



REGULAR MONTHLY BOARD MEETING

April 27, 2020

7:00 PM

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

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Regular School Board Meeting
April 27, 2020
Educational Support Center
7:00 PM
REVISED

I. Pledge of Allegiance	
II. Roll Call of Members	
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IV. Awards/Recognition	
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Kenosha Unified School District
Kenosha, Wisconsin

April 27, 2020

Motion to Waive School Board Policy 8870

Proposed Motion:

Due to the current COVID-19 pandemic, I move that Policy 8870 – Public Participation at School Board Meetings be waived for the April 27, 2020, regular school board meeting.

Additional Information:

Citizens wishing to share their views and comments with the board may do so in writing via email to the school board secretary, Stacy Busby at sbusby@kUSD.edu or via United States Postal Service mailed to 3600-52nd Street, Kenosha, WI 53144.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

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Kenosha Unified School District
Kenosha, WI
April 27, 2020

The Office of Human Resources recommends the following actions:

ACTION	LAST NAME	FIRST NAME	SCHOOL/DEPT	POSITION	STAFF	DATE	FTE
Appointment	Bardwell	Lori	Southport Elementary School	Guidance	Instructional	03/16/2020	1
Resignation	Burgess	Megan	Hillcrest School	Social Studies	Instructional	06/11/2020	1
Resignation	Eiben	Garrett	Tremper High School	Earth/Space Science	Instructional	06/11/2020	1
Resignation	Kotarak	Bridget	Department of Special Ed	Director Special Education/Student Support	AST	06/30/2020	1
Resignation	Liesch	Jacqueline	Harborside Academy	Library Media Specialist	Instructional	06/11/2020	1
Resignation	Nash	Eric	Title I	Administrative Support (12 MO)	ASP	04/03/2020	1
Resignation	Prellwitz-Bending	Julie	Department of Special Ed	Speech Therapist	Instructional	06/11/2020	1
Retirement	Baranek	Peter	Lincoln Middle School	Physical Education	Instructional	06/11/2020	1
Retirement	Heide	Jeannine	Hillcrest School	Clerical	ESP	06/10/2020	1
Retirement	Madisen	MaryKay	Department of Special Ed	Speech Therapy Program Support	Instructional	06/30/2020	1

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A SPECIAL MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 3, 2020

A special meeting of the Kenosha Unified School Board was held on Tuesday, March 3, 2020, at 5:30 P.M. in the Board Meeting Room at the Educational Support Center. The purpose of this meeting was to conduct a disciplinary hearing to determine if disciplinary action should be issued against a teacher, up to and including termination of employment.

The meeting was called to order at 5:33 P.M. with the following members present: Ms. Adams, Ms. Stevens, Mrs. Modder, Mr. Duncan, Mr. Battle, Mr. Garcia, and Mr. Wade. Dr. Savaglio-Jarvis, Attorney Christine Hamiel from Von Briesen & Roper, S.C., Attorney Shana Lewis from Strang, Patteson, Renning, Lewis & Lacy, Attorney Taviss Smith from Cross Law Firm, S.C., and Mrs. Sherry Johnson, district teacher, were also present.

Mr. Wade, 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.

Attorney Hamiel presided on behalf of the Board for the termination hearing, Attorney Smith was present in representation of Mrs. Johnson, and Attorney Lewis was present in representation of administration.

Attorney Hamiel reviewed the process that would be followed for the termination hearing. She noted that Mrs. Johnson requested that the hearing be held in open session.

Attorney Hamiel called for opening statements. Attorney Lewis presented her opening statement followed by Attorney Smith.

Attorney Lewis called upon several witnesses to give testimony pertaining to incidents and documents in relation to the recommended termination of Mrs. Johnson. Attorney Smith cross examined all witnesses and Board members were then offered the opportunity to ask questions of said witnesses following their testimony.

The Board recessed at 7:19 P.M. and reconvened at 7:26 P.M.

Attorney Smith called upon several witnesses to give testimony pertaining to incidents and documents in relation to the recommended termination of Mrs. Johnson. Attorney Lewis cross examined all witnesses and Board members were then offered the opportunity to ask questions of said witnesses following their testimony.

The Board recessed at 8:40 P.M. and reconvened at 8:49 P.M.

Attorney Hamiel called for closing statements. Attorney Lewis presented her closing statement followed by Attorney Smith.

Mrs. Modder moved to go into closed session. Mr. Duncan seconded the motion. Unanimously approved.

Board members and Attorney Hamiel moved to the Small Board Room at 9:40 P.M. to consider and deliberate over administration's recommendation for termination of Mrs. Johnson.

Board members and Attorney Hamiel returned to the Board Room at 10:18 P.M.

Mr. Battle moved to reconvene in open session. Mr. Garcia seconded the motion. Unanimously approved.

Mrs. Modder moved to approve the employee's request for resignation and a neutral letter of recommendation from the District. Mr. Battle seconded the motion.

Roll call vote: Ayes: Ms. Adams, Ms. Stevens, Mrs. Modder, Mr. Duncan, Mr. Battle, Mr. Garcia, and Mr. Wade. Noes: None. Unanimously approved.

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

Meeting adjourned at 10:20 P.M.

Stacy Schroeder Busby
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 24, 2020

A special meeting of the Kenosha Unified School Board was held on Tuesday, March 24, 2020, in the Room 153 at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 5:46 P.M. with the following members present: Ms. Adams, Ms. Stevens (virtually), Mr. Duncan, Mr. Battle (virtually), Mr. Garcia, and Mr. Wade. Dr. Savaglio-Jarvis, Mrs. O'Connor (virtually), Mr. Hamdan, and Mr. Keckler were also present. Mrs. Modder arrived later. Dr. Ormseth arrived later.

Mr. Wade, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Mr. Wade announced that an executive session had been scheduled to follow this special meeting for the purpose of Review Findings/Orders by Independent Hearing Officer, Personnel: Problems, Personnel: Position Assignments, Personnel: Compensation and/or Contracts, and Collective Bargaining Deliberations.

Mr. Duncan moved that the executive session be held. Ms. Adams seconded the motion.

Roll call vote. Ayes: Ms. Adams, Ms. Stevens, Mr. Duncan, Mr. Battle, Mr. Garcia, and Mr. Wade. Noes: None. Unanimously approved.

Mrs. Modder arrived at 5:47 P.M.

1. Personnel: Compensation and/or Contracts

Mr. Hamdan updated Board members on compensation matters.

Mrs. O'Connor and Mr. Hamdan were excused at 6:14 P.M.

2. Review of Findings/Orders by Independent Hearing Officer

Dr. Bethany Ormseth, Principal at LakeView Technology Academy, arrived at 6:15 P.M. and presented Board members with information relating to three expulsions.

Dr. Savaglio-Jarvis, Dr. Ormseth and Mr. Keckler departed the meeting at 6:22 P.M.

Mrs. Modder moved to approve the hearing officer's recommendation in regards to the first expulsion. Mr. Duncan seconded the motion. Unanimously approved.

Ms. Adams moved to approve the hearing officer's recommendation in regards to the second expulsion. Mrs. Modder seconded the motion. Unanimously approved.

Mr. Duncan moved to approve the hearing officer's recommendation in regards to the third expulsion. Mr. Garcia seconded the motion. Unanimously approved.

Mrs. Modder moved to adjourn the meeting. Ms. Adams seconded the motion. Unanimously approved.

Meeting adjourned at 6:25 P.M.

Stacy Schroeder Busby
School Board Secretary

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARECH 24, 2020

A regular meeting of the Kenosha Unified School Board was held on Tuesday, March 24, 2020, at 7:00 P.M. in the Board Room of the Educational Support Center. Mr. Wade, President, presided.

The meeting was called to order at 7:00 P.M. with the following Board members present: Ms. Adams, Ms. Stevens (virtually), Mrs. Modder, Mr. Duncan, Mr. Battle (virtually), Mr. Garcia, and Mr. Wade. Dr. Savaglio-Jarvis and Ms. Valeri (virtually) were also present.

Mr. Wade, President, opened the meeting by announcing that this was a regular meeting of the School Board of Kenosha Unified School District. Notice of this regular meeting was given to the public by forwarding the complete agenda to all requesting radio stations and newspapers. Copies of the complete agenda are available for inspection at all public schools and at the Superintendent's office. Anyone desiring information as to forthcoming meetings should contact the Superintendent's office.

There was not a student ambassador present.

There were no awards or recognitions.

There were no Administrative/Supervisory Appointments.

Dr. Savaglio-Jarvis gave the Superintendent's Report.

Mrs. Modder gave the legislative report.

Mr. Wade presented the Motion to Waive School Board Policy 8870 submitted by himself, excerpts follow:

"Due to the current COVID-19 pandemic, I move that Policy 8870 – Public Participation at School Board Meetings be waived for the March 24, 2020, regular school board meeting.

Citizens wishing to share their views and comments with the board may do so in writing via email to the school board secretary, Stacy Busby at sbusby@kUSD.edu or via United States Postal Service mailed to 3600-52nd Street, Kenosha, WI 53144."

Mr. Garcia moved that Policy 8870 – Public Participation at School Board Meetings be waived for the March 24, 2020, regular school board meeting. Mrs. Modder seconded the motion. Unanimously approved.

Remarks made by the Board President and Board members were made.

Board members considered the following Consent-Approve items:

Consent-Approve item X-A – Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations and Separations.

Consent-Approve item X-B – Minutes of the 2/19/20 Special Meeting, 2/25/20 Special and Executive Session and the 2/25/20 Regular Meeting.

Consent-Approve item X – C – Summary of Receipts, Wire Transfers and Check Registers submitted by Mrs. Lisa Salo, Accounting Manager; Mr. Tarik Hamdan, Chief Financial Officer; and Dr. Savaglio-Jarvis, excerpts follow:

“It is recommended that the February 2020 cash receipt deposits totaling \$332,488.11, and cash receipt wire transfers-in totaling \$25,703,897.47, be approved.

Check numbers 589077 through 590307 (net of voided batches) totaling \$3,312,398.53, and general operating wire transfers-out totaling \$3,487,995.89, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the February 2020 net payroll and benefit EFT batches totaling \$13,684,770.43, and net payroll check batches totaling \$14,530.29, be approved.”

Ms. Adams moved to approve the consent agenda. Mr. Duncan seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Head Start Federal Grant Request submitted by Ms. Luanne Rohde, Director of Early Education; Mr. Martin Pitts, Regional Coordinator of Leadership and Learning; Ms. Susan Valeri, Chief of School Leadership; and Dr. Savaglio-Jarvis, excerpts follow:

“Approval from the Board of Education is requested to submit and implement the Head Start Federal Grant for the 2020-2021 school year. The funding for this grant is \$2,166,902 for Head Start operations. The grant is designed to fund the operating costs of the Kenosha Unified School District Head Start Program.

The purpose of Head Start is to provide comprehensive services in the areas of health, education, social/emotional development, and parent involvement for low income preschool children and their families. This grant will service 330 high-risk children who will be three or four years of age on or before September 1, 2020. Funds will be utilized to serve the children and their families in all program component areas as required in the Head Start Act and through the Head Start Performance Standards.

The Head Start approach to school readiness ensures that families have the resources and knowledge to support the development of their children, that children are healthy enough to learn, and that quality instruction is being provided to these children.

Readiness goals are defined as the expectations at children’s developmental levels and progress across domains of language, literacy, cognition/general knowledge, approaches to learning, physical health, well-being, motor and social/emotional development. Success in these areas will support each child’s readiness for kindergarten.

Changes in service locations for the 2020-2021 school year will be to add a PM session at McKinley Elementary to meet enrollment needs. All Head Start sites will remain the same. There are no changes in staffing, all staff will remain the same for the 2020-2021 school year. Head Start will continue to hold sessions at the same sites as the previous year for the 2020-2021 school year.

Administration recommends that the school board approve the Head Start Federal Grant for the 2020-2021 school year.”

Mrs. Modder moved to approve the Head Start Federal Grant for the 2020-2021 school year. Mr. Duncan seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Head Start Federal Grant Cost-of-Living Adjustment (COLA) and Quality Improvement Request submitted by Ms. Rohde, Mr. Pitts, Ms. Valeri, and Dr. Savaglio-Jarvis, excerpts follow:

“On March 13, 2020 the Kenosha Unified School District Head Start Program received notification of a Supplemental Federal Head Start Cost-of-Living Adjustment (COLA) and Quality Improvement Supplemental Grant award of \$130,492. Application for the separate Cost-of-Living Adjustment (COLA) and Quality Improvement Grant is due May 15, 2020.

Approval from the Board of Education is requested to submit and implement the Supplemental Head Start Federal Cost-of-Living Adjustment (COLA) and Quality Improvement (QI) Grant for the 2020-2021 school year. The funding of this grant is \$42,712 for COLA and \$87,780 for QI for a total of \$130,492. As stated in the program instruction memorandum, COLA funds are to be used to increase staff salaries and fringe benefits to pay for higher operating costs. The Quality Improvement funds are to be used to improve the program in the area of servicing children and families of trauma. Additionally, funds up to 50% of the QI money can be used for salary and benefit increases.

KUSD Head Start will use these monies to off-set the increased costs of employee salaries and health and dental insurance benefits for the 2020-2021 school year. The anticipated increase in salary costs is estimated to be 4% which amounts to \$41,479. The increases in benefits are estimated to be 9% for health insurance and 5% for dental insurance. \$45,000 of this grant will offset the increases in health benefits for staff. This grant will also support the salary and benefit costs of the Head Start Mental Health Coordinator (Guidance Counselor). This position is critical to supporting our children and families in the Head Start program in the areas of Mental Health. This is a grant given annually to help offset the cost of living for employees working under the Head Start Grant.

All Head Start staff are employed through the Kenosha Unified School District and follow the contract agreements for their work classification. The monies that are provided in the Supplemental Cost-of-Living (COLA) and Quality Improvement Grant will be dedicated toward the cost of the Mental Health Coordinator position and the anticipated increases in salaries, health and dental insurance benefit costs for the 2020-2021 school year. In addition, \$4,000 of this money will support trainings for staff and to provide opportunities to support our families with training and/or support groups with licensed mental health facilitators.”

Mr. Duncan moved to approve the Supplemental Federal Head Start Cost-of-Living Adjustment (COLA) and Quality Improvement Supplemental Grant. Mr. Garcia seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Adoption of Instructional Materials for Secondary English submitted by Mrs. Susan Mirsky, Coordinator of Literacy; Mrs. Julie Housaman, Chief Academic Officer; and Dr. Savaglio-Jarvis, excerpts follow:

“The Kenosha Unified School District Board of Education adopted Policy 6300—Curriculum Development and Improvement—which provides a timetable for the adoption of new curricular resources for each content area. Per the expectations stated for Phases 2 and 3 in the policy, teacher teams, under the guidance of the coordinator of English/language arts, met from June 2019 through February 2020 to complete the curriculum cycle for middle school English/language arts and high school English courses.

This request to adopt and purchase secondary English/language arts instructional materials aligns with Phase 3 of the Curriculum Development Cycle in Kenosha Unified School District Board of Education Policy 6300—Curriculum Development and Improvement (Appendix A).

The instructional materials review process began in June 2019. The English/language arts curriculum review teams for middle school and high school (Appendix B) met eight times from June 2019 through August 2019. Representatives from the instructional programs chosen for in-depth review were invited to present their programs to all English teachers. These presentations occurred at the Middle School Content Meeting and High School Content Meeting held in August 2019. After presentations were complete, an English/language arts curriculum field test team was formed to study the selected programs and use specific parts of the programs with students. These teams met between August 2019 and February 2020 for professional learning on each program and to provide feedback on the programs. As a result of these meetings, the teams chose the program finalists. Instructional materials and resources from both finalists were on display at the Educational Support Center from February 10 through 17, 2020. Instructional staff and community members were invited, via the Kenosha Unified School District media outlets, to peruse the materials and provide feedback (Appendix D). The finalists presented their programs to all middle school English/language arts teachers on February 10, 2020, and to high school English teachers on February 12, 2020.

As a result of the in-depth review process described in this report, the following teacher resources were selected:

<u>COURSE NAME</u>	<u>MATERIALS SELECTED</u>	<u>VENDOR</u>
• Sixth to Eighth Grade English/Language Arts	<i>Into Literature</i>	Houghton Mifflin
• Survey of Literature and Composition (grade 9)	<i>myPerspectives</i>	Pearson
• World Literature and Composition (grade 10)	<i>myPerspectives</i>	Pearson

- American Literature and Composition (grade 11)

myPerspectives

Pearson

- Diverse Perspectives in Literature and Composition (grade 12)

Springboard

College Board

Administration recommends that the Board of Education grant approval to purchase secondary English curriculum materials as outlined in this report, including Appendix F, showing an estimated purchase cost of \$1,664,671.10.”

Mrs. Modder moved to approve the purchase of secondary English curriculum materials as outlined in the report, including Appendix F, showing an estimated purchase cost of \$1,664,671.10. Mr. Duncan seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Adoption of Elementary Music Materials submitted by Mr. Scott Plank, Coordinator of Fine Arts; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

“Kenosha Unified School District School Board Policy 6300, Curriculum Development and Improvement, outlines the five phases of the curriculum development cycle (Appendix A). The policy states, “In Phase 3 the curriculum design team will determine the curriculum resources and professional learning needs that are critical to advance the curriculum development process to Phase 4.” The teacher team, under the leadership of the coordinator of fine arts from the Office of Teaching and Learning, recently completed Phase 3 of the curriculum development cycle for elementary music materials.

In fall of the 2017-18 school year, the elementary general music team began the curriculum writing process (Appendix C). The National Coalition for Core Arts Standards (NCCAS), adopted by the Board in June 2017 were used as the foundation for the curriculum writing process.

A Request for Proposal for elementary general music materials was created on January 7, 2020, with the Kenosha Unified School District Office of Finance (Appendix D). Three companies offered materials for consideration that were reviewed by the coordinator of fine arts and shared with the elementary general music curriculum team.

Following careful analysis of each program’s components, the elementary general music team determined that a continuation of the contract with Quaver music curriculum resources best meets the needs of the district’s students. Training investment, familiarity with the system, and high levels of student engagement were critical factors in making this decision.

Administration recommends that the Board of Education grant approval to purchase kindergarten through grade 5 Quaver curriculum materials as outlined in this report including Appendix C, showing an estimated purchased cost of \$267,540 for a seven-year contract for online resources.”

Mr. Duncan moved to approve the purchase of kindergarten through grade 5 Quaver curriculum materials as outlined in this report including Appendix C, showing an estimated

purchase cost of \$267,540 for a seven-year contract for online resources. Mr. Garcia seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Youth Apprenticeship Request to Increase Credit Earned submitted by Mrs. Cheryl Kothe, Coordinator of Career and Technical Education; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

“Youth Apprenticeship (YA) courses provide students an opportunity for employment that is aligned to high school coursework and a career pathway. Students must complete two pathway courses prior to beginning the application process for a YA course. The application process involves completing an application and interviewing with perspective employers. Students who are successful in obtaining employment are enrolled in the appropriate YA course. Currently students earn .5 credit for participation in YA courses.

Due to the rapidly increasing business partnerships and the rigorous workforce demand, students are on job sites for a minimum of 225 hours each semester as compared to 67 to 70 hours in class for one semester. As a result, the time invested in learning exceeds the current .5 credit allocated for a YA course. For this reason, administration recommends that we increase the credit earned for each YA course from .5 to 1.0.

Administration recommends that the Board of Education approve the increase of credit from .5 to 1.0 for all Youth Apprenticeship courses listed in the chart.”

Ms. Adams moved to approve the increase of credit from .5 to 1.0 for all Youth Apprenticeship courses listed in the chart. Mrs. Modder seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the LakeView Technology Academy Course Change Requests submitted by Dr. Bethany Ormseth, Principal at LakeView Technology Academy; Mrs. Kothe; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

“LakeView Technology Academy, under the guidance of Gateway Technical College, is proposing course updates to the information technology pathway to remain in alignment with course offerings at Gateway Technical College. Additionally, a feeder course for the computer numerical control (CNC) and programming tracks at Gateway, Introduction to Programming, Robotics and CNC, is proposed.

LakeView Technology Academy and the Office of Teaching and Learning are proposing, for Board of Education approval, the removal of two courses and the addition of three courses as detailed below. These new courses will support LakeView’s informational technology programming focus. The attached appendices include the Course/Program Change Proposal forms and recommended course schedules for the course additions.

Courses removed in the 2020-21 school year: Advanced Databases (Appendix A) and IT Essentials (Appendix B).

Courses added in the 2020-21 school year: Programming in Python (Appendix C) Databases (Appendix D), and Introduction to Programming, Robotics and CNC (Appendix E).

Administration recommends that the Board of Education approve the eliminations and additions to the information technology courses for the 2020-21 school year as described in this report.”

Mrs. Modder moved to approve the eliminations and additions to the information technology courses for the 2020-21 school year as described in the report. Mr. Duncan seconded the motion. Unanimously approved.

Mrs. Modder presented the Donations to the District.

Mrs. Modder moved to approve the Donations to the District. Mr. Duncan seconded the motion. Unanimously approved.

Mr. Duncan moved to adjourn the meeting. Ms. Adams seconded the motion. Unanimously approved.

Meeting adjourned at 7:32 P.M.

