

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD JULY 28, 2020

A regular meeting of the Kenosha Unified School Board was held on Tuesday, July 28, 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 7:00 P.M. with the following Board members present: Mr. Battle, Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, Mr. Wade, and Mr. Duncan. Dr. Savaglio-Jarvis was also present.

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 or Supervisory Appointments.

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

Ms. Adams moved to amend the order of the agenda to move New Business agenda item A – Return 2020 Plan to New Business agenda item I (end of agenda). Mrs. Modder seconded the motion. Unanimously approved.

Mrs. Modder gave the legislative report.

Views and comments were made by the public. Mr. Duncan noted that views and comments submitted electronically would be addressed at the end of the meeting.

Remarks by the President were made by Mr. Duncan.

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 6/18/20, 7/16/20 and 7/20/20 Special Meetings, 6/23/20 Special Meeting and Executive Session and 6/23/20 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. Sue Savaglio-Jarvis, excerpts follow:

“It is recommended that the June 2020 cash receipt deposits totaling \$864,565.43, and cash receipt wire transfers-in totaling \$50,716,161.74, be approved.

Check numbers 593348 through 594572 (net of voided batches) totaling \$6,726,660.55, and general operating wire transfers-out totaling \$3,349,874.95, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the June 2020 net payroll and benefit EFT batches totaling \$19,798,935.11, and net payroll check batches totaling \$11,969.01, be approved.”

Consent-Approve item X-D – Revision of School Board Policy 8720 – Special School Board Meetings submitted by Dr. Savaglio-Jarvis, excerpts follow:

“On February 6, 2020, 2019 Wisconsin Act 96 (Act 96) became effective. Act 96 takes an important step in modernizing the manner by which school boards may be notified of upcoming meetings.

In its previous form, Wis. Stat. § 120.11(2) provided that if a school board planned to hold a special meeting, the board clerk, in the clerk’s absence, the board president must notify each school board member, in writing, of the time and the place of a special meeting of the school board at least twenty-four (24) hours before said meeting. Further, these notices were required to be delivered personally to each board member or mailed via first class mail to each board member’s residence.

Act 96 updates these notification requirements to provide more commonly utilized means of communication. At its core, Act 96:

- Requires the clerk or, in the clerk’s absence, the president to notify each school board member of the meeting in a manner likely to give the member notice of the meeting;
- Specifies that the date, time and place for the meeting must be set by the clerk or, in the clerk’s absence, the president; and
- Provides that, if the clerk, or in the clerk’s absence, the president determines that providing notice at least twenty-four (24) hours before the meeting is, for good cause shown by the clerk or president, impossible or impractical, the clerk or president may notify each school board member of the date, time, and place of the meeting less than twenty-four (24), but not less than two hours before the meeting.

Policy 8720 – Special School Board Meetings has been revised to reflect the modernization by which school boards may be notified of upcoming meetings pursuant to Act 96. At the June 23, 2020, regular board meeting, the board approved revised Policy 8720 – Special School Board Meetings as a first reading with the change of “but not less than 2 hours” to “but not less than 12 hours” in the second sentence of the second paragraph of Policy 8720. Said change has been made in the attached revised policy.

It is recommended that Policy 8720 – Special School Board Meetings be approved as a second reading at the July 28, 2020 regular school board meeting.”

Consent-Approve item-E – Policy 6620 – Library Resources submitted by Mrs. Christine O'Regan, Teacher Consultant – Library Media; Mrs. Ann Fredriksson, Coordinator of Library Media and Instructional Technology; Mrs. Julie Housaman, Chief Academic Officer; and Dr. Savaglio-Jarvis, excerpts follow:

“School Board Policy 6620—Library Resources (Appendix A)—was originally approved in 2000 and was later revised in 2002 and 2012. Since that time there has been a shift in guidance from the American Library Association (ALA) and the Office of Intellectual Freedom.

These professional library agencies, upon current research, have provided recommendations for district school library resource policies. In review of these resources, the goal is to align School Board Policy 6620 to the recommended guidance offered.

