

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD APRIL 27, 2020

A regular meeting of the Kenosha Unified School Board was held on Monday, April 27, 2020, at 7:00 P.M. in the Board Room of the Educational Support Center. Mr. Duncan, President, presided.

The meeting was called to order at 7:01 P.M. with the following Board members present: Mr. Battle (virtually), Ms. Stevens, Mrs. Modder, Ms. Adams, Mr. Wade, and Mr. Duncan. Dr. Savaglio-Jarvis, Ms. Valeri (virtually), and Mrs. O'Connor (virtually) were also present. Mr. Garcia was excused.

Mr. Duncan, 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.

There was not a legislative report.

Mr. Duncan introduced the Motion to Waive School Board Policy 8870 submitted by Dr. Savaglio-Jarvis, excerpts follow:

"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.

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."

Ms. Adams moved that Policy 8870 – Public Participation at School Board Meetings be waived for the April 27, 2020, regular school board meeting but allowing written communications to be read out loud if properly received and requested by citizens. Ms. Stevens seconded the motion. Unanimously approved.

Ms. Busby read citizens comments which were properly received and requested.

Remarks were made by the Board President and Board members.

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 3/3/20 Special Meeting, 3/24/20 Special Meeting and Executive Session and the 3/24/20 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 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.”

Ms. Stevens moved to approve the consent agenda. Mr. Wade seconded the motion. Unanimously approved.

Mr. Hamdan presented the Preliminary Budget Position Projection for 2020-2021 submitted by himself and Dr. Savaglio-Jarvis, excerpts follow:

“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; and
- 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. Savaglio-Jarvis presented the Negotiations with the Kenosha Education Association for the 2020-2021 Collective Bargaining Agreement submitted by Mr. Hamdan, Mrs. Lindsey O’Connor, Chief Human Resources Officer; and Dr. Savaglio-Jarvis, excerpts follow:

“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.

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.”

Mrs. Modder moved to 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. Ms. Adams seconded the motion. Mr. Battle abstained. Motion approved.

Mrs. O’Connor presented the Level/Tier Advancement for all Employee Groups and Base Wage Increases for Employee Groups Other Than Teachers submitted by Mr. Hamdan, Mrs. O’Connor, and Dr. Savaglio-Jarvis, excerpts follow:

“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.

Administration recommends that the Board approve:

- 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; and
- Tier movements for teachers who turn in the required documentation to the Office of Human Resources on or before June 30, 2020.”

Ms. Stevens moved to approve Administration’s recommendation for Level/Tier Advancement for all Employee Groups and Base Wage Increases for Employee Groups Other Than Teachers. Mr. Wade seconded the motion. Mr. Battle abstained. Motion approved.

Mrs. O’Connor presented the Benefit Plan Update and Renewal submitted by Mr. Hamdan, Mr. Kevin Neir, Human Resources Coordinator; and Mrs. O’Connor, excerpts follow:

“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.”

Mrs. O’Connor; Mr. Chris Smessaert from Hays Companies; Mr. Brad Gendron, UnitedHealthcare Senior Field Account Manager; and Ms. Jenni Gehl, UnitedHealthcare Strategic Account Executive gave a PowerPoint presentation which covered the following areas: current state, wellness and programs overview, 2019 health savings account (HAS) utilization, 2019 health plan utilization, and plan overview and renewal update.

Mrs. O’Connor presented the Voluntary Benefit Offerings submitted by Mr. Neir, Mrs. O’Connor, Mr. Hamdan, and Dr. Savaglio-Jarvis, excerpts follow:

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; and
- 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.

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."

Mr. Wade moved to approve the addition of employee-paid group voluntary benefits offered by Aflac for all District employees for the 2020-21 benefit plan year. Ms. Adams seconded the motion. Unanimously approved.

Mr. Patrick Finnemore, Director of Facilities, presented the 2020-2021 Capital Projects Plan submitted by Mr. John Setter, Project Architect; Mr. Finnemore; and Dr. Savaglio-Jarvis, excerpts follow:

"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.

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.

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

Mr. Wade moved to approve the 2020-21 Capital Projects Plan as described in this report. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Kristopher Keckler, Chief Information Officer, presented the COVID-19 Related Waiver Items and KUSD Resolution 361 submitted by Mrs. Julie Housaman, Chief Academic Officer; Ms. Susan Valeri, Chief of School Leadership; Mr. Keckler; and Dr. Savaglio-Jarvis, excerpts follow:

“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)
 - o Requirement of 8.5 elective credits (local requirement)
 - o Requirement of 15.0 state defined credits (state requirement)
 - o Requirement of IOWA defined coursework and credits (local requirement)
 - o 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

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)
 - o Requirement of 8.5 elective credits (local requirement)
 - o Requirement of 15.0 state defined credits (state requirement)
 - o Requirement of IOWA defined coursework and credits (local requirement)
 - o 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)”

Mrs. Modder read 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), which read as follows:

“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."

Mrs. Modder moved to approve the listed waiver requests and adopt 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). Ms. Adams seconded the motion. Unanimously approved.

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

Meeting adjourned at 8:29 P.M.

Stacy Schroeder Busby
School Board Secretary