Stacy Schroeder Busby
School Board Secretary

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Kenosha Unified School District
Kenosha, Wisconsin
Summary of Cash Receipts and Disbursements
April 27, 2020

CASH RECEIPTS	reference	total
March 2020 Wire Transfers-In, to Johnson Bank from:		
WI Department of Public Instruction	<i>state aids register receipts</i>	\$ 56,266,359.37
Johnson Bank	<i>account interest</i>	1,151.53
Bankcard Services (MyLunchMoney.com)	<i>food services credit card receipts (net of fees)</i>	90,655.49
Bankcard Services (Purple Pass)	<i>fine arts ticket sales receipts (net of fees)</i>	35,760.25
Bank (RevTrak)	<i>district web store receipts (net of fees)</i>	47,283.13
Retired & Active Leave Benefit Participants	<i>premium reimbursements</i>	25,244.09
HHS	<i>head start grant</i>	171,369.83
Various Sources	<i>small miscellaneous grants / refunds / rebates</i>	75,246.43
Total Incoming Wire Transfers		56,713,070.12
March 2020 Deposits to Johnson Bank - All Funds:		
General operating and food services receipts	<i>(excluding credit cards)</i>	323,516.39
TOTAL MARCH CASH RECEIPTS		\$ 57,036,586.51

CASH DISBURSEMENTS	reference	total
March 2020 Wire Transfers-Out, from Johnson Bank to:		
<i>Payroll & Benefit wires</i>		
Individual Employee Bank Accounts	<i>net payrolls by EFT (net of reversals)</i>	\$ 9,418,378.99
WI Department of Revenue	<i>state payroll taxes</i>	674,914.15
WI Department of Revenue	<i>state wage attachments</i>	4,043.63
IRS	<i>federal payroll taxes</i>	3,396,309.02
Delta Dental	<i>dental insurance premiums</i>	239,545.13
Diversified Benefits Services	<i>flexible spending account claims</i>	11,176.94
Employee Trust Funds	<i>wisconsin retirement system</i>	1,598,250.56
NVA	<i>vision insurance premiums</i>	21,262.81
Optum	<i>HSA</i>	519,245.91
Various	<i>TSA payments</i>	375,008.44
<i>Subtotal</i>		16,258,135.58
<i>General Operating Wires</i>		
US Bank	<i>purchasing card payment-individuals</i>	232,908.68 *
Aegis	<i>workers' compensation payment</i>	200,000.00
Kenosha Area Business Alliance	<i>LakeView lease payment</i>	16,666.67
Johnson Bank	<i>banking fees</i>	385.52
United Healthcare	<i>health insurance premiums</i>	3,206,033.10
Various	<i>returned checks</i>	1,175.75
<i>Subtotal</i>		3,657,169.72
Total Outgoing Wire Transfers		\$ 19,915,305.30
March 2020 Check Registers - All Funds:		
Net payrolls by paper check	<i>Register# 01005DP, 01905DP 01006DP</i>	\$ 19,211.15
General operating and food services	<i>Check# 590308 thru Check# 591210 (net of void batches)</i>	3,458,070.25
Total Check Registers		\$ 3,477,281.40
TOTAL MARCH CASH DISBURSEMENTS		\$ 23,392,586.70

*See attached supplemental report for purchasing card transaction information

KUSD Purchasing Card Program - Individual Cardholders**Transaction Summary by Merchant**

Billing Cycle Ending March 16, 2020

Merchant Name	Total
HOTEL	\$ 23,378.56
PBBS EQUIPMENT CORP	\$ 13,814.63
HOUGHTON CHEMICAL ALLSTON	\$ 9,905.50
AIRLINE	\$ 8,144.54
RESTAURANTS & CATERING	\$ 7,812.73
N C T M	\$ 7,740.00
3654 INTERSTATE	\$ 7,500.05
TUNSTALL CORPORATION	\$ 6,708.23
HAJOCA KENOSHA PC354	\$ 5,833.67
MENARDS KENOSHA WI	\$ 5,421.20
ULINE *SHIP SUPPLIES	\$ 4,424.11
JMB & ASSOCIATES	\$ 3,896.40
BUTTERS-FETTING	\$ 3,780.18
MARK S PLUMBING PARTS	\$ 3,519.50
UNION GROVE LUMBER	\$ 3,450.00
CHESTER ELECTRONIC SUPPLY	\$ 3,338.50
IN *GROHS ELECTRIC LLC	\$ 3,169.02
INDUSTRIAL CONTROLS	\$ 3,013.11
MEETING TOMORROW, INC	\$ 2,906.00
POSITIVE PROMOTIONS	\$ 2,849.41
KENOSHA KINGFISH	\$ 2,842.80
HEAT & POWER PRODUCTS INC	\$ 2,698.39
FILTRATION CONCEPTS INC	\$ 2,305.26
FIRST SUPPLY LLC #2033	\$ 2,218.00
PROVANTAGE	\$ 2,140.37
IN *A BEEP, LLC	\$ 2,052.48
E-CONOLIGHT	\$ 1,899.42
CONNEY SAFETY	\$ 1,817.89
JOHNSON CONTROLS SS	\$ 1,812.12
HUDL	\$ 1,799.00
NATIONAL COUNCIL OF SUPER	\$ 1,685.00
VIKING ELECTRIC-MILWAUKEE	\$ 1,655.37
SOUTHEASTERN EQUIPMENT &	\$ 1,650.00
TRIP.COM	\$ 1,614.60
HALLMAN LINDSAY PAINTS -	\$ 1,572.45
WATCO INDUSTRIAL FLOORING	\$ 1,564.56
SP * ANCHORAUDIOSTORE	\$ 1,484.00
VEHICLE MAINT. & FUEL	\$ 1,472.58
BETTY BRINN CHILDRENS MUS	\$ 1,454.00
LAMERS BUS LINES, INC.	\$ 1,422.90
TIMBER-LEE MINISTRIES	\$ 1,372.00
CESA 6	\$ 1,350.00
IDEA, LLC	\$ 1,208.65
EXPERIENCE MGMT INST	\$ 1,198.00
GATEWAY INDUSTRIAL POWER	\$ 1,192.54
SAN-A-CARE	\$ 1,157.22
PAYPAL *CESA 9	\$ 1,138.00

MCMaster-CARR	\$	1,118.64
ADVANCED DOOR CONTROL SOL	\$	1,081.74
JOHNSTONE SUPPLY	\$	1,007.85
NATIONAL EMPLOYMENT LAW	\$	995.00
TOTALLY PROMOTIONAL	\$	991.33
USCUTTER	\$	968.14
CHICAGO BULLS	\$	960.00
HD SUPPLY FACILITIES MAI	\$	944.93
CONVERGINT	\$	937.86
L AND S ELECTRIC INC	\$	935.00
ROBERT BROOKE & ASSOCIATE	\$	873.25
BEACON ATHLETICS, LLC	\$	827.20
GIH*GLOBALINDUSTRIALEQ	\$	827.02
SHIFFLER EQUIPMENT	\$	815.76
CAVEOFTHEMOUNDS_2	\$	806.00
KIMBALL MIDWEST PAYEEZY	\$	790.03
HUMAN RELATIONS MEDIA	\$	756.03
SPRAYER SPECIALITIES, INC	\$	737.10
HOMEDEPOT.COM	\$	728.91
KENOSHA PUBLIC MUSEU	\$	711.00
FARM & FLEET STURTEVANT	\$	706.74
BSN SPORTS LLC	\$	694.92
SOLUTION TREE INC	\$	689.00
STUMPS	\$	679.34
CNK*CINEMARK HQ 001	\$	646.80
WASDA	\$	605.00
FRONTLINE EDUCATION	\$	595.00
KRANZ INC.	\$	589.63
SAMSClub #6331	\$	588.64
GRAINGER	\$	580.14
AUER STEEL MILWAULKEE	\$	574.38
GFS STORE #1919	\$	565.83
COSTCO WHSE #1198	\$	562.11
LOWES #02560*	\$	553.77
USPS.COM STAMP FLMNT SVCS	\$	551.80
KITCHEN CUBES LLC	\$	530.00
THE PENWORTHY COMPANY	\$	525.00
MILWAUKEE SYMPHONY ORCHES	\$	504.00
CHRISTOPHER R GREEN SR	\$	490.50
PRAIRIE SIDE TRUE VALUE	\$	487.87
SEI*SOCCER.COM	\$	485.70
SKILLPATH / NATIONAL	\$	478.93
PLIBRICO COMPANY	\$	464.00
KENOSHA AREA BUSINESS	\$	420.00
KENOSHA HISTORICAL	\$	416.00
DASH MEDICAL GLOVES	\$	414.00
MONROE EQUIPMENT	\$	409.62
SCHOOL CASH SUPPLIES	\$	405.92
MIDCO 800-536-0238	\$	400.92
AMZN MKTP US*7K59B9UB3	\$	400.60
AMAZON.COM*AJ54J09K3 AMZN	\$	399.95
IMSE	\$	396.56
SQ *ARIZONA CORRECTIONAL	\$	390.00
OZARKS AUDIO VISUAL	\$	379.00
YOURMEMBER-CAREERS	\$	375.00

ACTE	\$	370.00
FESTIVAL FOODS	\$	362.79
FIELDPRINT INC	\$	358.75
GRIZZLY INDUSTRIAL PHONE	\$	355.63
WORLDATWORK	\$	350.00
UW-MILWAUKEE CPARC	\$	350.00
PIMORONI LTD	\$	347.07
NEOPOST	\$	343.54
SPEEDY METALS - WEBSITE	\$	340.27
GLOBAL LEADERSHIP NETW	\$	339.00
USA CLEAN INC	\$	335.81
AMAZON.COM*U692T58O3	\$	329.99
AMZN MKTP US*5Y8XI3943 AM	\$	329.97
JES RESTAURANT EQUIP	\$	324.41
SQ *THE LETTERING MACHINE	\$	321.75
SQ *EPRO GASKET & BOILER	\$	320.46
HIGHWAY C SERVICE INC	\$	317.69
WISCONSIN EDUCATIONAL MED	\$	305.00
US HISPANIC LEADERSHIP	\$	300.33
SCHOLASTIC BOOK FAIRS R4	\$	297.57
WSST	\$	296.00
BUREAU OF EDUCATION AND R	\$	279.00
AT&T*BILL PAYMENT	\$	275.24
AMZN MKTP US*NW0BW88O3	\$	271.89
HP SERVICES	\$	269.82
HARVARD BUS HBR.ORG	\$	263.75
CENTRAL STATES CONFERENCE	\$	260.00
PAYPAL *MYGENERATIO	\$	258.00
UWGB CAREER SERVICES	\$	250.00
WM SUPERCENTER #1167	\$	245.08
DESIGN AIR	\$	240.22
BUILDASIGN.COM	\$	237.34
UIC CAREER SERVICES	\$	230.00
PESI INC	\$	226.94
EB IXL LIVE-MILWAUKEE	\$	225.00
FACEBK HY9FNPW782	\$	220.70
FASTENAL COMPANY 01WIKEN	\$	219.18
SCHOLASTIC EDUCATION	\$	215.82
MENARDS E-COMMERCE	\$	209.20
ASCD	\$	207.00
ORIGINAL WORKS YOURS INC	\$	205.90
SQ *DEAR BLACK BOY: IT'S	\$	200.00
SPOTIFY AD STUDIO	\$	179.32
PAYPAL *WEI	\$	178.00
FUN EXPRESS	\$	175.63
MAXISHARE	\$	175.00
STUDER EDUCATION B	\$	175.00
VIKING ELECTRIC-CREDIT DE	\$	168.41
AMAZON.COM*LI56B8VL3	\$	167.82
BATTERIES PLUS #0561	\$	167.60
PICK N SAVE #871	\$	160.26
EASY FUNDRAISING IDEAS	\$	160.00
PURA VIDA BRACELETS	\$	158.25
WAL-MART #2668	\$	156.77
PINGBOARD.COM	\$	156.59

AMER LIB ASSOC-CAREER	\$	156.00
MEIJER # 284	\$	152.77
CROWN TROPHY	\$	151.70
UNIV OF WISCONSIN PKSI	\$	150.00
WSPRA	\$	149.00
OTC BRANDS INC	\$	148.04
SQ *JACK ANDREA	\$	147.89
AMZN MKTP US*O43573NV3	\$	144.50
GLASS AXIS	\$	144.20
AMZN MKTP US*C46QH3RR3	\$	141.38
HOLLAND SUPPLY INC	\$	141.27
EDUCATION WEEK	\$	141.00
ID SUPERSTORE	\$	140.36
ACT*MARINEADVANCEDTECH	\$	140.00
SPECTRUM	\$	135.66
SAMS CLUB #6331	\$	134.48
WALMART.COM 8009666546	\$	127.45
MILTON HISTORICAL SOCIET	\$	126.00
HY-VEE MADISON 1391	\$	125.84
THINK SOCIAL PUBLISHING,	\$	124.92
INCLUSIVE TECHNOLOGY LTD	\$	120.00
PHI DELTA KAPPA INTERNATI	\$	120.00
WIAA	\$	120.00
IN *B AND L OFFICE FURNIT	\$	120.00
NNA SERVICES LLC	\$	111.79
MONSTER JANITORIAL LLC	\$	109.30
KENOSHA BR TEAM SPORT	\$	109.19
J.W. PEPPER	\$	106.99
DICK'SSPORTINGGOODS.COM	\$	105.45
WWW.THEDANCINGHORSES.COM	\$	105.00
JONES SCHOOL SUPPLY CO.,	\$	103.30
SN *TRACKWRESTLING	\$	103.00
JON DON ECOMM #999	\$	102.92
AMTRAK .COM 0510689573275	\$	102.00
KENOSHA COUNTY PARKS	\$	100.00
ARO LOCK & DOOR	\$	100.00
GREEN MEADOWS FARM	\$	100.00
THE HOME DEPOT 4926	\$	99.60
REVERE ELECTRIC SUPPLY CO	\$	91.18
PAYPAL *XUQIAOZHOU	\$	87.64
HARBOR FREIGHT TOOLS 358	\$	87.36
WAL-MART #1167	\$	85.49
PURPLEPASS TICKETING SERV	\$	84.20
BALL CHAIN MFG CO	\$	83.25
ON2 PERCUSSION	\$	82.33
ZOOM.US	\$	80.98
PBS DISTRIBUTION LLC #1	\$	78.94
REALLY GOOD *	\$	76.69
AMZN MKTP US*ZJ6WG1EZ3	\$	75.63
D W DAVIES & CO INC	\$	74.37
PLAYBILLONLINE	\$	70.00
VISTAPR*VISTAPRINT.COM	\$	69.10
DICKOW CYZAK TILE CARP	\$	67.90
SHERWIN WILLIAMS 703180	\$	66.89
AMAZON.COM*TC5RY5ZA3 AMZN	\$	64.23

THINGS REMEMBERED 0670	\$	63.00
SQ *AIRPORT TRANSPORTATIO	\$	62.40
AMAZON.COM*4G1LG08D3	\$	62.28
BUILDERS HARDWARE AND HOL	\$	62.00
AMZN MKTP US*G526F1VB3	\$	61.98
BALLCHARTS.COM	\$	60.00
MAILCHIMP *MONTHLY	\$	59.99
DIETZ ELECTRIC CO INC	\$	57.60
E GROUP INC	\$	57.00
AMZN MKTP US*NX2YG1JF3	\$	56.94
THE PADCASTER LLC	\$	56.05
CESA 6 GMS SERV FEE	\$	53.88
OTTERBOX/LIFEPROOF	\$	53.76
AUSTIN HARDWARE & SUPP	\$	53.26
AMAZON.COM*LX74P6TO3 AMZN	\$	53.10
V BELT GLOBAL SUPPLY	\$	49.93
TARGET.COM *	\$	49.51
PAYPAL *IRISTRIFOI	\$	49.00
MEG*LEGOLAND DISCOVERY	\$	48.00
AMTRAK MOBIL0630612628580	\$	48.00
DOLLAR TREE	\$	47.43
DRI*AOMEI	\$	47.42
AMZN MKTP US*Y55D84ET3	\$	46.88
MENARDS ANTIOCH IL	\$	46.28
OSI*UNITEDSTATESFLAG	\$	45.56
IFIXIT.COM	\$	44.90
WM SUPERCENTER #5199	\$	43.39
RECREATION.GOV	\$	40.00
SMK*WUFOO.COM CHARGE	\$	39.00
SAMSClub.COM	\$	33.31
MILWAUKEE ART MUSEUM -	\$	32.00
ADOBE STOCK	\$	31.64
AMZN MKTP US*QT4YI8SQ3	\$	29.52
SCREENCASTIFY PREMIUM	\$	29.00
SHUTTLEFARE.COM	\$	29.00
AMZN MKTP US*055QE1AC3 AM	\$	28.80
R-K NEWS INC	\$	28.45
COPPS #101	\$	28.20
TOWN & COUNTRY GLASS INC	\$	25.60
AMAZON.COM*HA1EY2SQ3 AMZN	\$	25.29
AMERICAN RED CROSS	\$	25.00
JADE LEARNING LLC	\$	25.00
NCGE ORG	\$	25.00
GLEASON INDUSTRIAL PRO	\$	23.84
WINN-DIXIE #0687	\$	20.85
WI DFI WS2 CFI CC EPAY	\$	20.00
DICK'S SPORTING GOODS	\$	18.00
WAL-MART #1551	\$	17.88
HOERNEL LOCK & KEY INC-KE	\$	15.90
AMZN MKTP US*MF56O6DY3	\$	15.50
AMZN MKTP US*GA3PR8G23	\$	15.28
SKILLSUSA ORG	\$	13.00
AMZN MKTP US*9P5AU02U3	\$	12.65
WINN DIXIE #2465	\$	11.75
AMZN MKTP US*PU96B7Z13 AM	\$	11.59

FEDEX 390826967080	\$	11.37
WALGREENS #3153	\$	11.25
PARKSIDE TRUE VALUE	\$	10.78
SPOTIFY USA	\$	10.54
AMERICAN OUTFITTERS LTD	\$	9.60
TEACHERSPAYTEACHERS.COM	\$	8.86
AMZN MKTP US*ZZ2HH2Z33	\$	7.15
AMZN MKTP US*MW1AR2N33	\$	6.47
HOBBY LOBBY #350	\$	5.04
APPLE.COM/BILL	\$	2.99
OFFICEMAX/DEPOT 6358	\$	(18.24)
CHIPPLY	\$	(42.05)
ROBONATION, INC.	\$	(381.50)
EB 2020 NATIONAL KIDS	\$	(468.51)
PAYPAL *WISCONSINNU	\$	(800.00)
US Bank Purchasing Card Payment - Individuals	\$	232,908.68

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

April 27, 2020

Administrative Recommendation

It is recommended that the March 2020 cash receipt deposits totaling \$323,516.39, and cash receipt wire transfers-in totaling \$56,713,070.12, be approved.

Check numbers 590308 through 591210 (net of voided batches) totaling \$3,458,070.25, and general operating wire transfers-out totaling \$3,657,169.72, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the March 2020 net payroll and benefit EFT batches totaling \$16,258,135.58, and net payroll check batches totaling \$19,211.15, be approved.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

Lisa M. Salo, CPA
Accounting Manager

Kenosha Unified School District
Kenosha, Wisconsin

April 27, 2020

Preliminary Budget Position Projection for FY 2020-21

While preliminary and subject to change as we navigate through this unprecedented time in our operations, the administration is providing the Board of Education with our projected budget position for the upcoming FY 2020-21 budget with the information that we currently have available to us (Attachment A).

This preliminary projection assumes that the relevant items contained in the second year of the State of Wisconsin's biennial budget will remain unchanged; however, we cannot rule out special legislative actions that could impact our district.

This preliminary projection also assumes the following major items:

- Continued declining enrollment estimated at 200 FTE
- Health insurance premium increases of 8.9%
- Salary schedule advancements for all regular FTE staff
- Maximum CPI increases for all regular FTE staff
- Repurposing approximately \$6.5MM of budget capacity from the FY 2019-20 budget that was approved for one-time purposes

This update is being provided to the Board of Education as an informational item only. The administration will continue to monitor the situation at the State and local levels and will provide updates as needed.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

Revenue Changes

Revenue Limit Related

FY 2019-20 General Fund 10 Revenue (Aid+Levy)	223,917,872
FY 2020-21 General Fund 10 Revenue (Aid+Levy)	224,704,730
Net Projected Change in Limited Revenue for Fund 10	786,858

Per Pupil Categorical Aid

FY 2019-20 (\$742 x 21,019)	15,596,098	
FY 2020-21 (\$742 x 20,667) (\$0 change)	15,334,914	(261,184)

FY 2019-20 New Supplemental Per Pupil Aid (\$3.33 x 21,019) Estimated	69,993	
FY 2020-21 Supplemental Per Pupil Aid (\$3.33 x 20,667) Estimated	68,821	(1,172)

Net Projected Change in Revenue Outside of Revenue Limit	(260,012)
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Other Revenue Source

FY 2019-20 Medicaid-Budgeted at \$3MM (\$1.4MM F10 + \$1.6MM F27)		F10 = prior year cost settlements, F27 = current year interim payment.
FY 2020-21 Medicaid		0
Net Projected Change in Other Revenue Sources	0	This item is yet to be determined

Total Projected Change in Revenue	526,846
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Expense Changes

Additions

Health Insurance Premium Increases (Projected at 8.9%)	2,436,491	\$2.9MM @85%
Teacher Salary Schedule Levels	1,456,000	\$1.7MM @ 86%
Teacher Salary Schedule Tiers	200,000	Estimated based on prior years
AST Salary Schedule Steps	226,000	\$253K @ 89%
Hourly Employee Salary Schedule Levels	293,000	\$406K @ 72%
Teacher FTE CPI-U Salary Increases for Base Wages (Max 1.81%)	2,053,000	\$2.35MM @ 87%
AST FTE CPI-U Salary Increases for Base Wages (Max 1.81%)	289,000	\$330K @ 88%
Hourly FTE CPI-U Salary Increases for Base Wages (Max 1.81%)	408,000	\$519K @ 79%
Additional Charter School Discretionary Funding	241,894	MRPM +\$179 FY21, steady enrollment, \$0 change for PPCA
Additions Subtotal	7,603,385	

Subtractions

One time Expenditure Budgets from FY 2019-20	(6,500,000)	\$600K of the \$7.1MM approved funding in FY20 will be ongoing
Carry Overs included in a balanced FY 2019-20 budget	(318,820)	
Teaching Staff Reductions Due to Declining Enrollment	0	Looking to offset with ESL additions
Reduction in F10 to F27 Transfer due to Increased SPED Aid Rate	(935,987)	Aid % Increased to approximately 30%
Boundary School Discretionary Funding (declining enrollment)	(34,912)	FY21 Projected enrollment 20,705 vs 20,919 (-214)
Subtractions Subtotal	(7,789,719)	

Projected Change in Expenses	(186,334)
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Net Position Estimate	713,180	Preliminary position as of 4/27/20 - subject to change
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KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

April 27, 2020

**Negotiations with the Kenosha Education Association for the
2020-2021 Collective Bargaining Agreement**

Background

On March 18, 2020, the District's and Kenosha Education Association's negotiations teams met to exchange initial bargaining proposals. Both parties exchanged proposals and reached a tentative agreement of a base wage increase of 1.81 percent effective July 1, 2020, which will be distributed across the board to the members of the bargaining unit represented by the Kenosha Education Association. The collective bargaining agreement shall be in effect July 1, 2020 through June 30, 2021.