The proposed revisions to School Board Policy 6620—Library Resources—are based upon:

- Recommendations from Selection & Reconsideration Policy Toolkit for Public, School & Academic Libraries, American Library Association, December 8, 2016 (Appendix B).
- Input and feedback from Kenosha Unified School District library media teachers representing elementary, middle, and high school library learning commons.
- Kenosha Unified School District School Board Policy 5110.1—Student Equal Opportunity and Nondiscrimination in Education (Appendix C).

At the June 23, 2020, regular board meeting, the board approved revised Policy 6620 as a first reading. Administration recommends that the Board of Education approve the revised Kenosha Unified School District Policy and Rule 6620—Library Resources—as a second reading on July 28, 2020.”

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

Dr. Savaglio-Jarvis introduced Attorney Ron Stadler from Jackson Lewis. S.C., and he presented the Revisions of School Board Policies 4111, 5110.1, 5110.2, and 5111 submitted Dr. Savaglio-Jarvis, excerpts follow:

Review of the following policies have come before the board on August 20, 2019, October 9, 2019, November 19, 2019, December 10, 2019, and February 19, 2020:

- Policy 4111 – Employee Anti-Harassment;
- Policy 5110.1 – Student Equal Opportunity and Non Discrimination in Education;
- Policy 5110.2 – Non Discrimination Guidelines Related to Student Who are Transgender and Students Non Confirming to Gender Role Stereotypes; and
- Policy 5111- Bullying.

Attorney Ron Stadler from Jackson Lewis, P.C. advised and assisted the school board during their working sessions relative to these policies.

In May the Department of Education issued new regulations addressing required policies and procedures under Title IX which addresses non-discrimination in education. Additionally, the United States Supreme Court issued a new, landmark decision in *Bostock v. Clayton County* that recognized that sexual orientation and transgender status are protected within the meaning of title VII's prohibition against sex-based discrimination. This same language is found in Title IX.

The new Title IX policies and procedures are required to be implemented by August 14, 2020. Because of these changes noted above, Attorney Stadler has incorporated the necessary updates to the four policies.

Policy 5110.1 – Student Equal Opportunity and Non-Discrimination Education was approved as a second reading at the December 10, 2019 regular school board meeting. Remaining policies 4111, 5110.2 and 5111 have all been approved as a first reading; however, due to the additional Title IX revisions, the policies are being brought forward again for a first and second read.

Administration's recommendation is that revised school board policies 4111, 5110.1, 5110.2, and 5111 be approved as a first reading at the July 28, 2020 regular school board meeting and as a second reading at the August 25, 2020 regular school board meeting."

The following additional revisions were suggested by board members in relation to Policy 4111 – Employee Anti-Harassment:

- On page two of the policy - second from last paragraph, where it states "sexual relationships between staff members, where one has supervisory responsibilities over the other, are highly discouraged", replace the word "highly" with a stronger word such as "totally" and/or "firmly";
- In the first paragraph of the Rule, change "should" to "shall" when referencing the responding to a harassment claim within 30 days;
- Throughout the policy, capitalize "superintendent"; and
- Throughout the policy, add "or designee" when referencing the CHRO.

There following additional revision was suggested by a board member in relation to Policy 5110.1 – Student Equal Opportunity and Non-Discrimination in Education:

- Replace "should" or "may" with "will" or "shall" throughout policy.

The following additional revision was suggested by a board member in relation to Policy 5110.2 – Nondiscrimination Guidelines Related to Students Who Are Transgender and Students Non-Conforming to Gender Role Stereotypes:

- On page one of policy - third paragraph under SCOPE. Change "in a timely manner" to "within 15 days";

The following additional revision was suggested by a board member in relation to Policy 5111 – Bullying:

- On page two in the fourth paragraph, change "may" to "will".

