. Garcia, Mr. Falkofske, Mr. Wade, and Mrs. Coleman. Noes: None. Unanimously approved.

Meeting adjourned at 7:38 P.M.

Stacy Busby
School Board Secretary