Please see attached for terms and conditions of the tentative collective bargaining agreement.

Recommendation

Administration recommends the Board ratify the attached 2020-2021 collective bargaining agreement, which results in a total base wage increase of 1.81 percent across the board effective July 1, 2020.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Ms. Lindsey O'Connor
Chief Human Resources Officer

Mr. Tarik Hamdan
Chief Financial Officer

**INITIAL PROPOSAL OF THE
KENOSHA UNIFIED SCHOOL DISTRICT**

**FOR A
2020-2021 COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN THE
BOARD OF EDUCATION
FOR THE
KENOSHA UNIFIED SCHOOL DISTRICT**

**AND THE
KENOSHA EDUCATION ASSOCIATION**

ARTICLE 1 – RECOGNITION

This Agreement applies to all regular full-time and all regular part-time certificated teaching personnel employed by the Kenosha Unified School District (District), but excluding all other employees, supervisors, and administrators.

ARTICLE 2 – DURATION

This Agreement shall be binding and in full force and effect from July 1, 2020, through June 30, 2021.

ARTICLE 3 – WAGES

Pursuant to this Agreement, effective July 1, 2020, Kenosha Education Association bargaining unit members shall receive a 1.81% base wage increase for the 2020-2021 contract year to be distributed across-the-board to each member of the bargaining unit.

ARTICLE 4 – MISCELLANEOUS

This Agreement is subject to the Municipal Employment Relations Act (MERA), as revised, and applicable administrative regulations. It is intended to conform to state laws and regulations, including MERA and applicable administrative regulations. In the event that any provision of this Agreement is contrary to law, then such provision shall not be applicable, performed, or enforced, except to the extent permitted by law; however, the remaining provisions shall continue to be in effect. Furthermore, this Agreement is the complete agreement between the parties and supersedes and replaces all previous agreements between the parties.

If this Initial Proposal is acceptable to both parties, the signatures below represent a tentative agreement and a commitment to bring this tentative agreement to a ratification vote before the Board and the Association in separate meetings.

KENOSHA UNIFIED SCHOOL DISTRICT

Date

Date

Date

KENOSHA EDUCATION ASSOCIATION

Date

Date

Date

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KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

April 27, 2020

Level/tier advancement for all employee groups and base wage increases for employee groups other than teachers

Background

In 2016, the Board approved a new teacher salary structure that has levels and tiers built in with the understanding that movement on the structure occurs upon Board approval. In 2018, the Board approved structures for regular full-time equivalent hourly employees that mimic the teacher salary structure and contain levels that also must be approved annually. The administrative, supervisory and technical salary structure remained unchanged, but also contains steps that require Board approval for implementation.

On March 18, 2020, the District's and Kenosha Education Association's negotiations teams exchanged proposals and reached a tentative agreement of a base wage increase of 1.81 percent effective July 1, 2020. This same base wage increase is being recommended for all regular full-time equivalent employees in all other employee groups effective July 1, 2020.

NOTE: The term full-time equivalent refers to all employees other than non-FTE, casual, part-time timesheet staff. Our employee groups include administrative support professionals; administrative, supervisory and technical; community and student support; educational support professionals; facilities; food services; interpreters; and teachers.

Recommendation

Administration recommends that the Board ratify the tentative agreement with the Kenosha Education Association, which provides for a base wage increase of 1.81 percent for all employees in the bargaining unit represented by the Kenosha Education Association and implement the following for the 2020-2021 year:

- A total base wage increase of 1.81 percent across the board to be effective July 1, 2020, for all regular full-time equivalent employees not represented by the Kenosha Education Association.
- Level advancements for all regular full-time equivalent employees in the following groups: administrative support professionals; community and student support; educational support professionals; facilities; food services; interpreters; and teachers.
- Step advancements for all regular full-time equivalent employees in the administrative, supervisory and technical group.
- Tier movements for teachers who turn in the required documentation to the Office of Human Resources on or before June 30, 2020.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Lindsey O'Connor
Chief Human Resource Officer

Tarik Hamdan
Chief Financial Officer

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KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

April 27, 2020

Benefit Plan Updated and Renewal

Background

In 2019 the School Board implemented a new health and prescription plan including a high-deductible health plan (HDHP) fully insured through United Healthcare and health savings account (HSA) option for all benefit eligible staff.

The purpose of this presentation by Hays and United Healthcare is informational only and to provide an overview of the health and prescription plan performance from July 1, 2019 through December 31, 2019.

The presentation also includes information about the health and prescription plan renewal. The renewal rates are non-negotiable and outlined in the original contract.

Lindsey O'Connor
Chief Human Resource Officer

Kevin Neir
Human Resources Coordinator

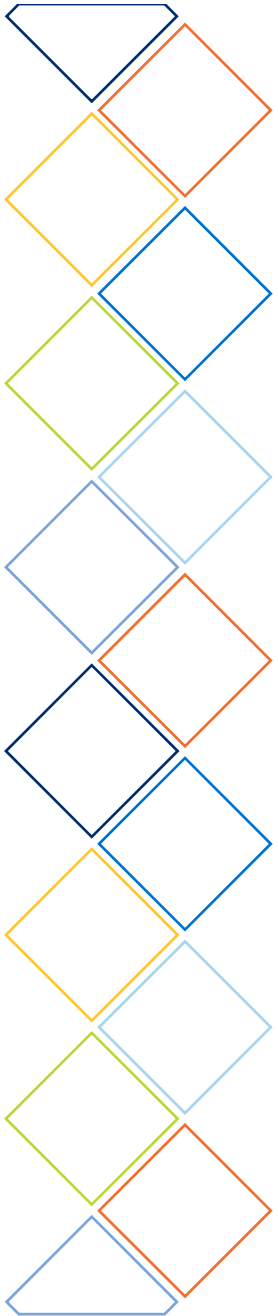
Tarik Hamdan
Chief Financial Officer



Kenosha Unified School District

Plan Update

April 27, 2020

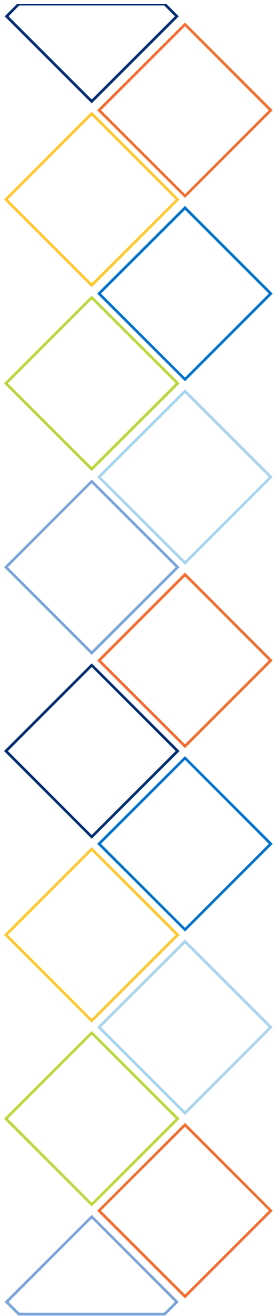


Agenda

- Current State
- Wellness and Programs Overview
- 2019 Health Savings Account (HSA) Utilization
- 2019 Health Plan Utilization
- Plan Overview and Renewal Update

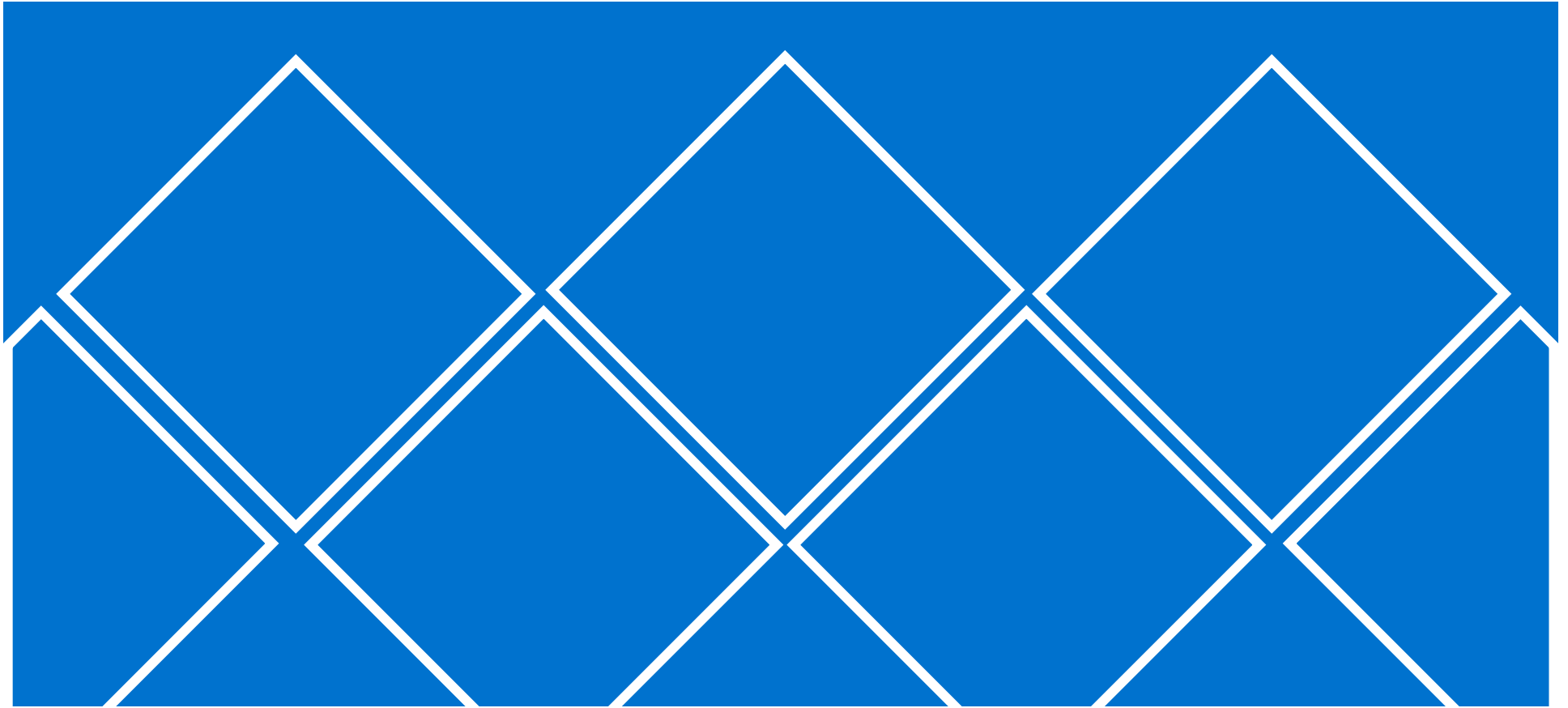


Current State

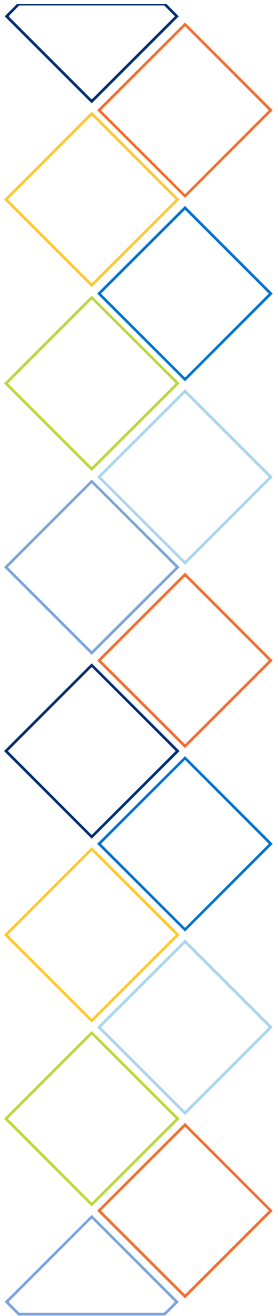


Current State

- **Carrier Change 7/1/2019:** Move from WEA Trust to UnitedHealthcare (UHC)
- **Plan Change:** Migration from 3 PPO plans to 1 HSA-Qualified High-Deductible Health Plan (HDHP) resulting in approximate 30% premium savings
- **HSA Administration Partnership:** Optum Bank
- **KUSD HSA Contributions:** \$750/\$1,500 Annually (Single/Family) (January/July funding)
- **UHC Partnership Value-adds**
 - **9.5% Year 2 and 3 Rate Cap**
 - **Nurse Liaison**
 - **UHC Wellness Funding:** \$350,000 Annually
 - **UHC Technology Credits:** \$250,000, \$150,000, \$150,000 (Years 1, 2, 3)



UHC Programs



UHC – Tools and Resources Highlight

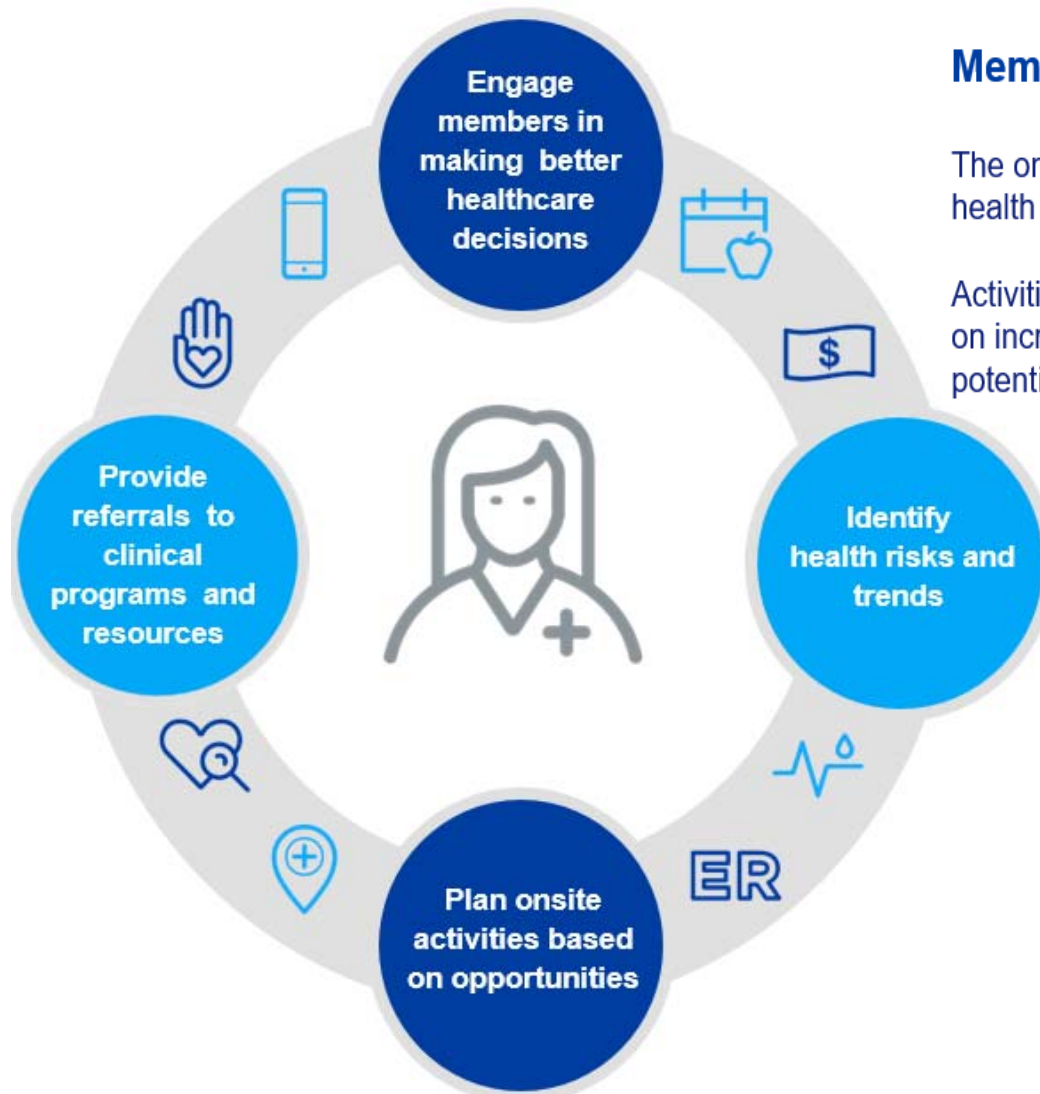
- Nurse Liaison
- Wellness Programs
 - Real Appeal
 - Simply Engaged
 - Rally
- Virtual Visits

UHC – Nurse Liaison Role Summary

Members: Employees and Spouses

The onsite works with members to help build health ownership.

Activities are defined as sessions that focus on increasing health awareness or that have a potential to change behavior.



UHC – Nurse Liaison Onsite Snapshot 10/7/19 thru 2/15/20

120 Unique Members Engaged in Individual Sessions

- 9 Group Sessions
- 230 employees in Group Sessions
- 136 Individual Sessions

Top 3 Coaching
Areas



Claims and
Benefits
34%



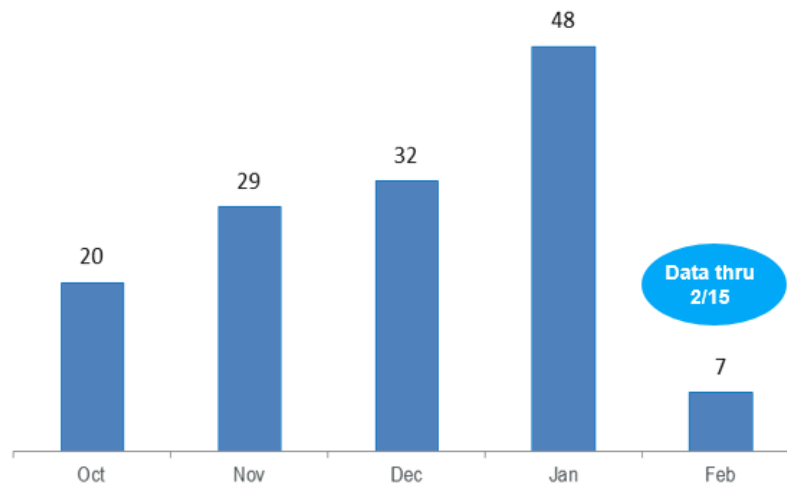
UHC Tools and
Resources
81%



Appropriate
care setting
24%

UHC – Nurse Liaison Individual Sessions

Individual Sessions by Month



Top Activity Type Individual Sessions



Individual Coaching 56%



Claims Benefit Inquiry and Support 34%

❖ Most individual coaching sessions also included claims and benefit education (85%)

Top Referral Types

UHC Clinical Program

Maternity Support Program

Redirect to Appropriate Level of Care

Top Group Session Type

Onsite Role Promotion

6

Benefits/UHC Program Education

3

UHC – Real Appeal

Your employees get better health delivered to their doors.

Real Appeal® is a virtual weight loss program for your employees who are ready to lose weight. It offers:

- Opportunities for employee engagement with one-to-one and live group online coaching. Plus, employees get a box of weight loss resources delivered to their homes.
- Interventions that may help lower costs with fewer claims from diabetes, cardiovascular and other weight-related conditions.



UHC – Real Appeal Utilization

Registration, Enrollment

Measure	Total
Started Registration	56
Active	29

Enrollment

Disqualified	3
Enrolled	53
At-Risk	46
Not At-Risk	7

Registration, Enrollment by Year

Measure	2019	2020
Started Registration	48	8

Enrollment

Disqualified	2	1
Enrolled	46	7
At-Risk	40	6
Not At-Risk	6	1

At-Risk Member Outcomes

Measures	All	1+ Attended	4+ Attended 16+ Weeks
Members	46	36	20
3%+ Loss	21.7%	27.8%	35.0%
5%+ Loss	13.0%	16.7%	25.0%
Avg. Start lbs.	209	213	212
Avg. lbs.Loss	5.6	7.1	5.9
Total Weight Loss	255	255	119

UHC - SimplyEngaged

SimplyEngaged is a wellness program designed to help you earn rewards for completing healthy behaviors.

It's a simple program that:

- Rewards you for completing health activities and actions.
- Helps you manage your health through behavior changes.



UHC – SimplyEngaged Through Rally

You can access the SimplyEngaged Program through Rally®.

You can track your **SimplyEngaged program** activities and rewards through Rally®, a user-friendly digital experience that supports your program with online tools. As you complete health actions on the Rally website, in addition to financial incentives, you can also earn Rally Coins that can be used for sweepstakes, discounts, donations and more.



Personalized Missions.



Rally Coins.



Step-by-step support.