Ms. Stevens moved to approve revised school board policies 4111, 5110.1, 5110.2, and 5111 as a first reading. Mr. Battle seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the NEA Local President Release Grant - Addendum to Teacher Contract, excerpts follow:

“In December 2019, Tanya Kitts-Lewinsky, President of the Kenosha Education Association (KEA) informed the District that the KEA had been invited to apply for a three-year part-time release grant for the union president through the National Education Association (NEA). The grant would allow the President to reduce her teaching contract to .5 FTE for the 2020-21 school year and allow her to engage in KEA activities during the .5 release time. The intended benefits of those activities include improved communication, educator morale, collaboration and problem-solving, teacher retention and public relations.

The District met and communicated with KEA leadership during the winter and spring of the 2019-20 school year. Tanya Kitts-Lewinski informed KUSD administration that in April 2020 she had been awarded the grant.

It is recommended that the Board of Education approve the proposed Addendum to the Teacher Contract between the Kenosha Unified School District and Tanya Kitts-Lewinski for the 2020-2021 school year.”

Mr. Wade moved to approve the proposed Addendum to the Teacher Contract between the Kenosha Unified School District and Tanya Kitts-Lewinski for the 2020-2021 school year. Mrs. Modder seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented Policy and Rule 1520 – Distribution of Marketing Materials to Students submitted by Mrs. Tanya Ruder, Chief Communications Officer, and Dr. Savaglio-Jarvis, excerpts follow:

“Policy 1520 was developed to give the superintendent or his/her designee guidance in approving materials that are distributed to students by schools from outside organizations. Currently, the policy requires review of the materials which, if approved, are then copied and delivered to schools by organizations where school administrative support professionals who then distribute to classroom staff who distribute to students via weekly folders.

To alleviate this unnecessary burden for our staff and community members, we would like to move to a virtual backpack system. This will allow organizations to submit fliers for review that, if approved, will be posted on the Community Connection portion of the website. Schools will then share a “Virtual Backpack” link in their weekly e-newsletters so families are aware of what is being offered by our community partners, organizations and others. Per policy, we will require organizations to provide fliers in English and Spanish, as well as to drop off at least 20 hard copies in both English and Spanish to have on hand in the school office for families that may not have access to technology.

In addition, schools should not have to run fliers through the district office for approval for events being held by their buildings (e.g. assembly, spirit week, etc.). As such, the internal request section has been removed so they may communicate with families as they see fit.

The overall goal for this change is to alleviate burden on our schools, streamline the process of approval to distribution for our community partners, and reduce the amount of paperwork parents/guardians receive through the use of technology.

Administration recommends that the Board approve revised Policy and Rule 1520 on July 28, 2020, and a second reading on Aug. 25, 2020.”

Ms. Stevens moved to approve revised Policy and Rule 1520 as a first reading. Mr. Garcia seconded the motion. Unanimously.

Dr. Savaglio-Jarvis presented Revision of School Board Policy 8850 – School Board Committees, excerpts follow:

“As a follow up to the October 15, 2019 special school board meeting, October 21, 2019 reminder included in the board calendar document, and the June 19, 2020 email where board members were asked to share thoughts and recommendations in regards to Policy 8850 – School Board Committees, attached is the proposed revised policy to be considered as a first reading.

Suggested additions to the policy include:

- An addition of two District staff members added to the committees;
- Committee meetings will be held quarterly each school year on the second Tuesday - October, February, April and June, unless otherwise noted, instead of monthly; and
- Attendance expectation of committee members will be changed from 80% expectancy to missing no more than one meeting per year

It is recommended that Policy 8850 – School Board Committees be approved as a first reading at the July 28, 2020 regular school board meeting and as a second reading at the August 25, 2020 regular school board reading.”