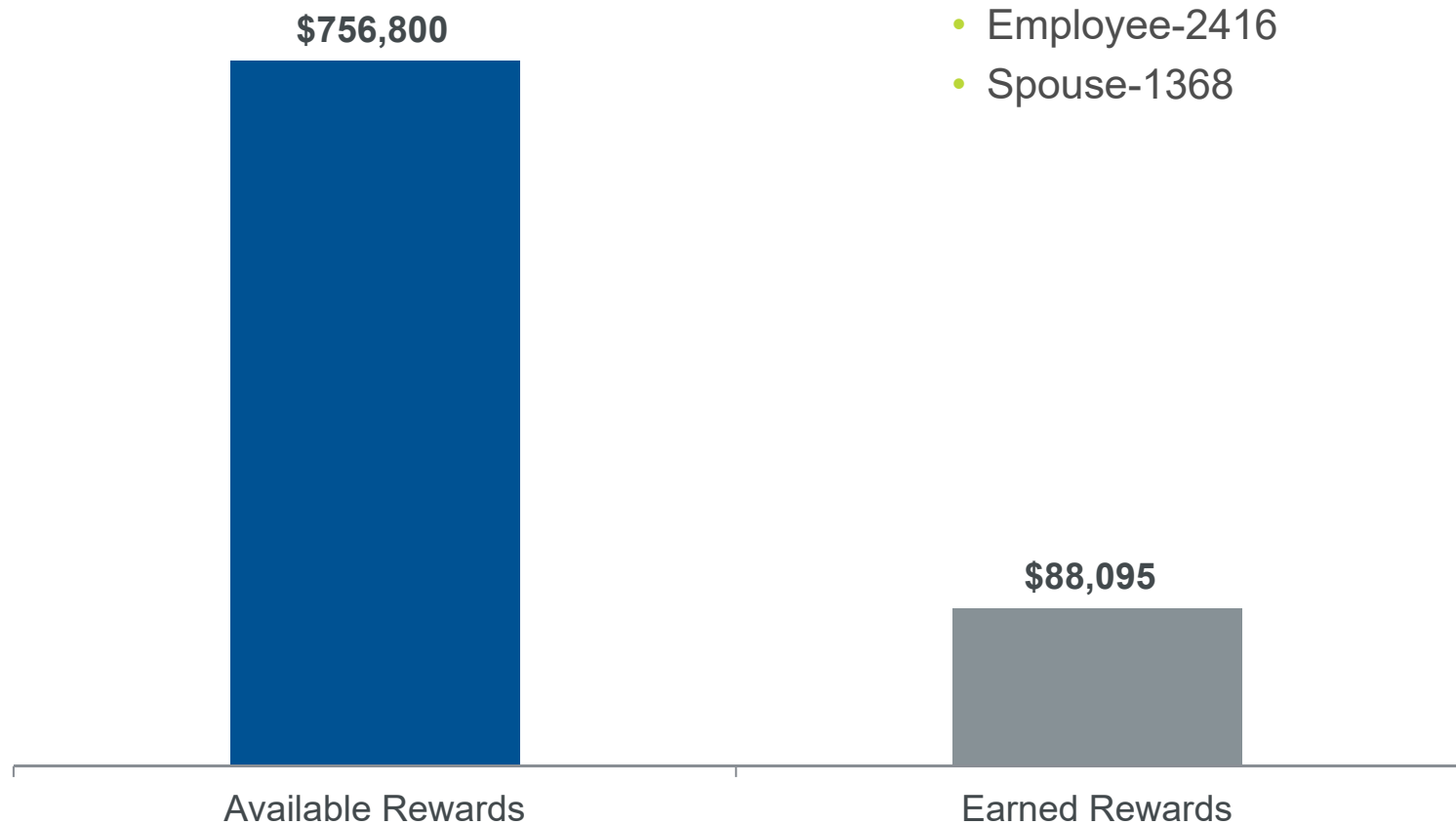


Results tracking.



UHC – SimplyEngaged Utilization

Incentive Gift Cards Available and Earned



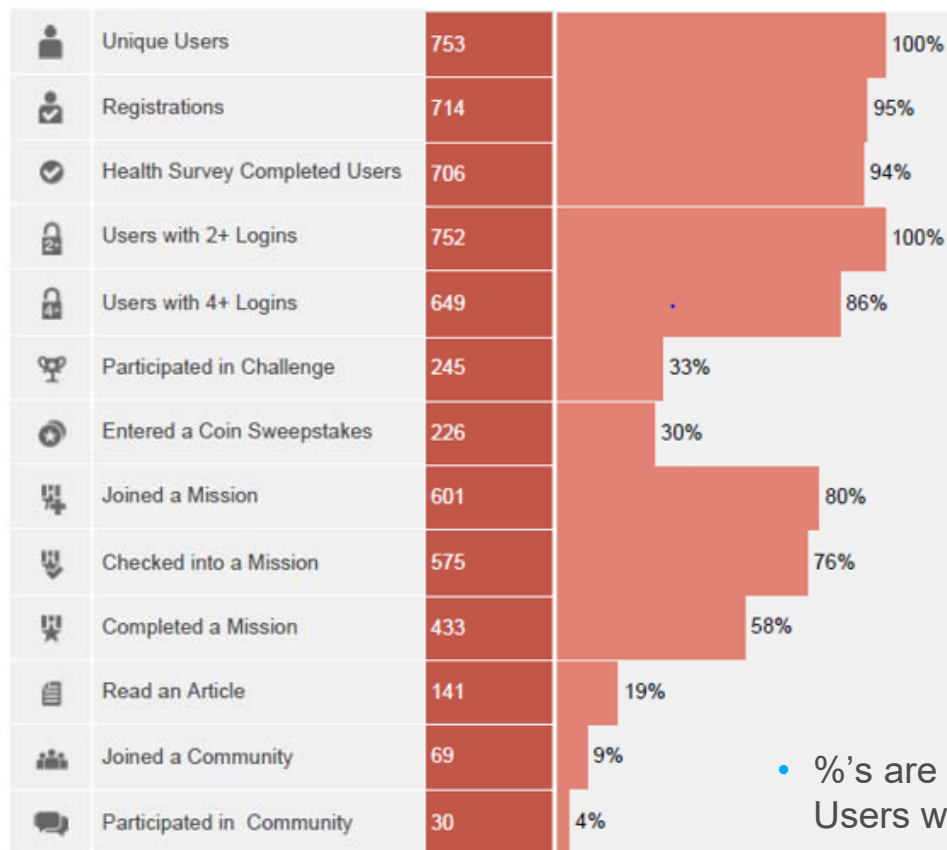
Note: This program is not related to and does not impact the \$350,000 annual wellness budget.

Rally Digital Engagement

Custom Range

to

7/1/2019 - 12/31/2019



Unique Users	Who logged in during the specified time period.
Registered Users	Who registered in the specific time period.
Health Survey Completed Users	Who completed the Health Survey during the specified time period.
Users with 2+ Logins	Who logged in during specified time period.
Users with 4+ Logins	Who logged in during specified time period.
Participated in Challenges	Who Joined, Checked-In, or Completed a Challenge within the specified time period.
Entered a Coin Sweepstakes	Who spent coins to enter a public or private sweepstakes
Joined a Mission	Who joined a mission during the time period specified.
Checked into a Mission	Who checked into a mission during the time period specified.
Completed a Mission	Who completed a mission (this requires four successful weeks of missions participation) during the time period specified.
Read an Article	Who read an article during the time period specified.
Joined a Community	Who joined a community during the time period specified.
Participated in a Community	Who created, replied, or liked a post during the time period specified.

- %'s are calculated against the original Unique Users within the reporting period.

2020 Employee Interest Survey Results Summary

1081

Survey Completions

61%

41 - 60 Years Old

82%

Female Participants

42

Locations Participated

Multi-Session Wellness Programs

- Weight Loss/Maintenance
- Walking Challenge
- Onsite Exercise Programs

Readiness to Change Behaviors

- Weight Loss/Management
- Healthy Nutrition
- Physical Activity

Communication Channels

- E-Mail
- Monthly Newsletter
- Pamphlets & Flyers

Reason NOT to Participate

- No time at work
- Not offered at a convenient time/place
- Not comfortable in front of coworkers

Top 3
Responses in Each Category

Health Screenings

- Blood Pressure
- Cholesterol
- Vision

Areas of Interest

- Healthy Eating
- Physical Activity
- Weight Loss/Management

Incentives

- Gift Card
- Cash
- Contribution to HSA

Educational Delivery Mode

- Webinar/Video/Podcast
- Educational Print Materials
- Lunch & Learn/Online Seminar

UHC – Virtual Visits 24/7 Access to Care

Get care whenever and wherever you need it — all from the convenience of home (or work).



Use your mobile device*** or computer to receive care 24/7.



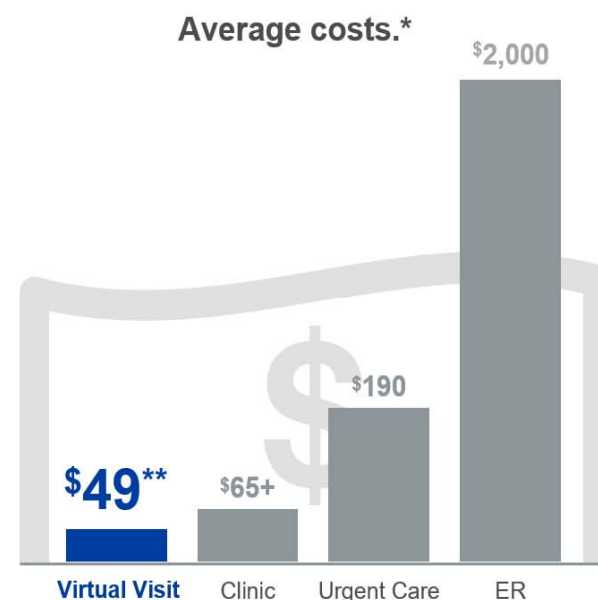
Visits typically take less than 20 minutes.¹



Physicians can diagnose and prescribe medications.²



Avoid a trip to the doctor's office.



*Claim rates are negotiated with each Virtual Visit Provider group and will vary.

**The Designated Virtual Visit Provider's reduced rate for a Virtual Visit is subject to change at any time.

***Data rates may apply.

¹ Average based on monthly data reports from Virtual Visit providers.

² Certain prescriptions may not be available, and other restrictions may apply.

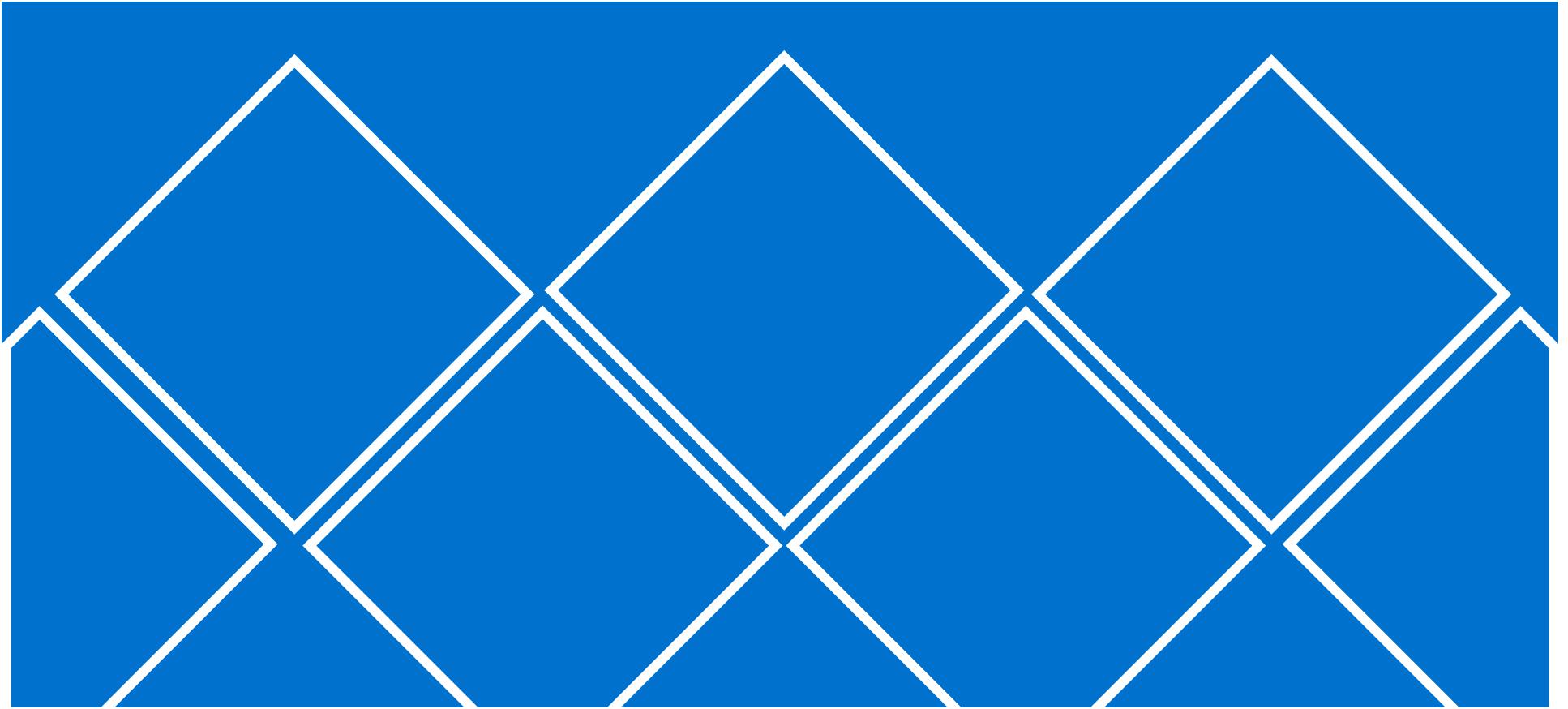
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9126828.1 8/19 19-13384

Virtual Visits Utilization – July-Dec 2019

Month	Virtual Visits
July	12
August	17
September	14
October	37
November	49
December	56
Total	185

Submitted Charges	Covered Amount	Total Net Paid
\$9,077.00	\$8,918.00	\$2,958.30



HSA Utilization

HSA Utilization - July-Dec 2019

Contribution

Number of Accounts Contributing	1,792
% of Accounts Contributing	88%
Employee Contribution Amount	\$1,611,902
Employer Contribution Amount	\$1,283,670
Avg Employee Contribution Amount	\$899
Median Employee Contribution Amount	\$1,275

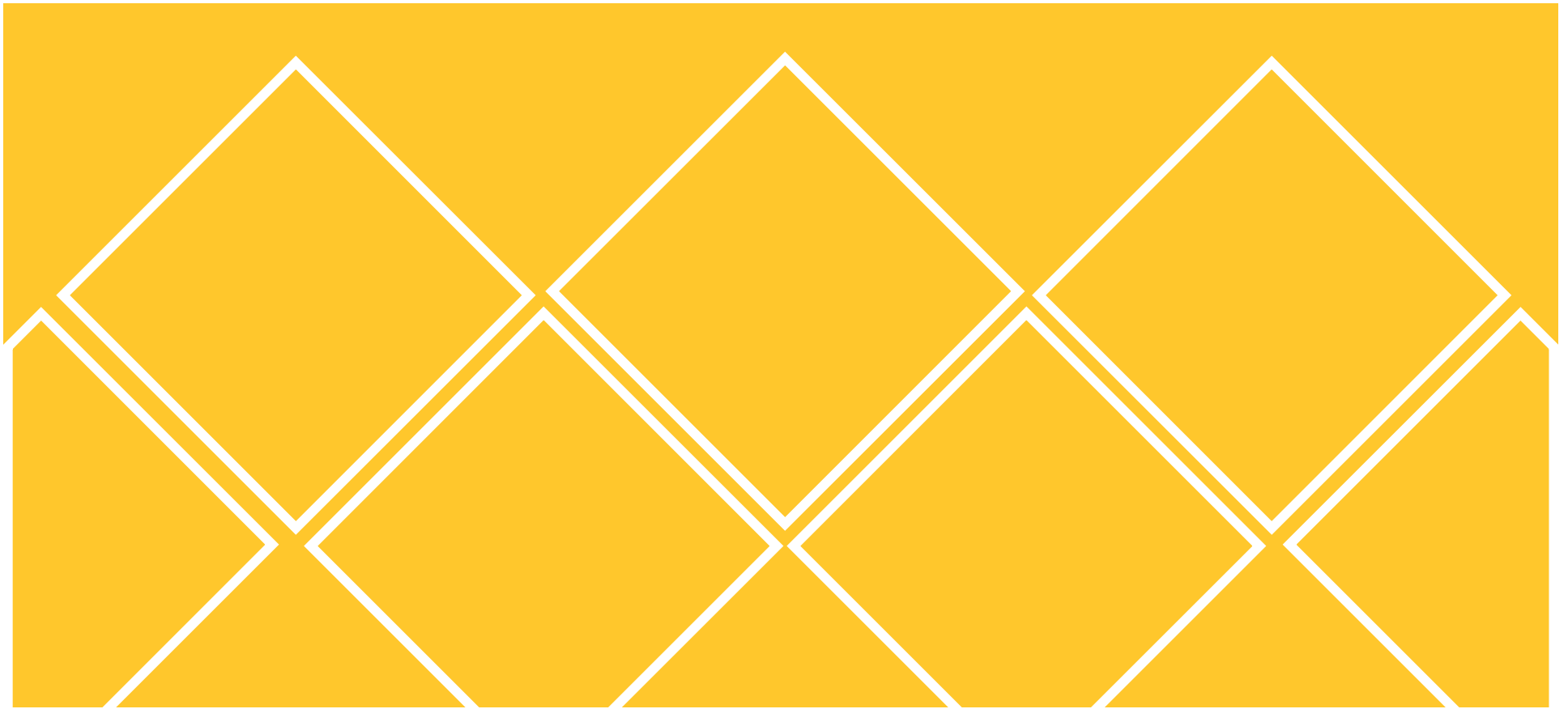
Distribution

Number of Accounts Spending	1,421
% of Accounts Spending	70%
Total Distribution Amount	-\$1,210,121
Avg Distribution Amount	-\$852
Median Distribution Amount	-\$684

HSA Utilization - July-Dec 2019

Save	
Total Contribution Amount	\$2,895,573
Total Distribution Amount	-\$1,210,121
Savings Amount	\$1,685,452
Avg Savings Per Account	\$832
Savings Rate	58%

Cash + Investment Tier			
Zero	79	4%	<div></div>
\$0.01 - \$99.99	145	7%	<div></div>
\$100.00 - \$249.99	241	12%	<div></div>
\$250.00 - \$499.99	335	16%	<div></div>
\$500.00 - \$749.99	307	15%	<div></div>
\$750.00 - \$999.99	302	15%	<div></div>
\$1,000.00 - \$1,499.99	361	18%	<div></div>
\$1,500.00 - \$1,999.99	153	7%	<div></div>
\$2,000.00 - \$2,499.99	73	4%	<div></div>
\$2,500.00 - \$2,999.99	19	1%	<div></div>
\$3,000.00 - \$3,999.99	28	1%	<div></div>
\$4,000.00 - \$4,999.99	8	0%	<div></div>
\$5,000.00 - \$7,499.99	8	0%	<div></div>
\$15,000.00+	1	0%	<div></div>



Health Plan Utilization

Health Plan: Financial Performance July-Dec 2019

Year / Month	Members	Subscribers	Premium	Total Payments	Claims to Premium Ratio
2019-07	6,055	2,310	\$3,133,455	\$1,837,001	58.6%
2019-08	6,029	2,300	\$3,118,886	\$2,611,016	83.7%
2019-09	6,244	2,391	\$3,224,382	\$2,268,097	70.3%
2019-10	6,258	2,395	\$3,224,143	\$2,769,518	85.9%
2019-11	6,265	2,395	\$3,236,564	\$2,825,757	87.3%
2019-12	6,267	2,392	\$3,235,318	\$3,773,979	116.6%
Total by Experience Period					
	37,118	14,183	\$19,172,747	\$16,085,367	83.9%

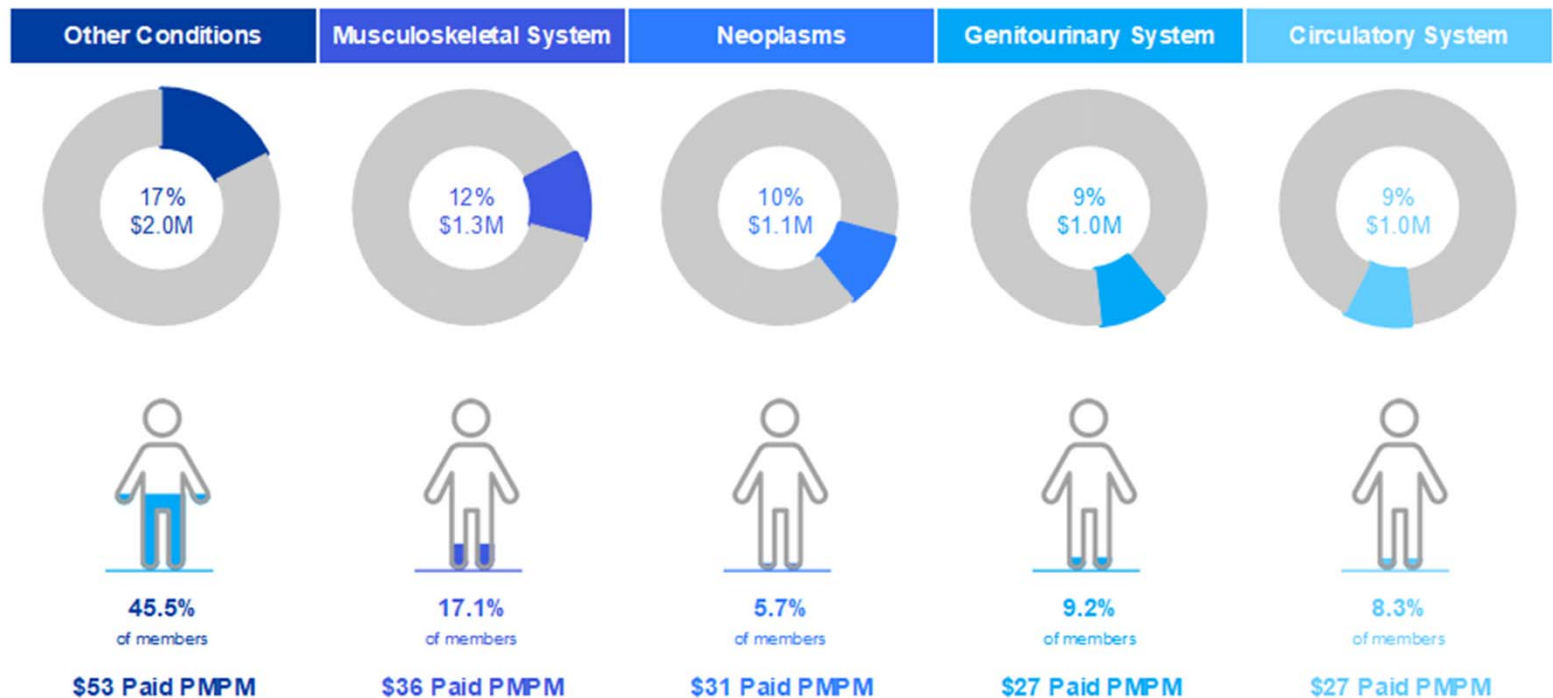
Note: Claims to premium ratio of 83.9% does not include pooling or other administrative charges – it is simply claims paid compared to premiums paid.

Health Plan: Claim Cost by Healthcare Cost Category - July-Dec 2019

Healthcare Cost Category	Current Total Net Paid	Net Paid Per Member Per Month (PMPM)
Facility Inpatient	\$1,929,290	\$51.55
Facility Outpatient	\$5,821,815	\$155.54
Primary Care Physician	\$903,732	\$24.15
OB/GYN	\$258,606	\$6.91
Specialist	\$1,868,735	\$49.93
Allied Health	\$495,229	\$13.23
Managed Pharmacy	\$2,529,146	\$67.71
Total	\$13,806,552	\$369.01

Health Plan: Clinical Cost Drivers 2019

57% of medical spend is driven by these 5 diagnosis chapters



Other Conditions includes: Shock, Nausea & Vomiting, Abdominal Pain, Fatigue, Allergic Reactions, Medical Examination, Screening



Renewal Update

Current Plan Design

In-Network Plan Design	Current Plan
Annual Deductible	\$1,500 / \$3,000
Coinsurance	10%
Maximum Out-of-Pocket	\$3,000 / \$6,000
Preventive / Wellness Care	Covered at 100%
Physician/Specialist Visits	Subject to Deductible and Coinsurance
Urgent Care Visit	Subject to Deductible and Coinsurance
Emergency Room Visit	Subject to Deductible and Coinsurance
Inpatient Hospital Care	Subject to Deductible and Coinsurance
Pharmacy Benefits Tier 1, 2, 3, Specialty	Subject to Deductible and Coinsurance
KUSD HSA Contributions	\$750 / \$1,500

Current Plan Design – Renewal Overview

	UHC Current	UHC Renewal
Enrollment		
Single	841	841
Family	1564	1564
Monthly Premium Rates		
Single	\$745.08	\$811.39
Family	\$1,671.57	\$1,820.33
Estimated Total Monthly Premium	\$3,240,947.76	\$3,529,375.11
Estimated Total Annual Premium	\$38,891,373.12	\$42,352,501.32
Estimated Annual ER Premium	\$35,780,063.27	\$38,964,301.21
Estimated Annual EE Premium	\$3,111,309.85	\$3,388,200.11
Total Change (\$)	-	\$3,461,128.20
Estimated ER Change (\$)	-	\$3,184,237.94
Estimated EE Change (\$)	-	\$276,890.26
Total Change (%)	-	8.90%

Notes and Assumptions:

- UHC calculated renewal increase was about 16%; rate cap was 9.5%.
- Assumes estimated average 8% employee contribution.

Employee Contribution Impact – 8.9% Renewal

Current Plan Design

Single	PLAN	PERIOD	10%			6%		
			Current	Renewal	Difference	Current	Renewal	Difference
	\$1,500/\$3,000 Current Plan	20 Pay Periods	\$ 44.70	\$ 48.68	\$ 3.98	\$ 26.82	\$ 29.21	\$ 2.39
		Monthly	\$ 74.51	\$ 81.14	\$ 6.63	\$ 44.70	\$ 48.68	\$ 3.98
		Annually	\$ 894.10	\$ 973.67	\$ 79.57	\$ 536.46	\$ 584.20	\$ 47.74

Family	PLAN	Period	10%			6%		
			Current	Renewal	Difference	Current	Renewal	Difference
	\$1,500/\$3,000 Current Plan	20 Pay Periods	\$ 100.29	\$ 109.22	\$ 8.93	\$ 60.18	\$ 65.53	\$ 5.36
		Monthly	\$ 167.16	\$ 182.03	\$ 14.88	\$ 100.29	\$ 109.22	\$ 8.93
		Annually	\$ 2,005.88	\$ 2,184.40	\$ 178.51	\$ 1,203.53	\$ 1,310.64	\$ 107.11



Questions?

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**Kenosha Unified School District
Kenosha, Wisconsin**

April 27, 2020

Voluntary Benefit Offerings

Background

In March 2019, the District moved to a consumer-driven, high-deductible health plan (HDHP) bundled with a health savings account (HSA). This transition resulted in a significant cost savings for the District, but also created a significant learning curve for staff, which the Office of Human Resources is still addressing today.

The goal of the District is to continue to educate staff and family members about the new health plan and how to navigate its requirements. Thus far, the Office of Human Resources has:

- Provided information to all staff via all user emails
- Uploaded various resources for all staff on the KUSD staff intranet
- Provided information to all staff via the staff e-newsletter, the Torch
- Provided support through the United Healthcare nurse liaison from October 10 through March 13, as well as onsite support from United Healthcare's Sr. Field Account Manager.

To help staff understand and address increasing financial obligations associated with this new HDHP, the Office of Human Resources is working to educate and offer tools that will assist staff as they navigate the new plan.

One option is to provide staff-paid group voluntary benefits. Staff-paid group voluntary benefits are optional benefits offered to staff and their family members in the event of an accident, injury, illness or other qualifying event. This would be 100% paid by staff and act as a secondary form of health insurance coverage to provide payment when traditional health insurance doesn't cover deductibles, copays, or out-of-pocket expenses. The intent of staff-paid group voluntary benefits is to give staff the option to have secondary coverage to help reduce the financial burden generated by a HDHP.

The Office of Human Resources asked our benefits broker, Hays Companies, to conduct a request for proposal (RFP) on voluntary benefit offerings. Four finalists were considered, including AFLAC, VOYA, Unum and Guardian. Based on the review of responses received, Aflac was selected to be a provider of this staff-paid group voluntary benefit plan.

Why AFLAC?

- AFLAC is a highly respected organization
- Benefit premiums are the most cost effective of all competitors as determined in the RFP
- Inventors of the voluntary benefit
- Efficient claims processing

Aflac is proposing the following staff-paid group voluntary benefits be offered to our staff:

- **Accident Insurance:** If elected, this type of benefit acts as an extra layer of protection that pays the staff cash when they suffer an unexpected, qualifying accident. For example, if a staff was to be involved in a car accident, and elected accident insurance, Aflac would provide a cash payment to the employee to help pay for expenses associated with the accident. This could be in the form of out-of-pocket expenses, copays, premium deductibles, and prescription costs or other qualified expenses associated with the injury. See Appendix C for the full plan description.
- **Critical Illness Insurance:** If elected, this type of benefit assists the staff in covering medical expenses that may not be covered by the plan. For example, if a staff diagnosed with cancer was prescribed an experimental treatment that was not covered by the insurance plan, Aflac would provide a cash payment which the staff could use to cover expenses associated with that drug treatment or to help pay out-of-pocket expenses, copays, premium deductibles, prescription costs or other qualified expenses associated with the illness. See Appendix D for the full plan description.
- **Hospital Indemnity Insurance:** If elected, this type of benefit helps offset costs associated with a hospital stay if a staff suddenly becomes sick or injured. For example, if a staff is hospitalized due to an illness and exceeds the amount allowable by the insurance company for a hospital stay, hospital indemnity insurance if elected by the staff would assist in paying for expenses above and beyond what the insurance carrier covered related to that stay. Aflac would provide the staff a cash payment which could be used to cover the cost of deductibles, copays, or other qualified expenses associated with the hospital stay like travel to and from the hospital. See Appendix E for the full plan description.
- **Health Screening Benefit:** Each of the three optional benefits listed above (accident, critical illness and hospital indemnity) offer a \$50 payment to participants that elect coverage and complete an annual health screening. For example, a staff who elects all three benefits and completes a screening mammogram will receive \$150 from Aflac (\$50 for each benefit elected). This additional offering further supports the District's desire to educate employees and their family members on the importance of consumer-driven healthcare choices.

These voluntary benefits would be paid 100% by the staff; no cost would be passed to the District. Costs associated with each voluntary benefit are included in the attachments provided but are based on the employees age, coverage amount elected, dependents and number of voluntary benefits elected. There also is a discount applied if a staff elects two or more Aflac voluntary benefits.

See Appendix B including rates by coverage. Note, these rates will be further discounted based on how many coverages the staff elects.

Benefit to Staff

- **Choice:** The ability to choose the coverage that is right for their medical situation and financial need.
- **Cash pay outs:** Additional funds to help offset the cost of deductibles, copays, prescription costs or other related qualifying expenses either not covered by the medical plan or when plan limits have been reached.
- **Portability:** The ability to take the benefit with them and continue benefits at the group rate if they were ever to leave the District.

- No waiting period: Benefit eligibility is immediate.
- No pre-existing conditions: Pre-existing conditions are not excluded.

Benefits to the District

- Staff paid premiums: The District incurs no cost. The cost is paid 100% by the staff through premium deductions each pay period administered by KUSD payroll.
- Flexible billing options: The ability to determine billing criteria is set by the District.
- Benefit enrollment platform: As part of the voluntary benefits package, Aflac is offering the District a benefit enrollment platform at no cost. This is cost savings of approximately \$150,000. (Note, the District is currently researching software platforms for benefit enrollment. UHC is currently enrolling staff that are benefit eligible, however, UHC's online platform is being discontinued as of June 17, 2020).
- Onsite Benefit Enrollers: What is a benefit enroller? Benefit enrollers are a group of people who enroll staff in voluntary benefits in conjunction with Annual Enrollment either via an online tool, face-to-face meetings or telephonically. The cost for the enrollers is paid by the participants who enroll in voluntary benefits. A portion of the premium amount each enrolled staff has deducted from their pay check goes to pay the enroller's administration fee. The District does not pay for the benefit enroller service.
- Recruitment and Retention: Providing voluntary benefits to prospective staff may make the District stand out as an employer of choice. Offering voluntary benefits to current staff also functions as a retention tool, providing current staff benefit options which might not be offered at other districts or with other employers.

The chart below illustrates how open enrollment will be offered with and without a voluntary benefits plan which will be available to employees for the 2020 Open Enrollment period:

2020 Open Enrollment w/o Voluntary Plan	2020 Open Enrollment w/ Voluntary Plan
Town hall style meetings (webinar alternative)	Town hall style meetings (webinar alternative)
FAQs posted to HR benefits page	FAQs posted to HR benefits page
Did you know highlights created by HR	Did you know highlights created by HR
	One-on-one education with an Enroller

See Appendix A for communication schedule and format

Next Steps

1. Rollout all three options; Accident Insurance, Critical Illness Insurance and Hospital Indemnity Insurance offered by **Aflac** during open enrollment 2020.
2. Educate staff on how the voluntary benefits complement the current medical benefits the District offers, and how they might be used to reduce out-of-pocket costs.
 - a. Education will take the form of "town hall" style meetings (webinar alternative to be available if unable to meet face-to-face) during the open enrollment period where benefit plan representatives will be at each meeting to explain the benefits KUSD is offering staff.
 - b. FAQs will be created and posted on the HR site to explain how the District's benefits work, what action staff will need to take for 2020 open enrollment, and the concept of what an enroller is and how to contact one.

- c. The Office of Human Resources will create a weekly “Did You Know?” highlighting a particular benefit.
 - d. Each benefit eligible staff will meet with an “Enroller” to discuss the full complement of benefits offered by the District and UHC online tools.
- 3. Prior to the beginning of open enrollment, the concept of “Enrollers” will be explained to staff via all user email notification and the Torch. Staff will be given the opportunity to meet with Enrollers in person at predetermined locations by reserving a designated time slot. Staff will also be able to call a designated toll-free number which will be staffed by enrollers who will be able to walk the staff through the open enrollment process. Staff can ask the enrollers to capture their open enrollment elections, or staff can opt to make their own open enrollment selections through the open enrollment web site. The advantage of having Enrollers is the ability to educate staff on all benefits offered by the District, including the HDHP medical plan, HSA, and optional staff-paid benefits to supplement the plans. See Appendix A for schedule and method of communication to staff.
 - a. Enrollers will be prepped and trained on KUSD’s priorities. Enrollers will be able to assist with decision-support type questions using available tools from clients (spreadsheets, formal tools, or simple math), if any. This can be discussed on the front-end. However, because only one health plan is available now, counselors will be able to help staff plan for dollars to save into an HSA (as opposed to choosing between health plans, unless they are evaluating a spouse’s plan). They can also be educated on, for instance, discussing family make-up and activities to help staff determine if, for instance, an Accident Plan or Hospital Indemnity plan might be better for them.
 - b. Staff who use enrollers can ask as few or many questions as they want.
 - c. Staff do not have to use the enrollers. We strongly encourage use of enrollers to provide the additional education piece our staff have expressed needing over the last year.
 - d. A web-based self-service option can be made available for staff who wish to enroll without enrollers. This will be an active enrollment and iBenefit will be creating the enrollment solution, therefore staff will the tool provided by iBenefit to enroll.
- 4. An ongoing review of staff experience with the enrollers and the open enrollment process will be conducted via survey format. HR will review the survey results weekly during open enrollment. Following open enrollment, a survey will be conducted to solicit feedback about the 2020 open enrollment process as a whole.

Recommendation

Administration recommends the Board approve the addition of employee-paid group voluntary benefits offered by Aflac for all District employees for the 2020-21 benefit plan year.

Sue Savaglio-Jarvis
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

Lindsey O’Connor
Chief of Human Resources

Kevin Neir
HR coordinator

Appendices

A-E

Appendix A

Schedule of Staff Communication

Date	Communication Type
4/30/2020	Email to all staff regarding open enrollment and informational webinars
4/30/2020	Distribute flyers to the locations (if we are onsite)
4/30/2020	Open enrollment section on intranet including webinar schedule and deadlines for enrollment is available for staff
5/6/2020	Email to all staff regarding open enrollment and informational webinars
5/6/2020	Video - what is an enroller? Available May 6 forward. Can be used for Open enrollment and new enrollments.
5/6/2020	Video - open enrollment - what changed? Available May 6 forward. Can be used for Open enrollment and new enrollments.
5/6/2020	Video - how does my health plan work? What is a HSA? Available May 6 forward. Can be used for Open enrollment and new enrollments.
5/8/2020	Intranet - open enrollment section updated
5/11/2020	Mailing to homes of all staff with open enrollment information
5/11/2020	Post on KUSD facebook
5/15/2020	Intranet - open enrollment section updated
5/18/2020	Email to all staff - Open Enrollment begins
5/18/2020	Post on KUSD facebook
5/22/2020	Intranet - open enrollment section updated
5/22/2020	Mailing to homes of all staff with open enrollment information
5/22/2020	Post on KUSD facebook
5/26/2020	Email to all staff - two more weeks of Open Enrollment
5/29/2020	Intranet - open enrollment section updated
5/29/2020	Post on KUSD facebook
6/1/2020	Email to all staff - last week of Open enrollment
6/4/2020	Post on KUSD facebook
6/4/2020	Email to all staff - deadline for open enrollment approaching
6/5/2020	Email to all staff - deadline for open enrollment approaching

Critical Illness

Appendix B

Premium Rates

Employee Uni-Tobacco Monthly Premiums			
Age	\$10,000	\$20,000	\$40,000
18-25	\$6.88	\$10.74	\$18.46
26-30	\$8.25	\$13.47	\$23.93
31-35	\$9.27	\$15.51	\$28.01
36-40	\$11.35	\$19.68	\$36.34
41-45	\$13.16	\$23.30	\$43.59
46-50	\$15.25	\$27.49	\$51.95
51-55	\$22.36	\$41.69	\$80.36
56-60	\$22.08	\$41.15	\$79.27
61-65	\$42.25	\$81.47	\$159.93
66+	\$71.98	\$140.94	\$278.85

Spouse Uni-Tobacco Monthly Premiums			
Age	\$5,000	\$10,000	\$20,000
18-25	\$4.65	\$6.28	\$9.54
26-30	\$5.33	\$7.64	\$12.27
31-35	\$5.84	\$8.66	\$14.31
36-40	\$6.88	\$10.75	\$18.48
41-45	\$7.79	\$12.56	\$22.10
46-50	\$8.84	\$14.65	\$26.28
51-55	\$12.39	\$21.75	\$40.49
56-60	\$12.25	\$21.48	\$39.94
61-65	\$22.33	\$41.64	\$80.27
66+	\$37.20	\$71.38	\$139.73

Accident Insurance

Premium Rates

Monthly Premiums	
Coverage	Premium
Employee	\$6.80
Employee and Spouse	\$12.00
Employee and Child(ren)	\$17.44
Family	\$22.64

Hospital Indemnity

Premium Rates

Monthly Premiums	
Coverage	Premium
Employee	\$20.04
Employee and Spouse	\$40.22
Employee and Child(ren)	\$32.42
Family	\$52.60

Benefits Proposal

This proposal has been
prepared for:

Kenosha Unified School District

Presented by:

Aflac Group

Proposal State:

Wisconsin

Presentation Date:

03/20/2020

Expires on 06/30/2020



Continental American Insurance Company (CAIC)
A proud member of the Aflac family of insurers.
Policy Form Series C70000

Plan Description

The Aflac Group Accident plan provides cash benefits **directly to your employees** (unless otherwise assigned) that help with out-of-pocket expenses - medical and nonmedical - associated with treatment in the event of a covered accident.

Features and Plan Provisions (specific benefit provisions may vary by situs state)	
Benefit Amounts	See Premium Rates and Plan Benefits for available options
Coverage	Non-Occupational
Covered Insureds	Available for all family members Spouse-only and Child-only coverage is not available
Guaranteed-Issue	The base accident product is always offered on a guaranteed-issue basis
Enrollment Assumptions	Enrollments take place once each 12-month period. Late enrollees cannot enroll outside of an annual enrollment period.
Requirement for Group Billing	To establish group billing, 25 distinct individuals must be paying premiums
Payment Method	Payroll Deducted
Waiting Period	There is no waiting period
Benefit Reductions	No reduction at any age
Rate Guarantee	3 Years
Portability	2019 Portability
Eligibility	Employees must be actively-at-work on the application date and the effective date. They must work at least 16 hours per week and have been continuously employed for the duration set by the employer. Seasonal and temporary employees are not eligible. Dependents are eligible, but only if the employee is eligible and participates.
Successor Insured	Included
Successor Insured Waiver of Premium	Not Included
Issue Ages	Employee: 18+ Spouse: 18+ Children: Under age 26
Termination Age	None
Certificate Effective Date	Coverage is effective on the billing effective date Note: Benefits are not payable for accidents that occurred prior to the effective date of coverage

Plan Benefits

(Benefit provisions may vary by situs state)

Initial Accident Treatment Category - Mid (Custom)				Employee	Spouse	Child
Initial Treatment - once per accident, within 7 days of the accident						
ER/Urgent Care				\$150	\$150	\$150
ER/Urgent Care with X-Ray				\$200	\$200	\$200
Doctor's Office				\$75	\$75	\$75
Doctor's Office with X-Ray				\$100	\$100	\$100
Ambulance - within 90 days of the accident						
Maximum number of payments per covered accident: No Maximum						
Ground				\$300	\$300	\$300
Air				\$900	\$900	\$900
Major Diagnostic Testing - within six months of the accident				\$250	\$250	\$250
Maximum number of diagnostic tests per covered accident: 1						
Blood/Plasma/Platelets - within six months of the accident				\$100	\$100	\$100
Maximum number of days per covered accident: 3						
Concussion - once per accident, within six months of the accident				\$250	\$250	\$250
Coma - once per accident						
We will pay the amount shown if the insured is in a coma lasting 30 days or more as a result of a covered accident				\$5,000	\$5,000	\$5,000
Burns - once per accident, within six months of the accident						
<u>Second Degree Burns</u>						
Less than 10%				\$40	\$40	\$40
At least 10%, but less than 25%				\$80	\$80	\$80
At least 25%, but less than 35%				\$200	\$200	\$200
35% or more				\$400	\$400	\$400
<u>Third Degree Burns</u>						
Less than 10%				\$400	\$400	\$400
At least 10%, but less than 25%				\$2,000	\$2,000	\$2,000
At least 25%, but less than 35%				\$4,000	\$4,000	\$4,000
35% or more				\$8,000	\$8,000	\$8,000
Emergency Dental Work - once per accident, within six months of the accident						
Repair with Crown				\$120	\$120	\$120
Extraction				\$30	\$30	\$30
Eye Injury - removal of a foreign body				\$175	\$175	\$175
Dislocations - once per accident, within 90 days of the accident						
Dislocation Schedule	Open Reduction			Closed Reduction		
	Employee	Spouse	Child	Employee	Spouse	Child
Hip	\$4,500	\$4,500	\$4,500	\$2,250	\$2,250	\$2,250
Knee	\$2,925	\$2,925	\$2,925	\$1,462.50	\$1,462.50	\$1,462.50
Shoulder	\$2,250	\$2,250	\$2,250	\$1,125	\$1,125	\$1,125
Foot/Ankle	\$1,800	\$1,800	\$1,800	\$900	\$900	\$900
Hand	\$1,575	\$1,575	\$1,575	\$787.50	\$787.50	\$787.50
Lower Jaw	\$1,350	\$1,350	\$1,350	\$675	\$675	\$675
Wrist	\$1,125	\$1,125	\$1,125	\$562.50	\$562.50	\$562.50
Elbow	\$900	\$900	\$900	\$450	\$450	\$450
Finger/Toe	\$360	\$360	\$360	\$180	\$180	\$180
Lacerations - once per accident, within 7 days of the accident						
<u>Lacerations requiring stitches</u>						
Under 5 centimeters				\$75	\$75	\$75
5 to 15 centimeters				\$300	\$300	\$300
Over 15 centimeters				\$600	\$600	\$600
<u>Lacerations not requiring stitches</u>				\$37.50	\$37.50	\$37.50

Fracture - once per covered accident, within 90 days of the accident

Fracture Schedule	Open Reduction			Closed Reduction		
	Employee	Spouse	Child	Employee	Spouse	Child
Hip/Thigh	\$4,500	\$4,500	\$4,500	\$2,250	\$2,250	\$2,250
Vertebrae/Sternum	\$4,050	\$4,050	\$4,050	\$2,025	\$2,025	\$2,025
Pelvis	\$3,600	\$3,600	\$3,600	\$1,800	\$1,800	\$1,800
Skull (Depressed)	\$3,375	\$3,375	\$3,375	\$1,687.50	\$1,687.50	\$1,687.50
Leg	\$2,700	\$2,700	\$2,700	\$1,350	\$1,350	\$1,350
Forearm/Hand/Wrist	\$2,250	\$2,250	\$2,250	\$1,125	\$1,125	\$1,125
Foot/Ankle/Kneecap	\$2,250	\$2,250	\$2,250	\$1,125	\$1,125	\$1,125
Shoulder Blade/Collar Bone	\$1,800	\$1,800	\$1,800	\$900	\$900	\$900
Lower Jaw	\$1,800	\$1,800	\$1,800	\$900	\$900	\$900
Skull (Simple)	\$1,575	\$1,575	\$1,800	\$787.50	\$787.50	\$787.50
Upper Arm/Upper Jaw	\$1,575	\$1,575	\$1,575	\$787.50	\$787.50	\$787.50
Facial Bones (except teeth)	\$1,350	\$1,350	\$1,350	\$675	\$675	\$675
Vertebral Processes/Sacrum	\$900	\$900	\$900	\$450	\$450	\$450
Coccyx/Rib/Finger/Toe	\$360	\$360	\$360	\$180	\$180	\$180

Outpatient Surgery and Anesthesia (per day) - within one year of the accident

Performed in a Hospital or Ambulatory Surgical Center

\$200 \$200 \$200

Maximum number of payments per covered accident: No Maximum

Performed in a Doctor's Office, Urgent Care Facility or Emergency Room

\$25 \$25 \$25

Maximum number of payments per covered accident: 2

Inpatient Surgery and Anesthesia (per day) - within one year of the accident

\$500 \$500 \$500

Maximum number of payments per covered accident: No Maximum

Transportation - within six months of the accident

Maximum number of payments per covered accident: 3

Minimum Required Distance (miles): 100

Plane \$250 \$250 \$250

Any ground transportation \$100 \$100 \$100

(Surgical procedures may include, but are not limited to, surgical repair of: ruptured disc, tendons/ligaments, hernia, rotator cuff, torn knee cartilage, skin grafts, joint replacement, internal injuries requiring open abdominal or thoracic surgery, exploratory surgery (with or without repair), etc., unless otherwise noted due to an accidental injury.)