The following additional revisions to Policy 8850 – School Board Committees were suggested by board members:

- In the first paragraph of the policy, remove “as” from the added language “engage as stakeholders in issues”
- In the second paragraph of the policy, do not remove “with option of renewal at the chairs discretion”;
- In the sixth paragraph of the policy, change the word “intermediary” to “avenue” or “liaison”;
- Above the last paragraph of page one of the policy, insert the following sentence: “Minutes shall be kept of all standing committee meetings”;
- In the last paragraph on page one of the policy, change “Board committee meetings” to “Board standing committee and ad hoc committees”;
- In A-2 of the Rule, include “teachers”;
- In B-3 of the Rule, do not remove “The committee chairs”;
- In the Personnel Committee organizational chart, keep the last strikeout with the exception of removing “or policy”.

Ms. Adams moved to approve revised Policy 8850 – School Board Committees as a first reading with the suggested changes. Mr. Wade seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Adoption of Kindergarten Through Grade 12 Art 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.” A 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 the fall of the 2017-18 school year, the kindergarten through grade 12 art team began the curriculum writing process (Appendix C). The National Coalition for Core Arts Standards, adopted by the Board in June 2017, were used as the foundation for the curriculum writing process.

Initially, there was not a recommendation for curricular resources for visual art as an appropriate platform was not available. Kenosha Unified School District art teachers have had opportunities to connect with professional development from the Art of Education University (Art Ed Pro), and when the company rolled out their curricular resource platform (Flex Curriculum) there was an immediate interest from all of the teachers. Since this is a sole source product with no competing products or platforms, the district has not done a request for proposal (Appendix D).

All of the art teachers received preliminary training on the platform during May 2020 and were given full access to explore and evaluate for the duration of the month. After the demo period, art teachers provided feedback via a Google form followed by a full department roundtable discussion. The teachers unanimously requested that the district move forward with adoption.

Administration recommends that the Board of Education grant approval to purchase kindergarten through grade 12 Art of Education University curriculum materials as outlined in this report, including Appendix C, showing an estimated purchased cost of \$143,543.00 for a 7-year contract for online resources.”

Mr. Wade moved to approve the purchase of the kindergarten through grade 12 Art of Education University curriculum materials as outlined in the report, including Appendix C, showing an estimated purchased cost of \$143,543.00 for a 7-year contract for online resources. Mrs. Modder seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented Act 55 – Notice of Academic Standards submitted by Ms. Luanne Rohde, Director of Early Education; Mrs. Christine Pratt, Coordinator of Science; Mrs. Susan Mirsky, Coordinator of English/Language Arts; Mrs. Jennifer Lawler, Coordinator

of Mathematics; Mr. Che Kirby, Coordinator of Educator Effectiveness and Social Studies; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

“On July 12, 2015, the Wisconsin 2015-17 State Budget Bill, Act 55, was signed into law. It requires Kenosha Unified School District to provide the parents and guardians of all enrolled students with notice of the academic standards in mathematics, science, reading and writing, geography, and history that have been adopted by the school board and that will be in effect during each school year. Accordingly, the district academic standards that will be in effect in these specific content areas for the 2020-21 school year are listed below. Electronic links to the detailed version of the applicable standards are provided pursuant to section 120.12(13) and section 118.30(1g)(a)1 of the state statutes.

Additionally, with regard to emphasizing content-area literacy in all subjects, the Kenosha Unified School District has adopted the Common Core Standards for Disciplinary Literacy.

Administration recommends that the Board of Education approve the annual declaration and parent notice of the district’s student academic standards that will be in effect for the 2020-21 school year at the July 28, 2020, board meeting.”

Ms. Adams moved to approve the annual declaration and parent notice of the district’s student academic standards that will be in effect for the 2020-21 school year. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Education for Employment Plan submitted by Mr. Edward Kupka, Coordinator of Student Support; Mrs. Cheryl Kothe, Coordinator of Career and Technical Education; Mrs. Jenny Schmidt, Director of Special Education and Student Support; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

“The Wisconsin Department of Public Instruction (DPI) has revised the Education for Employment (E4E) administrative rule or Chapter PI 26 (Appendix A). The purpose of E4E programs is to prepare elementary and secondary pupils for employment, to promote cooperation between business and industry and public schools, and to establish a role for public schools in the economic development of Wisconsin.