Hospitalization Category - Mid (Custom)	Employee	Spouse	Child
Hospital Admission (per confinement) - once per accident, within six months of the accident	\$900	\$900	\$900
Maximum number of admissions per covered accident: 1			
Hospital Confinement (per day) - within 6 months of the accident	\$150	\$150	\$150
Maximum days of confinement per covered accident: 365			
Hospital Intensive Care (per day) - within 6 months of the accident	\$150	\$150	\$150
Maximum days of confinement per covered accident: 30			
Family Member Lodging (per day) - within six months of the accident	\$150	\$150	\$150
Maximum days of lodging per covered accident: 30			
Minimum Required Distance (miles): 100			

After Care Category - Low-LT (Custom)	Employee	Spouse	Child
Appliances - within six months of the accident			
Cane	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Ankle Brace	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Walking Boot	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Walker	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Crutches	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Leg Brace	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Cervical Collar	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Wheelchair	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Knee Scooter	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Body Jacket	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Back Brace	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Accident Follow-Up Treatment - within 6 months of the accident			
Initial treatment is received within 7 days of the accident	\$25	\$25	\$25
Maximum number of visits per covered accident: 2			
Rehabilitation Unit (per day)			
Maximum number of days per confinement: 31	\$50	\$50	\$50
No more than 62 days total per calendar year for each insured			
Therapy - beginning within 90 days of the accident			
Initial treatment is received within 7 days of the accident	\$25	\$25	\$25
Maximum number of visits per covered accident: 10			

Life Changing Events Category - Low-LT (Custom)	Employee	Spouse	Child
Paralysis - once per accident, diagnosed by a doctor within six months of the accident			
Paraplegia	\$2,500	\$2,500	\$2,500
Quadriplegia	\$5,000	\$5,000	\$5,000
Prosthesis - once per accident			
Maximum number of prosthetic devices per covered accident: 2	\$500	\$500	\$500
Prosthesis Repair/Replacement - once per prosthetic device, within three years of initial Prosthesis payment	\$500	\$500	\$500
Residence/Vehicle Modification - once per accident, within one year of the accident	\$500	\$500	\$500

Wellness Rider - Low-LT	Employee	Spouse	Child
Amount paid will be based on the certificate year in which the wellness test was performed:			
Maximum number of payments per calendar year, per insured: 1			
Year 1 - Once per calendar year	\$30	\$30	\$30
Year 2 - Once per calendar year	\$30	\$30	\$30
Year 3 - Once per calendar year	\$30	\$30	\$30
Year 4 - Once per calendar year	\$30	\$30	\$30
Year 5 - Once per calendar year	\$30	\$30	\$30
Year 6+ - Once per calendar year	\$30	\$30	\$30

Organized Athletic Activity Rider	Employee	Spouse	Child
We will pay an additional percentage of the benefit amount payable under the Aflac Group Accident plan for covered accidental injuries sustained while participating in an organized athletic event.	10%	10%	10%

Please request a sample policy for full benefit provisions and descriptions.

Premium Rates

Monthly Premiums	
Coverage	Premium
Employee	\$6.80
Employee and Spouse	\$12.00
Employee and Child(ren)	\$17.44
Family	\$22.64

Multi-product Discount Premium Rates

If two Aflac Group products are sold:

Premiums	
Coverage	Premium
Employee	\$6.58
Employee and Spouse	\$11.59
Employee and Dependent Child(ren)	\$16.82
Family	\$21.83

If three or more Aflac Group products are sold:

Premiums	
Coverage	Premium
Employee	\$6.37
Employee and Spouse	\$11.22
Employee and Dependent Child(ren)	\$16.29
Family	\$21.14

The premium and product availability indicated in this proposal are subject to change as a result of final underwriting.

Benefits Summary

(Benefit provisions vary by situs state)

Initial Accident Treatment Category – Base Plan

Initial Treatment

Payable for initial treatment received under the care of a doctor. This benefit is not payable for treatment via telemedicine services.

Ambulance

Payable when an insured receives transportation by a professional ambulance service.

Major Diagnostic Testing

Payable when one of the following exams is performed in a hospital, doctor's office, medical diagnostic imaging center, or an ambulatory surgical center:

- Computerized Tomography (CT/CAT scan)
- Magnetic Resonance Imaging (MRI)
- Electroencephalography (EEG)

Emergency Room Observation

Payable when an insured receives treatment in a hospital emergency room and is held in a hospital for observation without being admitted as an inpatient.

Prescriptions

Payable when a prescription is filled that is ordered by a doctor, dispensed by a licensed pharmacist, and medically necessary for the care and treatment of the insured. Certain items are excluded from this benefit. See Master Policy for details.

Pain Management

Payable when an insured is prescribed and receives, in a doctor's office, a nerve ablation and/or block, or an epidural injection administered into the spine. This benefit is not payable for an epidural administered during a surgical procedure.

Blood/Plasma/Platelets

Payable when an insured receives blood, plasma, or platelets.

Concussion

Payable when an insured is diagnosed by a doctor with a concussion.

Traumatic Brain Injury (TBI)

Payable when an insured is diagnosed by a neurologist with a TBI. To qualify as a TBI, the neurological deficit must require treatment by a neurologist, and a prescribed course of physical, speech, and/or occupational therapy under the direction of a neurologist.

Burns

Payable when an insured is burned and then treated by a doctor. This benefit is payable according to the percentage of body burned.

Emergency Dental Work

Payable when an insured has an accidental injury to natural teeth.

Eye Injury

Payable for eye injuries requiring the removal of a foreign body by a doctor, with or without anesthesia.

Lacerations

Payable when an insured receives a laceration that is repaired by a doctor. Liquid skin adhesive will be paid as stitches.

Fractures

Payable when an insured fractures a bone and is treated by a doctor. For multiple fractures (more than one bone fractured in one accident), we will pay a maximum of 200% of the benefit amount for the bone fractured that has the highest dollar amount.

For a chip fracture (a piece of bone that is completely broken off near a joint), we will pay 25% of the amount for the affected bone.

This benefit is not payable for stress fractures.

Dislocations

Payable when an insured dislocates a joint and is treated by a doctor. We will pay benefits only for the first dislocation of a joint. We will not pay for recurring dislocations of the same joint. If the insured dislocated a joint before the effective date of his certificate and then dislocates the same joint again, it will not be covered by the plan. For multiple dislocations (more than one dislocated joint in one accident), we will pay a maximum of 200% of the benefit amount for the joint dislocated that has the highest dollar amount. For a partial dislocation (joint is not completely separated, including subluxation), we will pay 25% of the amount for the affected joint.

Outpatient Surgery and Anesthesia

Payable for each day that an insured has an outpatient surgical procedure performed by a doctor in one of the facilities listed.

Surgical procedure does not include laceration repair. If an outpatient surgical procedure is covered under another benefit in the plan, we will pay the higher benefit amount.

Facilities Fee for Outpatient Surgery

Payable once per each Outpatient Surgery and Anesthesia Benefit (in a hospital or ambulatory surgical center).

Inpatient Surgery and Anesthesia

Payable for each day that an insured has an inpatient surgical procedure performed by a doctor. The surgery must be performed while the insured is confined to a hospital as an inpatient. If an inpatient surgical procedure is covered under another benefit in the plan, we will pay the higher of that benefit amount.

Transportation

Payable for transportation when an insured is injured and requires doctor-recommended hospital treatment or diagnostic study that is not available in the insured's resident city.

Hospitalization Category

Hospital Admission

Payable when an insured is admitted to a hospital and confined as an inpatient. This benefit is not payable for confinement to an observation unit, for emergency room treatment, or for outpatient treatment.

Hospital Confinement

Payable for each day that an insured is confined to a hospital as an inpatient. This benefit is payable for only one hospital confinement at a time even if caused by more than one covered accidental injury. This benefit is not payable for confinement to an observation unit or a rehabilitation facility.

Hospital Intensive Care

Payable for each day an insured is confined in a hospital intensive care unit. We will pay benefits for only one confinement in a hospital intensive care unit at a time, even if it is caused by more than one covered accidental injury. This benefit is payable in addition to the Hospital Confinement Benefit.

Intermediate Intensive Care Step-Down Unit

Payable for each day an insured is confined in an intermediate intensive care step-down unit. We will pay benefits for only one confinement in an intermediate intensive care step-down unit at a time, even if it is caused by more than one covered accidental injury. This benefit is payable in addition to the Hospital Confinement Benefit.

Family Member Lodging

Payable for each night's lodging in a motel/hotel/rental property for an adult member of the insured's immediate family when the insured is confined to a hospital under the insured's treating doctor.

If confinement benefits are paid, and the insured becomes confined again within six months because of the same or a related condition, it will be treated as the same period of confinement.

After Care Category

Appliances

Payable when a doctor advises the insured to use a listed medical appliance as an aid in personal locomotion.

Accident Follow-Up Treatment

Payable for doctor-prescribed follow up treatment for injuries received in a covered accident. Follow-up treatments may not include physical, occupational, or speech therapy, chiropractic and/or acupuncture procedures. See Master Policy for details.

Post-Traumatic Stress Disorder (PTSD)

Payable when an insured is diagnosed with PTSD. An insured must meet the diagnostic criteria for PTSD, stipulated in the Diagnostic and Statistical Manual of Mental Disorders IV (DSM IV-TR), and be under the active care of either a psychiatrist or Ph.D.-level psychologist.

Rehabilitation Unit

Payable when an insured receives treatment as an inpatient at a rehabilitation facility following an inpatient hospital confinement. This is not payable for the same days that the hospital confinement benefit is paid. The highest eligible benefit will be paid.

Therapy

Payable when an insured has a covered doctor-prescribed therapy treatment.

Chiropractic or Alternative Therapy

Payable when an insured has a covered therapy treatment due to injuries received in a covered accident.

Life Changing Events Category

Dismemberment

Payable when an insured loses a hand, foot or sight as the result of a covered accident. For Dismemberment definitions, see Master Policy. If the Dismemberment Benefit is paid and the insured later dies as a result of the same covered accident, we will pay the appropriate death benefit (if available), less any amounts paid under this benefit.

Paralysis

Payable when an insured has permanent loss of movement of two or more limbs for more than 90 days (30 days in Utah) as the result of a covered accidental injury.

Prosthesis

Payable when an insured receives a prosthetic device, prescribed by a doctor, as a result of a covered accidental injury. Prosthetic Device/Prosthesis means an artificial device designed to replace a missing part of the body. This benefit is not payable for hearing aids, wigs, or dental aids (to include false teeth), repair or replacement of prosthetic devices* and /or joint replacements.

Prosthesis Repair/Replacement

* We will pay this benefit again once to cover the replacement of a prosthesis for which a benefit has been paid, provided the replacement takes place within three years of the initial benefit payment.

Residence/Vehicle Modification

Payable for a permanent structural modification to an insured's primary residence or vehicle when the insured suffers total and permanent or irrevocable loss of the sight of one eye, the use of one hand/arm, or the use of one foot/leg.

Wellness Rider

Payable when an insured has a covered test performed as the result of preventive care, including tests and diagnostic procedures ordered in connection with routine examinations.

Organized Athletic Activity Rider

With this rider, an additional percentage of the benefit amount is payable for covered accidental injuries sustained while participating in an organized athletic event. See Master Policy for Organized Athletic Activity definition.

Limitations and Exclusions

We will not pay benefits for accidental injury, disability, or death contributed to, caused by, or resulting from:*

- **War** - voluntarily participating in war, any act of war, or military conflicts, declared or undeclared, or voluntarily participating or serving in the military, armed forces, or an auxiliary unit thereto, or contracting with any country or international authority. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes voluntary participation in an insurrection, riot, civil commotion or civil state of belligerence. War does not include acts of terrorism.
 - In California: voluntarily participating in war, any act of war, or military conflicts, declared or undeclared, or voluntarily participating or serving in the military, armed forces, or an auxiliary unit thereto, or contracting with any country or international authority. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes voluntary participation in an insurrection or riot.
 - In Connecticut: voluntarily participating in war, any act of war, or military conflicts, declared or undeclared, or voluntarily participating or serving in the military, armed forces, or an auxiliary unit thereto, or contracting with any country or international authority. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes voluntary taking part in an insurrection, riot, civil commotion, or civil state of belligerence. (A riot can be defined as a public uproar, disturbance, or outbreak.) War does not include acts of terrorism.
 - In Idaho: participating in any war or act of war, declared or undeclared, or participating or serving in the armed forces or units auxiliary thereto. War also includes participation in a riot or an insurrection.
 - In Illinois: the statement "war does not include acts of terrorism" is not applicable
 - In Michigan: voluntarily participating in war or any act of war. War also includes voluntary felonious participation in an insurrection, riot, civil commotion, or civil state of belligerence. War does not include acts of terrorism.
 - In New Hampshire: voluntarily participating in war any act of war, declared or undeclared, or serving in the armed forces or an auxiliary unit thereto. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes voluntary participation in an insurrection or riot. War does not include acts of terrorism.
 - In North Carolina: War – voluntarily participating in war, any act of war, or military conflicts, declared or undeclared, or voluntarily participating or serving in the military, armed forces, or an auxiliary unit thereto, or contracting with any country or international authority. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes civil participation in an active riot. War does not include acts of terrorism.
- **Suicide** - committing or attempting to commit suicide, while sane or insane.
 - In Montana: committing or attempting to commit suicide, while sane
 - In Illinois, Michigan, and Minnesota: this exclusion does not apply
- **Sickness** – having any disease or bodily/mental illness or degenerative process. We also will not pay benefits for:
 - Allergic reactions
 - Any bacterial, viral, or microorganism infection or infestation or any condition resulting from insect, arachnid, or other arthropod bites or stings
 - In Illinois: any bacterial infection, except an infection which results from an accidental injury or an infection which results from accidental, involuntary, or unintentional ingestion of a contaminated substance; any viral or microorganism infection or infestation; or any condition resulting from insect, arachnid, or other arthropod bites or stings
 - In North Carolina: any viral or microorganism infestation or any condition resulting from insect, arachnid, or other arthropod bites or stings
 - An error, mishap, or malpractice during medical, diagnostic, or surgical treatment or procedure for any sickness
 - Any related medical/surgical treatment (in New Hampshire, medical/surgical care) or diagnostic procedures for such illness
- **Self-Inflicted Injuries** - injuring or attempting to injure oneself intentionally.
 - In Idaho: intentionally self-inflicting injury.
 - In Montana: injuring or attempting to injure oneself intentionally, while sane
 - In Michigan: this exclusion does not apply
- **Racing** - riding in or driving any motor-driven vehicle in a race, stunt show or speed test in a professional or semi-professional capacity.
 - In Idaho: this exclusion does not apply
- **Illegal Occupation** - voluntarily participating in, committing, or attempting to commit a felony or illegal act or activity, or voluntarily working at, or being engaged in, an illegal occupation or job.
 - In California, Nebraska and Tennessee: voluntarily participating in, committing, or attempting to commit a felony or voluntarily working at, or being engaged in, an illegal occupation or job.
 - In Connecticut: Felonious Occupation - voluntarily participating in, committing, or attempting to commit a felony.
 - In Illinois and Pennsylvania: committing or attempting to commit a felony or being engaged in an illegal occupation
 - In Michigan: voluntarily participating in, committing, or attempting to commit a felony, or being engaged in an illegal occupation
 - In New Hampshire: voluntarily participating in, committing, or attempting to commit a felony
 - In Idaho and South Dakota: this exclusion does not apply
 - In Ohio: Commission of or attempt to commit a felony, or being engaged in an illegal occupation.

- **Sports** - participating in any organized sport in a professional or semi-professional capacity for pay or profit.
 - In California and Idaho: participating in any organized sport in a professional capacity for pay or profit
- **Cosmetic Surgery** – having cosmetic surgery or other elective procedures that are not medically necessary or having dental treatment except as a result of a covered accident.
 - In Alaska, Massachusetts, and Montana: having cosmetic surgery, other elective procedures, or dental treatment except as a result of a covered accident.
 - In California: having cosmetic surgery or other elective procedures that are not medically necessary (“cosmetic surgery” does not include reconstructive surgery when the service is related to or follows surgery resulting from a covered accident); or having dental treatment except as a result of a covered accident..
 - In Idaho: having cosmetic surgery or other elective procedures that are not medically necessary or having dental treatment except as a result of a covered accident. Cosmetic surgery shall not include reconstructive surgery because of a Congenital Anomaly of a covered Dependent Child.
 - In New Hampshire: Cosmetic Surgery – having cosmetic surgery or other elective procedures that are not medically necessary except that “cosmetic surgery” shall not include reconstructive surgery, when such service is incidental to or follows surgery resulting from injury; or having dental care except as a result of a covered accident
- **Felony** (In Idaho only) – participation in a felony

For 24-Hour Coverage, the following exclusions will not apply:

- An injury arising from any employment.
- An injury or sickness covered by worker's compensation.
 - In North Carolina: services or supplies for the treatment of an occupational injury or sickness which are paid under the North Carolina workers' compensation act only to the extent such services or supplies are the liability of the employee, employer, or workers' compensation insurance carrier according to a final adjudication under the North Carolina Workers' Compensation Act or an order of the North Carolina Industrial Commission approving a settlement agreement under the North Carolina Workers' Compensation Act.

*"Contributed to" language doesn't apply in Illinois

Catastrophic Accident Rider Limitations and Exclusions

We will pay the Catastrophic Accident Benefit once per lifetime for each insured covered under this rider. Refer to your certificate for other exclusions applicable to this coverage.

Outpatient Doctor Treatment Benefit Rider

The sickness exclusion above does not apply to this benefit.

Sickness Rider Limitations and Exclusions

Pre-existing Condition Limitation

We will not pay benefits for any loss resulting from or affected by a pre-existing condition if the loss occurs within the 12-month period after the rider effective date.

We will pay the Catastrophic Accident Benefit once per lifetime for each insured covered under this rider. Refer to your certificate for other exclusions applicable to this coverage.

Pregnancy is a "Pre-existing Condition" if conception was before an insured's effective date (except in Florida, North Carolina, Montana, and Wyoming)

Pre-existing Condition Limitation in North Carolina

We will not reduce or deny a claim for benefits for any loss that occurred more than twelve months after the effective date of coverage.

Coverage for these pre-existing conditions will only be excluded for a maximum period of twelve months from the effective date.

Exclusions

We will not pay benefits for a loss that is wholly or partly caused by or results from:

- Mental or emotional disorders without demonstrable organic disease.
 - In Montana, mental or emotional disorders, except for mental illness, without demonstrable organic disease.
- Alcoholism, drug addiction, or chemical dependency.

Organized Athletic Activity Rider Limitation

The Organized Athletic Activity Benefit is not payable for accidental injuries that are caused by or occur as a result of an insured's participating in any sport or sporting activity for wage, compensation, or profit, including officiating or coaching; or racing any type vehicle in an organized event (in Idaho, in a professional capacity). This benefit is also not payable for accidental injuries which occur during or are due to physical education classes (except in Idaho).

Notices

This proposal is a brief description of coverage, not a contract. Read your policy and riders (as applicable) carefully for exact plan language, terms, and conditions.

If this coverage will replace any existing individual policy, please be aware that it may be in your employees' best interest to maintain their individual guaranteed-renewable policy.

For residents of New Mexico, we are required to administer some coverages in accordance with the minimum applicable standards of New Mexico law.

Notice to Consumer: The coverages provided by Continental American Insurance Company (CAIC) represent supplemental benefits only. They do not constitute comprehensive health insurance coverage and do not satisfy the requirement of minimum essential coverage under the Affordable Care Act. CAIC coverage is not intended to replace or be issued in lieu of major medical coverage. It is designed to supplement a major medical program. Lack of major medical coverage (or other minimum essential coverage) may result in an additional payment with your taxes.

Continental American Insurance Company (CAIC), a proud member of the Aflac family of insurers, is a wholly-owned subsidiary of Aflac Incorporated and underwrites group coverage. CAIC is not licensed to solicit business in New York, Guam, Puerto Rico, or the Virgin Islands. For groups situated in California, group coverage is underwritten by Continental American Life Insurance Company. For groups situated in New York, coverage is underwritten by American Family Life Assurance Company of New York. Continental American Insurance Company, Columbia, South Carolina

Benefits Proposal

This proposal has been
prepared for:

Kenosha Unified School District

Presented by:

Aflac Group

Proposal State:

Wisconsin

Presentation Date:

01/24/2020

Expires on 06/30/2020



Continental American Insurance Company (CAIC)
A proud member of the Aflac family of insurers.
Policy Form Series C21000

Plan Description

The Aflac Group Critical Illness Plan provides cash benefits when an insured person is diagnosed with a covered critical illness-and these benefits are paid **directly to your employees** (unless otherwise assigned). The plan provides a lump-sum benefit to help with out-of-pocket medical expenses and the living expenses that can accompany a covered critical illness. It is also H.S.A.-compatible.

Features and Plan Provisions (specific benefit provisions may vary by situs state)

Benefit Amounts	See Premium Rates and Plan Benefits for available options	
Spouse Coverage	Up to 50% of the face amount elected by the employee	
Child Coverage	Up to 50% of the face amount elected by the employee	
Guaranteed Issue Amounts	Employee:	Up to \$40,000
	Spouse:	Up to \$20,000
	Participation Requirement:	0%
	Guaranteed for 3 years	
Requirement for Group Billing	To establish group billing, 25 distinct individuals must be paying premiums	
Payment Method	Payroll Deducted	
Pre-existing Condition Exclusion	None	
Waiting Period	There is no waiting period	
Benefit Reductions	No reduction at any age	
Rate Guarantee	3 Year(s)	
Portability/Continuation	2019 Portability	
Rate Type	Attained Age	
Eligibility	Work Week Hours:	Employee must work at least 16 hours per week
	Length of Employment:	No minimum requirement; set by employer
Waiver of Premium	After 90 days of total disability for an employee due to a covered critical illness, we will fully waive all premiums for the duration specified in the certificate	
Successor Insured Waiver of Premium	Not Included	
Separation Period - Additional Diagnosis/ Reoccurrence	Additional Diagnosis:	6 consecutive months
	Reoccurrence:	6 consecutive months
	<i>(an insured must always be in complete remission and 12 months treatment-free to be eligible for the cancer benefit)</i>	
Successor Insured	Included	
Issue Ages	Employee:	18+
	Spouse:	18+
	Children:	Under age 26
Termination Age	None	
Certificate Effective Date	Coverage is effective on the billing effective date	

Plan Benefits

(Benefit provisions may vary by situs state)

Base Benefits	
Heart Attack (Myocardial Infarction)	100%
Sudden Cardiac Arrest	100%
Coronary Artery Bypass Surgery	25%
Major Organ Transplant*	100%
Bone Marrow Transplant (Stem Cell Transplant)	100%
Kidney Failure (End-Stage Renal Failure)	100%
Stroke (Ischemic or Hemorrhagic)	100%

*25% of this benefit is payable for Insureds placed on a transplant list for a major organ transplant

Cancer Benefits	
Cancer (Internal or Invasive)	100%
Non-Invasive Cancer	25%
Skin Cancer	\$250 per calendar year

Health Screening Benefit	
Health Screening (payable for employee and spouse only)	\$100 per calendar year

Additional Benefits	
Coma	100%
Severe Burns	100%
Paralysis	100%
Loss of Sight	100%
Loss of Speech	100%
Loss of Hearing	100%

Optional Benefits Rider	
Advanced Alzheimer's Disease	100%
Advanced Parkinson's Disease	100%
Benign Brain Tumor	25%

Progressive Diseases Rider	
Amyotrophic Lateral Sclerosis (ALS)	100%
Multiple Sclerosis (MS)	100%

Childhood Conditions Rider	
Cystic Fibrosis, Cerebral Palsy, Cleft Lip or Cleft Palate, Down Syndrome, Phenylalanine Hydroxylase Deficiency Disease (PKU), Spina Bifida, Type I Diabetes	50% of employee benefit
Autism Spectrum Disorder	\$3000

Please request a sample policy for full benefit provisions and descriptions.

Premium Rates

Employee Uni-Tobacco Monthly Premiums

Age	\$10,000	\$20,000	\$40,000
18-25	\$6.88	\$10.74	\$18.46
26-30	\$8.25	\$13.47	\$23.93
31-35	\$9.27	\$15.51	\$28.01
36-40	\$11.35	\$19.68	\$36.34
41-45	\$13.16	\$23.30	\$43.59
46-50	\$15.25	\$27.49	\$51.95
51-55	\$22.36	\$41.69	\$80.36
56-60	\$22.08	\$41.15	\$79.27
61-65	\$42.25	\$81.47	\$159.93
66+	\$71.98	\$140.94	\$278.85

Spouse Uni-Tobacco Monthly Premiums

Age	\$5,000	\$10,000	\$20,000
18-25	\$4.65	\$6.28	\$9.54
26-30	\$5.33	\$7.64	\$12.27
31-35	\$5.84	\$8.66	\$14.31
36-40	\$6.88	\$10.75	\$18.48
41-45	\$7.79	\$12.56	\$22.10
46-50	\$8.84	\$14.65	\$26.28
51-55	\$12.39	\$21.75	\$40.49
56-60	\$12.25	\$21.48	\$39.94
61-65	\$22.33	\$41.64	\$80.27
66+	\$37.20	\$71.38	\$139.73

Multi-product Discount Premium Rates

If two Aflac Group products are sold:

Employee Uni-Tobacco Monthly Premiums

Age	\$10,000	\$20,000	\$40,000
18-25	\$6.67	\$10.42	\$17.91
26-30	\$8.00	\$13.07	\$23.21
31-35	\$8.99	\$15.05	\$27.17
36-40	\$11.01	\$19.09	\$35.26
41-45	\$12.77	\$22.61	\$42.28
46-50	\$14.80	\$26.66	\$50.40
51-55	\$21.69	\$40.44	\$77.95
56-60	\$21.42	\$39.91	\$76.90
61-65	\$40.98	\$79.03	\$155.13
66+	\$69.82	\$136.71	\$270.49

Spouse Uni-Tobacco Monthly Premiums

Age	\$5,000	\$10,000	\$20,000
18-25	\$4.51	\$6.09	\$9.25
26-30	\$5.17	\$7.42	\$11.90
31-35	\$5.67	\$8.40	\$13.88
36-40	\$6.68	\$10.43	\$17.92
41-45	\$7.56	\$12.18	\$21.44
46-50	\$8.57	\$14.21	\$25.49
51-55	\$12.02	\$21.10	\$39.27
56-60	\$11.88	\$20.84	\$38.74
61-65	\$21.66	\$40.40	\$77.86
66+	\$36.08	\$69.23	\$135.54

Multi-product Discount Premium Rates

If three or more Aflac Group products are sold:

Employee Uni-Tobacco Monthly Premiums

Age	\$10,000	\$20,000	\$40,000
18-25	\$6.47	\$10.10	\$17.36
26-30	\$7.75	\$12.67	\$22.49
31-35	\$8.71	\$14.58	\$26.33
36-40	\$10.67	\$18.50	\$34.17
41-45	\$12.37	\$21.91	\$40.97
46-50	\$14.34	\$25.84	\$48.84
51-55	\$21.02	\$39.19	\$75.54
56-60	\$20.76	\$38.68	\$74.52
61-65	\$39.71	\$76.59	\$150.33
66+	\$67.66	\$132.48	\$262.12

Spouse Uni-Tobacco Monthly Premiums

Age	\$5,000	\$10,000	\$20,000
18-25	\$4.37	\$5.90	\$8.97
26-30	\$5.01	\$7.19	\$11.53
31-35	\$5.49	\$8.15	\$13.45
36-40	\$6.47	\$10.10	\$17.37
41-45	\$7.32	\$11.81	\$20.77
46-50	\$8.31	\$13.77	\$24.71
51-55	\$11.64	\$20.45	\$38.06
56-60	\$11.52	\$20.19	\$37.55
61-65	\$20.99	\$39.15	\$75.45
66+	\$34.97	\$67.09	\$131.35

The premium and product availability indicated in this proposal are subject to change as a result of final underwriting.

Benefits Summary

(Benefit provisions vary by situs state)

Where applicable, covered conditions must be caused by underlying diseases as defined in the plan. Benefits will be based on the face amount in effect on the critical illness date of diagnosis.

Initial Diagnosis+

An insured may receive up to 100% of his face amount upon the diagnosis of a covered critical illness.

Additional Diagnosis+

Once benefits have been paid for a covered critical illness, we will pay benefits for each different critical illness when the date of diagnosis is separated by at least 6 consecutive months.

Reoccurrence+

Once benefits have been paid for a covered critical illness, benefits are payable for that same critical illness when the date of diagnosis is separated by at least 6 consecutive months.

+If the claim is for a cancer diagnosis, the insured must be treatment-free from cancer for at least 12 months and must be in complete remission before the date of a subsequent cancer diagnosis.

Health Screening Benefit

The Health Screening Benefit is payable once per calendar year for health screening tests performed as the result of preventive care, including tests and diagnostic procedures ordered in connection with routine examinations. This benefit is payable for the covered employee and spouse. This benefit is not paid for dependent children. See Master Policy for the full list of covered health screening tests.

Additional Benefits

Benefits for burns are only payable for burns due to, caused by, or attributed to, a covered accident.

Benefits for Coma, Paralysis, and Loss of Sight, Hearing or Speech are payable for loss due to a covered underlying disease or a covered accident.

Progressive Diseases Rider

Benefits are payable if an insured is diagnosed with one of the diseases listed.

Childhood Conditions Rider

Benefits are payable if a dependent child is diagnosed with one of the conditions listed.

*Plan designs vary and appearance of benefit provisions here does not guarantee coverage.

Limitations & Exclusions

Cancer Diagnosis Limitation

Benefits are payable for cancer and/or non-invasive cancer as long as the insured:

- Is treatment-free from cancer for at least 12 months before the diagnosis date; and
- Is in complete remission prior to the date of a subsequent diagnosis, as evidenced by the absence of all clinical, radiological, biological, and biochemical proof of the presence of the cancer.

Exclusions

We will not pay for loss due to:

- **Self-Inflicted Injuries** - injuring or attempting to injure oneself intentionally or taking action that causes oneself to become injured
- **Suicide** - committing or attempting to commit suicide, while sane or insane
- **Illegal Acts** - participating or attempting to participate in an illegal activity, or working at an illegal job
- **Participation in Aggressive Conflict** of any kind, including:
 - War (declared or undeclared) or military conflicts
 - Insurrection or riot
 - Civil commotion or civil state of belligerence
- **Illegal substance abuse**, which includes the following:
 - Abuse of legally-obtained prescription medication
 - Illegal use of non-prescription drugs

Diagnosis, treatment, testing, and confinement must be in the United States or its territories.

All benefits under the plan, including benefits for diagnoses, treatment, confinement and covered tests, are payable only while coverage is in force.

Notices

This proposal is a brief description of coverage, not a contract. Read your policy and riders (as applicable) carefully for exact plan language, terms, and conditions.

If this coverage will replace any existing individual policy, please be aware that it may be in your employees' best interest to maintain their individual guaranteed-renewable policy.

For residents of New Mexico, we are required to administer some coverages in accordance with the minimum applicable standards of New Mexico law.

Notice to Consumer: The coverages provided by Continental American Insurance Company (CAIC) represent supplemental benefits only. They do not constitute comprehensive health insurance coverage and do not satisfy the requirement of minimum essential coverage under the Affordable Care Act. CAIC coverage is not intended to replace or be issued in lieu of major medical coverage. It is designed to supplement a major medical program.

In Nevada: This limited plan provides supplemental benefits only. It does not constitute comprehensive health insurance coverage (often referred to as "major medical coverage") and does not satisfy the requirement of minimum essential coverage under the Affordable Care Act.

In New Mexico: This type of plan is NOT considered "minimum essential coverage" under the Affordable Care Act and therefore does NOT satisfy the individual mandate that you have health insurance coverage. If you do not have other health insurance coverage, you may be subject to a tax penalty. Please consult your tax advisor.

In Washington DC: NOTICE TO CONSUMER: THIS IS A SUPPLEMENTAL TO HEALTH INSURANCE AND IS NOT A SUBSTITUTE FOR MAJOR MEDICAL COVERAGE. LACK OF MAJOR MEDICAL COVERAGE (OR OTHER MINIMUM ESSENTIAL COVERAGE) MAY RESULT IN AN ADDITIONAL PAYMENT WITH YOUR TAXES. ALSO, THE BENEFITS PROVIDED BY THIS POLICY CANNOT BE COORDINATED WITH THE BENEFITS PROVIDED BY OTHER COVERAGE. PLEASE REVIEW THE BENEFITS PROVIDED BY THIS POLICY CAREFULLY TO AVOID A DUPLICATION OF COVERAGE.

Benefits Proposal

This proposal has been
prepared for:

Kenosha Unified School District

Presented by:

Aflac Group

Proposal State:

Wisconsin

Presentation Date:

01/24/2020

Expires on 06/30/2020



Continental American Insurance Company (CAIC)
A proud member of the Aflac family of insurers.
Policy Form Series C80000

Plan Description

The Aflac Group Hospital Indemnity Plan provides cash benefits **directly to your employees** (unless otherwise assigned) that help pay for some of the costs - medical and nonmedical - associated with a covered hospital stay due to a sickness or accidental injury.

Features and Plan Provisions (specific benefit provisions may vary by situs state)	
Benefit Amounts	See Premium Rates and Plan Benefits for available options
Coverage	Available for all family members Spouse-only and Child-only coverage is not available
Guaranteed Issue Amounts	Guaranteed-issue coverage is offered to all eligible applicants during the initial enrollment and for new hires thereafter. At the group's first anniversary, late enrollees are eligible to enroll on a guaranteed-issue basis.
Enrollment Assumptions	Enrollments take place once each 12-month period. Late enrollees cannot enroll outside of an annual enrollment period.
Requirement for Group Billing	To establish group billing, 25 distinct individuals must be paying premiums
Payment Method	Payroll Deducted
Pre-existing Condition Exclusion	12/12
Pregnancy Limitation	Yes
Waiting Period	There is no waiting period
Benefit Reductions	No reduction at any age
Rate Guarantee	3 Years
Portability/Continuation	2019 Portability
Eligibility	Employees must be actively-at-work on the application date and the effective date. They must work at least 16 hours per week. Seasonal and temporary employees are not eligible. Dependents are eligible, but only if the employee is eligible and participates.
Successor Insured	Included
Successor Insured Waiver of Premium	Not Included
Issue Ages	Employee: 18+ Spouse: 18+ Children: Under age 26
Termination Age	None
Certificate Effective Date	Coverage is effective on the billing effective date

Plan Benefits

(Benefit provisions may vary by situs state)

Hospitalization Benefits - Mid (Custom)

Hospital Admission (per confinement) Once per covered sickness or accident per calendar year	\$1,200
Hospital Confinement (per day) Maximum confinement period: 31 days per covered sickness or covered accident	\$150
Hospital Intensive Care (per day) Maximum confinement period: 10 days per covered sickness or covered accident	\$150

Health Screening Benefit

Health Screening Benefit Payable once per calendar year per insured.	\$50
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Please request a sample policy for full benefit provisions and definitions.

Premium Rates

Monthly Premiums	
Coverage	Premium
Employee	\$20.04
Employee and Spouse	\$40.22
Employee and Child(ren)	\$32.42
Family	\$52.60

Multi-product Discount Premium Rates

If two Aflac Group products are sold:

Monthly Premiums	
Coverage	Premium
Employee	\$19.30
Employee and Spouse	\$39.00
Employee and Dependent Child(ren)	\$31.24
Family	\$50.94

If three or more Aflac Group products are sold:

Monthly Premiums	
Coverage	Premium
Employee	\$18.80
Employee and Spouse	\$37.76
Employee and Dependent Child(ren)	\$30.54
Family	\$49.50

The premium and product availability indicated in this proposal are subject to change as a result of final underwriting.

Benefits Summary

(Benefit provisions may vary by state)

Hospitalization Benefits

Hospital Admission

Payable when an insured is admitted to a hospital and confined as an inpatient because of a covered accidental injury or because of a covered sickness. Not payable for confinement to an observation unit, or for emergency room treatment or outpatient treatment.

Hospital Confinement

Payable for each day that an insured is confined to a hospital as an inpatient as the result of a covered accidental injury or because of a covered sickness. If we pay benefits for confinement and the insured becomes confined again within six months because of the same or related condition, we will treat this confinement as the same period of confinement. This benefit is payable for only one hospital confinement at a time even if caused by more than one covered accidental injury, more than one covered sickness, or a covered accidental injury and a covered sickness.

Hospital Intensive Care

Payable for each day that an insured is confined in a hospital intensive care unit because of a covered accidental injury or because of a covered sickness. We will pay benefits for only one confinement in a hospital's intensive care unit at a time, even if it is caused by more than one covered accidental injury, more than one covered sickness or a covered accidental injury and a covered sickness. If we pay benefits for confinement in a hospital's intensive care unit and an insured becomes confined to a hospital's intensive care unit again within six months because of the same or related condition, we will treat this confinement as the same period of confinement.

This benefit is payable in addition to the Hospital Confinement Benefit.

Intermediate Intensive Care Step-Down Unit

Payable for each day that an insured is confined in an intermediate intensive care step-down unit because of a covered accidental injury or because of a covered sickness. We will pay benefits for only one confinement in an intermediate intensive care step-down unit at a time, even if it is caused by more than one covered accidental injury, more than one covered sickness or a covered accidental injury and a covered sickness. If we pay benefits for confinement in a hospital's intermediate intensive care step-down unit and an insured becomes confined to a hospital's intermediate intensive care step-down unit again within six months because of the same or related condition, we will treat this confinement as the same period of confinement.

This benefit is payable in addition to the Hospital Confinement Benefit.

Residents of Massachusetts are eligible for Hospital Admission, Hospital Confinement, Hospital Intensive Care, and Intermediate Intensive Care Step-Down Unit Benefits only.

Health Screening Benefit

Payable for health screening tests performed as the result of preventive care, including tests and diagnostic procedures ordered in connection with routine examinations. This benefit is payable for each insured.

Limitations and Exclusions

We will not pay for loss due to:

- **War** - voluntarily participating in war, any act of war, or military conflicts, declared or undeclared, or voluntarily participating or serving in the military, armed forces, or an auxiliary unit thereto, or contracting with any country or international authority. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes voluntary participation in an insurrection, riot, civil commotion or civil state of belligerence. War does not include acts of terrorism (except in Illinois).
 - In California: voluntarily participating in war, any act of war, or military conflicts, declared or undeclared, or voluntarily participating or serving in the military, armed forces, or an auxiliary unit thereto, or contracting with any country or international authority. (We will return the prorated premium for any period not covered by the certificate when the Insured is in such service.) War also includes voluntary participation in an insurrection, or riot.
 - In Connecticut: a riot is not excluded.
 - In Idaho: participating in any war or act of war, declared or undeclared, or participating or serving in the armed forces or units auxiliary thereto. War also includes participation in a felony, riot, or insurrection.
 - In New Hampshire: voluntarily participating in war any act of war, declared or undeclared, or serving in the armed forces or an auxiliary unit thereto. (We will return the prorated premium for any period not covered by the certificate when the Insured is in such service.) War also includes voluntary participation in an insurrection or riot. War does not include acts of terrorism.
 - In New Jersey: WARNING: Any person who includes any false or misleading information on an application for an insurance policy is subject to criminal and civil penalties
 - In Oklahoma: War, or any act of war, declared or undeclared, when serving in the military, armed forces, or an auxiliary unit thereto. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War does not include acts of terrorism.
- **Suicide** - committing or attempting to commit suicide, while sane or insane.
 - In Colorado, Missouri, Montana, and Vermont: committing or attempting to commit suicide, while sane.
 - In Idaho: committing or attempting to commit suicide, while sane or insane, or intentionally self-inflicting injury.
 - In Minnesota and Ohio: this exclusion does not apply.
- **Self-Inflicted Injuries** - injuring or attempting to injure oneself intentionally.
 - In Missouri: injuring or attempting to injure oneself intentionally which is obviously not an attempted suicide.
 - In Colorado and Vermont: injuring or attempting to injure oneself intentionally, while sane.
 - In Idaho and Ohio: this exclusion does not apply
- **Racing** - riding in or driving any motor-driven vehicle in a race, stunt show or speed test in a professional or semi-professional capacity.
 - In Idaho and New Hampshire: this exclusion is not applicable
- **Illegal Occupation** - voluntarily participating in, committing, or attempting to commit a felony or illegal act or activity, or voluntarily working at, or being engaged in, an illegal occupation or job.
 - In California, Ohio, Nebraska and Tennessee: voluntarily participating in, committing, or attempting to commit a felony or voluntarily working at, or being engaged in, an illegal occupation or job.
 - In Connecticut and New Hampshire: voluntarily participating in, committing, or attempting to commit a felony.
 - In Illinois: committing or attempting to commit a felony or being engaged in an illegal occupation.
 - In Pennsylvania: committing or attempting to commit a felony, or being engaged in an illegal occupation.
 - In South Dakota: voluntarily committing a felony.
 - In Idaho and Maryland: this exclusion does not apply
- **Sports** - participating in any organized sport in a professional or semi-professional capacity.
 - In California: participating in any organized sport in a professional capacity
 - In Idaho: participating in any professional organized sport.
- **Custodial Care** - this is non-medical care that helps individuals with the basic tasks of everyday life, the preparation of special diets, and the self-administration of medication which does not require the constant attention of medical personnel.
 - In New Hampshire: this exclusion is not applicable

- **Treatment for being overweight, gastric bypass or stapling, intestinal bypass, and any related procedures, including any resulting complications.**
 - In Idaho and New Hampshire: this exclusion is not applicable
- **Services performed by a family member.**
 - In Idaho: Services performed by an immediate family member
 - In Arizona, New Hampshire and South Dakota: this exclusion does not apply.
- **Services related to sex or gender change, sterilization, in vitro fertilization, vasectomy or reversal of a vasectomy, or tubal ligation.**
 - In California, Washington D.C. and Washington: Services related to sterilization, in vitro fertilization, vasectomy or reversal of a vasectomy, or tubal ligation.
 - In Idaho and New Hampshire: this exclusion is not applicable
- **Elective Abortion - an abortion for any reason other than to preserve the life of the person upon whom the abortion is performed.**
 - In Tennessee, or if the pregnancy was the result of rape or incest, or if the fetus is non-viable.
 - In New Hampshire: this exclusion is not applicable
- **Dental Services or Treatment.**
 - In New Hampshire: this exclusion is not applicable
- **Cosmetic Surgery, except when due to:**
 - Reconstructive surgery, when the service is related to or follows surgery resulting from a covered accidental injury or a covered sickness, or is related to or results from a congenital disease or anomaly of a covered dependent child.
 - Congenital defects in newborns
 - In California: Cosmetic surgery, except when due to:
 - Reconstructive surgery, when the service is related to or follows surgery resulting from a covered accidental Injury or a covered sickness or when it is performed to correct or repair abnormal structures of the body caused by congenital defects, developmental abnormalities, trauma, infection, tumors, or disease
 - Reconstructive surgery, when the service is related to or follows mastectomy or lymph node dissection. This includes surgery to restore and achieve symmetry for the patient incidental to a mastectomy.
 - In New Hampshire: this exclusion is not applicable
- In Maryland only: We will not pay benefits for any claim that the appropriate regulatory board determines were provided as a result of a prohibited referral as defined in 1-302 of the Health Occupations Article.
- In New Jersey, an insured refers to a covered person
- **Pre-Existing Conditions Limitation**
 - Pre-existing Condition is a sickness or physical condition that existed within the 12-month period before the insured's effective date. For the condition to be considered pre-existing, it must have resulted in the insured's receiving advice, diagnosis, or treatment from a medical professional during this preceding time period. We will not pay benefits for any loss resulting from or affected by a Pre-existing Condition if the loss occurs within the 12-month period after the insured's effective date. We will not reduce or deny a claim for benefits for any loss that occurred more than 12 months after the insured's effective date on the grounds that it is caused by a Pre-Existing Condition.
- **Pregnancy Limitation**
 - Within the first nine months of the effective date of coverage, we will not pay benefits for a loss or injury that is caused by, or occurs as a result of, the insured's pregnancy or childbirth. Loss or injury due to complications of pregnancy will be covered to the same extent as a covered sickness. After this coverage has been in force for nine months from the effective date of coverage, benefits for a loss or injury that is caused by, or occurs as a result of, the insured's pregnancy or childbirth will be payable.

Notices

This proposal is a brief description of coverage, not a contract. Read your policy and riders (as applicable) carefully for exact plan language, terms, and conditions.

If this coverage will replace any existing individual policy, please be aware that it may be in your employees' best interest to maintain their individual guaranteed-renewable policy.

For residents of New Mexico, we are required to administer some coverages in accordance with the minimum applicable standards of New Mexico law.

Notice to Consumer: The coverages provided by Continental American Insurance Company (CAIC) represent supplemental benefits only. They do not constitute comprehensive health insurance coverage and do not satisfy the requirement of minimum essential coverage under the Affordable Care Act. CAIC coverage is not intended to replace or be issued in lieu of major medical coverage. It is designed to supplement a major medical program. Lack of major medical coverage (or other minimum essential coverage) may result in an additional payment with your taxes.

Continental American Insurance Company (CAIC), a proud member of the Aflac family of insurers, is a wholly-owned subsidiary of Aflac Incorporated and underwrites group coverage. CAIC is not licensed to solicit business in New York, Guam, Puerto Rico, or the Virgin Islands. For groups situated in California, group coverage is underwritten by Continental American Life Insurance Company. For groups situated in New York, coverage is underwritten by American Family Life Assurance Company of New York. Continental American Insurance Company, Columbia, South Carolina

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KENOSHA UNIFIED SCHOOL DISTRICT NO. 1
Kenosha, Wisconsin

April 27, 2020

2020-2021 CAPITAL PROJECTS PLAN

Background:

Board Policy 3711 requires that a major maintenance project list be developed annually by the Department of Facilities Services and that the list be reviewed and approved by the School Board for action. This report includes the proposed major maintenance and energy savings projects plans for 2020-21.

Historically during times of rapid enrollment growth this report also includes the capacity projects as required by Board Policy 7210; however there are no capacity projects proposed for the coming year.

Available Budget:

The overall major maintenance budget is \$2,000,000. In addition, we have a budget of \$500,000 within our utilities/energy budget to fund capital projects each year. The energy project funds were generated from measured savings from previous energy projects over a 10 year period. Energy savings generated from projects the past several years have been placed back in the general fund for other district expenditures.

Major Maintenance Plan Information:

The 2020-21 capital projects plan is provided as Attachment A to this report. The plan is a continuation of the overall major maintenance plan initiated 19 years ago, and the energy savings project program started 17 years ago. The major maintenance plan includes a proposed contingency of \$50,000 or 3.33% of the available budget for projects that will be performed this year. Board Policy 3711 recommends that a contingency of not more than 5% be reserved at the beginning of each year; contingencies have ranged from 0.86% to 4.25% over the past 19 years.

As part of the report associated with the 2017-18 capital plan, we noted that for a 6 year period we will be using almost all of the major maintenance funds at Bullen, Lance, Tremper and Bradford. This will be the fourth year of that 6-year plan, and the funds will be split between the third year of the project at Tremper and the second year of the project at Bradford. This was discussed in great detail during the Committee and Board meetings that lead to the approval of those projects at the April 25, 2016, School Board meeting, and the selection of the performance contractors at the June 28, 2016, School Board meeting. Performing the major maintenance work at these schools at the same time that the majority of the

building is being retrofitted with new mechanical systems, lighting and ceilings is proving to be a very efficient and economical way to accomplish a number of pressing maintenance and renovation needs.

Administration Recommendation:

Administration recommends Board approval of the 2020-21 Capital Projects Plan as described in this report.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Mr. Patrick M. Finnemore, PE
Director of Facilities

Mr. John E. Setter, AIA
Project Architect

PROPOSED 2020-21 CAPITAL PROJECTS PLAN

MAJOR MAINTENANCE PROJECTS:

Tremper High School Improvements Project:

The bulk of the work performed at Tremper last year and the next two years is energy related and will be funded by the revenue limit exemption previously approved by the Board. There are, however, a number of scope items that we identified that are best performed at the same time the energy related work is being performed and those items are being funded by the major maintenance budget. The major maintenance scope is widespread and will improve the condition, functionality, and aesthetics in almost every area of the building. The majority of these scope items are directly tied to energy saving scope items that will be performed concurrently by the same contractors thus resulting in a significant savings versus performing these scope items as stand-alone projects.

The major maintenance scope includes the following major elements:

- Major upgrade to the auditorium including new seating, carpeting, ceilings, wall sound panels, and sound system. HAPPENING IN 2020
- Creation of a new culinary, FCS and sewing classrooms on the south end of the school by the other Career and Technical Education classrooms. COMPLETE
- Renovation of the library to make one common space instead of three separate rooms. COMPLETE
- Asbestos abatement and new flooring in large portions of the school. SPREAD OVER ENTIRE PROJECT
- Replacement of the 50 plus year old science casework. COMPLETE
- The major maintenance budget will fund a portion of the new main entrance to the school, namely the aspects of the design that improve school safety including offices for the School Resource Officer and the Attendance Office at the new main entrance. COMPLETE
- A life safety code related problem regarding egress from the pool deck will be resolved by creating an exit path from the pool deck without having to exit through the shower rooms. COMPLETE

Bradford High School Improvements Project:

The rationale for performing major maintenance work at Bradford is the same as it is for Tremper. There are some scope items that are similar to Tremper, but because of the differences in the design and condition of the school there are some fairly significant differences. The major maintenance scope at Bradford includes the following major elements:

- The commons at Tremper was completely remodeled approximately 10 years ago modernizing that space while also making significant improvements in the functionality of the space. The commons at Bradford is original and has several shortcomings with the two most notable being safety and space problems related to the space having more than one level, and the lack of connection to the cafeteria for supervision purposes. This project will make major renovations to the commons area. COMPLETE
- The public restrooms at the school will be gutted and reconstructed for efficiency and accessibility as well as to modernize those spaces. SPREAD OVER ENTIRE PROJECT
- Asbestos abatement and new flooring in large portions of the school. This includes portions of the 1960's building with orange quarry tile flooring. The goal is to make the public areas of the school less disjointed than they currently are as you move between the 1960's and 1980's portions of the school. SPREAD OVER ENTIRE PROJECT
- The major maintenance budget will fund a portion of the new main and teacher entrances to the school, namely the aspects of the design that improve school safety and accessibility. COMPLETE
- Another large change at Bradford will be adding a fire sprinkler system to the entire building as currently less than 25% of the school is sprinklered. SPREAD OVER ENTIRE PROJECT

KENOSHA UNIFIED SCHOOL DISTRICT

April 27, 2020

COVID-19 Related Wavier Items and KUSD Resolution #361

Due to the emergence and spread of the global COVID-19 pandemic, school districts across the United States have been forced to rapidly adjust from the traditional form of educational offerings for the majority of their students. Multiple federal and state executive orders require social distancing and/or physical closures of schools, but with the expectation that schools work to continue educating with distance learning and virtual learning opportunities for students.

Governor Evers Emergency Order #1 (March 13, 2020) and subsequent Emergency Order #12 (March 24, 2020) and Emergency Order # 28 (April 16, 2020) proclaimed schools in Wisconsin will remain physically closed indefinitely. Since the first order, KUSD closed on March 16, 2020 and has rapidly worked to transition to a remote and virtual learning environment and operational system. Packet work has been developed for student use, but the vast majority of students and staff launched a virtual learning program on April 6, 2020. A district survey was also provided to allow KUSD students and families an opportunity to request a Chromebook for home use during this period of isolation. With nearly 7,700 responses at the district level and almost 70% requesting a device, KUSD has since distributed over 6,500 Chromebooks.

The urgency to alter the traditional school calendar has caused disruptions for a variety of school and student related areas. Due to this disruption, Governor Evers has directed the Wisconsin Department of Instruction to allow local districts to apply for multiple waivers and exemptions, and has given support towards a flexible approach for districts as they try to close out the remainder of the 2019-20 school year in the best interests of students and their educational progress. With feedback from all school administrators, and every department for KUSD, the following is a list of waiver requests and respective rationale for each request. The specific waivers requested relate to the following:

- KUSD Policy 6456 Graduation Requirements;
 - Minimum of 10 hours of Community Service for Cohort 2020 students or older (local requirement)
 - Requirement of 8.5 elective credits (local requirement)
 - Requirement of 15.0 state defined credits (state requirement)
 - Requirement of IOWA defined coursework and credits (local requirement)
 - Wisconsin Civics Exam for all graduates for Cohort 2020 students or older (state requirement)
- Annual instructional minute requirement for School Year 2019-20 (state requirement)
- Educator Effectiveness Cycle for School Year 2019-20 (state requirement)

The Spring accountability assessments are a federal requirement (section 1111 of the Elementary and Secondary Education Act of 1965) and the state of Wisconsin applied for

a federal waiver on March 23, 2020. This waiver request addressed both the Spring assessments (WI Forward, ACT Aspire, DLM) and the subsequent reporting and possible school identification status. The United States Department of Education approved this waiver request on March 27, 2020

(https://dpi.wi.gov/sites/default/files/imce/assessment/pdf/WI_Covid19_WaiverResponse.pdf).

KUSD Policy 6456 Graduation Requirements:

Kenosha Unified currently has several components related to the successful completion and awarding of a high school diploma to enrolled students. The current policy can be located here (<https://www.kusd.edu/sites/default/files/document-library/english/6456.pdf>).

- Each high school student is required to complete a minimum of 10 hours of community service. This requirement is only a local KUSD requirement, but would still need a Board approved waiver. Since this requirement was implemented years ago, no KUSD student has been denied a diploma solely on this item and as of March 16, 2020, there were at least 924 grade 12 students who had yet to have this requirement recorded as complete. It should be noted that though this number would be over half of the current grade 12 students, most seniors finalize the submission of their hours during the Spring months as they meet with their counselors for a variety of things.
- Currently, the state of Wisconsin strongly encourages each school district to require at least 8.5 elective credits (WI s.118.33 (1) (am)).
- The state of Wisconsin stipulates each school district to require high school students to earn 15.0 credits spread across defined content areas (WI s.118.33 (1)). These include: 4.0 credits of English, 3.0 credits of social studies, 3.0 credits of math, 3.0 credits of science, 1.5 credits of physical education, and .5 credit of health education.
- Current grade 12 students who are enrolled in the existing KUSD Competency Diploma Option (IOWA) will only have waiver applicability for KUSD courses, not any of the other IOWA graduation requirements.

Wisconsin Civics Exam Graduation Requirement:

There is a requirement in Wisconsin Act 55 that any students graduating from a Wisconsin high school (starting with the class of 2017) "takes a civics test comprised of 100 questions that are identical to the 100 questions that may be asked of an individual during the process of applying for U.S. citizenship by the United States Citizenship and Immigration Services and the pupil correctly answers at least 65 of those questions." (Section 3266R, 118.33(1m) (a)1.). Since the introduction of this requirement, no KUSD student has not graduated solely due to this requirement, and as of March 16, 2020, there were at least 294 grade 12 students who had yet to reach a passing score. This number

could also reflect students with an existing individualized education program (IEP) accommodation that they only need to attempt the exam but are not required to achieve a passing score.

The Department of Public Instruction (DPI) will waive the civics graduation requirement due to extenuating circumstances during this ongoing public health emergency that would prohibit students' ability to graduate in 2020 because they have not passed the civics graduation requirement. This waiver only covers students expecting to graduate in 2020, not subsequent cohort years. In order to grant the waiver, districts could struggle with some of the following areas:

- There is unequal and/or irregular access to technology.
- The district is unable to translate the test to be in the language of student choice.
- Special education and /or English language services are unavailable.
- Inability to administer an online or paper test.

Per state law, the district will need to hold a public hearing under s.118.38 (1) (b) to receive a waiver. (The public hearing can be virtual or teleconferenced). KUSD has already completed the respective DPI form but the status of this waiver approval is "pending" until the completion of the public hearing and local board approval.

Annual Instructional Minute Requirement:

The Department of Public Instruction (DPI) will waive the hour requirement for any school district that requests the DPI to do so due to the ongoing COVID-19 public health emergency. As school districts navigate the decisions ahead and look at what continuity of learning can be provided in this unprecedented situation, the department wants to ensure the agency is eliminating barriers to accomplish new forms of learning.

Per state law, the district will need to hold a public hearing under s.118.38 (1) (b) and document the date of the public hearing to receive a waiver. (The public hearing can be virtual or teleconferenced). KUSD has already completed the respective DPI form but the status of this waiver approval is "pending" until the completion of the public hearing and local board approval.

Educator Effectiveness Cycle:

The Wisconsin Legislature developed the 20 Wisconsin Education Standards found in Wisconsin Administrative Code sec. PI 8.01, which establish minimum expectations for each school district. Standard 17 requires each school district to evaluate all licensed school personnel in their "first year of employment and, at least, every third year thereafter." Wis. Stat. § 115.415 requires the specific process by which all Wisconsin districts meet the requirements listed in PI 8 for principals and teachers--the Wisconsin Educator Effectiveness (EE) System.

Due to the ongoing COVID-19 public health emergency, the Department of Public Instruction (DPI) will waive the requirements to complete an Educator Effectiveness Cycle for educators in their Summary Year in 2019-20, thereby waiving the requirements to meet PI 8.01 and Wis. Stat. § 115.415 for 2019-20.

Per state law, the district will need to hold a public hearing under s.118.38 (1) (b) and document the date of the public hearing to receive a waiver. (The public hearing can be virtual or teleconferenced). KUSD has already completed the respective DPI form but the status of this waiver approval is “pending” until the completion of the public hearing and local board approval.

Communication of Changes:

For some of these waivers, the state statutory requirement for holding a public hearing still remains. The associated resolution allows a district to formally process the respective waivers (both locally and at the state level) after the notice and session of the public hearing.

Administrative Recommendation:

Administration recommends that the School Board approve the listed waiver requests and adopt KUSD Resolution #361 at the April 27, 2020, regular School Board meeting:

- KUSD Policy 6456 Graduation Requirements;
 - Minimum of 10 hours of Community Service for Cohort 2020 students or older (local requirement)
 - Requirement of 8.5 elective credits (local requirement)
 - Requirement of 15.0 state defined credits (state requirement)
 - Requirement of IOWA defined coursework and credits (local requirement)
 - Wisconsin Civics Exam for all graduates for Cohort 2020 students or older (state requirement)
- Annual instructional minute requirement for School Year 2019-20 (state requirement)
- Educator Effectiveness Cycle for School Year 2019-20 (state requirement)

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Kristopher Keckler
Chief Information Officer

Sue Valeri
Chief of School leadership

Julie Housaman
Chief Academic Officer

Kenosha Unified School District
Resolution #361

SCHOOL BOARD RESOLUTION FOR THE WAIVER OF CERTAIN SCHOOL BOARD OR SCHOOL DISTRICT REQUIREMENTS PURSUANT TO WIS. STAT. §§ 118.38(1) AND (1m)

WHEREAS, Wis. Stat. §118.38(1) and Wis. Admin. § PI 8.01(4) authorize school boards to request the Department of Public Instruction to waive any school board or school district requirement in Wis. Stat. chs. 115 to 121 or in the administrative rules promulgated by the Department under the authority of those chapters; and

WHEREAS, Wis. Stat. §118.38(1)(b) requires that before requesting a waiver, a school board shall hold a public hearing in the school district on the request for a waiver of any requirement in Wis. Stat. chs. 115 to 121; and

WHEREAS, Wis. Stat. §§ 120.12(1) and 12.44(2) authorize the Board of Education to have the possession, care, control and management of the property and affairs of the school district; and

WHEREAS, on March 11, 2020, the World Health Organization characterized COVID-19 as a pandemic; and

WHEREAS, on March 12, 2020, pursuant to Wis. Stat. § 323.10, Wisconsin Governor Tony Evers issued Executive Order #72, declaring a public health emergency in all counties of the state as a result of the coronavirus pandemic (COVID-19); and

WHEREAS, on March 13, 2020, Governor Evers issued Emergency Order #1 mandating statewide closure of all public and private schools because of the spreading COVID-19, effective March 18, 2020, at 5:00 pm, through April 6, 2020; and

WHEREAS, on March 17, 2020, Governor Evers issued a further order, Emergency Order #5, extending the closure of all public and private K-12 schools indefinitely, through the duration of the public health emergency, amid the coronavirus pandemic; and

WHEREAS, on March 21, 2020, Governor Evers issued Emergency Order #10 wherein Governor Evers suspended Wis. Admin. § PI 8.01(4)(b)1. to 7. and (c) setting forth the requirements for school districts and the Department of Public Instruction when school districts request waiving hours of instruction requirements, but such order did not suspend the procedural requirements of Wis. Stat. §118.38(1)(b); and

WHEREAS, on March 24, 2020, Governor Evers issued Emergency Order #12 (aka Safer at Home order), requiring all individuals present within the State of Wisconsin to stay at home or at their place of residence, with limited exceptions, beginning March 25, 2020 and continuing through at least 8:00 am on April 24, 2020; and further continued the closure of all public and private K-12 schools for pupil instruction and extracurricular activities, except for facilitating distance learning or virtual learnings; and

WHEREAS, on April 16, 2020, Governor Evers issued Emergency Order #28 (aka Safer at Home order extension), prolonging the prior requirements for individuals to stay at home or at their place of residence, with limited exceptions, through at least 8:00 am on May 26, 2020.

NOW, THEREFORE BE IT RESOLVED, that:

1. On April 27, 2020, the Kenosha School Board of Education held a public hearing, in satisfaction of Wis. Stat. §118.38(1)(b), concerning requests for waivers of the requirements identified herein; and

2. In compliance with Wis. Stat. §§ 118.38(1) and (1m), and for the reasons set forth herein, the Board of Education hereby directs the District Administrator or her designee to apply, on behalf of the Board, to the Office of the Superintendent for Public Instruction (OSPI) for the waiver of the following:

- a. Waiver of the requirement of the local KUSD Policy 6456 Graduation Requirement of completion of 10 hours of community service for Cohort 2020 students or older for the 2019-2020 school year only due to the COVID-19 public health emergency.
- b. Waiver of the requirement of the local KUSD Policy 6456 Graduation Requirement of completion of 8.5 elective credits for students for the 2019-2020 school year only due to the COVID-19 public health emergency.
- c. Waiver of the requirement of the local KUSD Policy 6456 Graduation Requirement of completion of IOWA requirements only for the three identified courses and credits for students for the 2019-2020 school year only due to the COVID-19 public health emergency.
- d. Waiver of the requirement of Wis. Stat. § 118.33(1)(a) and the administrative rules promulgated by the department regarding required 15.0 credits for students for the 2019-2020 school year only due to the COVID-19 public health emergency.
- e. Waiver of the requirement in Wis. Stat. § 118.33(1m)(a) relating to the civic exam requirement as a condition of receiving a high school diploma for Cohort 2020 students or older for the 2019-2020 school year only due to the COVID-19 health emergency and the following additional reasons:
 - i. Unequal and/or irregular access to technology
 - ii. Inability to administer an online or paper test
- f. Waiver of the requirements of Wis. Stat. § 121.02(1)(f) and the administrative rules promulgated by the department regarding required instructional hours for students for the 2019-2020 school year only due to the COVID-19 public health emergency.

- g. Waiver of the requirements to complete an Educator Effectiveness Cycle for educators in their Summary Year in 2019-20, including waivers of the requirements to meet PI 8.01 and Wis. Stat. §§ 115.415 and 121.02(1)(q) for the 2019-20 school year only due to the COVID-19 public health emergency.

BE IT FURTHER RESOLVED that execution of this Resolution is conclusive evidence of the Board of Education's approval of this action and of the authority granted herein at a duly-noticed meeting of the Board held on April 27, 2020.

President, Board of Education

Superintendent of Schools

Secretary, Board of Education

Members of the Board:

*Resolution 361
April 27, 2020*

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KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

April 27, 2020

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

April

- April 7, 2020 – Spring Election
- April 10-19, 2020 – Spring Recess
- April 27, 2020 – Organizational Meeting & Regular School Board Meeting – 6:30 P.M. & 7:00 P.M. in ESC Boardroom

May

- May 25, 2020 – Memorial Day
- May 26, 2020 – Regular School Board Meeting – 7:00 P.M. in ESC Boardroom

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