The district ACP leadership team had provided guidance on the implementation and input on marketing and communication information to schools, students, and families. In 2019-20 the leadership shifted to school teams. School teams were led by a school administrator and assembled at each middle and high school with the expectation to meet four times annually and to document meeting minutes.

This review is an information update to the school board about Kenosha Unified School District’s Education for Employment Plan as required by WI PI 26.03.

This is an informational report.”

Dr. Savaglio-Jarvis presented the Restraint and Seclusion Report submitted by Mrs. Laura Sawyer, Research Analyst; Mr. Kristopher Keckler, Chief Information Officer; Mrs. Schmidt; and Dr. Savaglio-Jarvis, excerpts follow:

“By October 1, Wisconsin requires each school district to report the district restraint and seclusion data annually, to the school board. Districts must submit the number of incidents of physical restraint and seclusion, the total number of students involved in the incidents, and the number of students with disabilities who were involved in the incidents. The report to the school board contains the same data as required in the U.S. Department Office of Civil Rights Cyclical Data Collection (CRDC) on physical restraint and seclusion. A new requirement of Act 118 calls for the respective data to be forwarded to the State Superintendent of Public Instruction, prior to December 1 of that year after the local School Board receives the report.

Districts are required to report on two (2) types of restraint: mechanical and physical, and seclusion, detailing both the number of students (by disability status) and number of incidents. For example, the use of handcuffs by police officers would constitute a mechanical restraint and schools are required to fully document identified instances. Both a summary report and a full 140 building level report are attached. For the 2019-20 school year, KUSD had 3 incidents of mechanical restraint, 100 incidents of physical restraint, and 151 incidents of seclusion.

The use of handcuffs by school resource officers (police) and other police officials while on school property or during school functions have been identified as mechanical restraint. Those cases would be the direct result of the state expectation to ensure that any police involved use of handcuffs or other restraint are documented and reported. Police officers receive their own training and tactics related to the decision or need to apply some form of restraint.

This report is for informational purposes only.”

Dr. Savaglio-Jarvis presented the Renewal of Southeastern Wisconsin School Alliance Membership submitted by Mr. Hamdan and Dr. Savaglio-Jarvis, excerpts follow:

“For the past seventeen (17) years, the District has participated in the Southeastern Wisconsin School Alliance (SWSA) which provides school leaders and parents with objective, non-partisan information, and training needed to be strong advocates for educational excellence. The SWSA serves over 30 urban and suburban school districts with a combined enrollment of more than 220,000 students.

The mission of the Southeastern Wisconsin Schools Alliance is to advocate for the benefit of all students by driving education policies supporting strong public schools to ensure world-class practices, economic vitality, and community well-being.

The SWSA meets at least once a month and the annual membership fee is \$3,200. Attachment A is the letter from the fiscal agent, the required resolution to be approved by the Board in order to participate in the alliance, and the 66.0301 Agreement which authorizes the School District of South Milwaukee as the fiscal agent to manage the SWSA funds. Attachment B is the 2020-21 Proposed Annual Budget for the SWSA, the projected participating member school districts with payment schedule, and the 2019-20 Annual Report for the SWSA.

Administration recommends that the Board approve the attached resolution and membership in SWSA for the 2020-2021 fiscal year and authorization of Board Officers and District Administration to execute any and all documents related to the renewal.”

Mrs. Modder moved to approve the attached resolution and membership in SWSA for the 2020-2021 fiscal year and authorization of Board Officers and District Administration to execute any and all documents related to the renewal. Ms. Stevens seconded the motion. Unanimously approved.

The board recessed at 8:49 PM and reconvened at 8:55 PM.

Dr. Savaglio-Jarvis introduced the Return 2020 Plan, excerpts follow:

“As the nation is responding to the unprecedented challenges brought upon us by the COVID-19 pandemic, thousands of schools have been forced to shut down, create virtual learning, home-based learning experiences throughout our communities. Meeting these challenges requires leadership from all entities including educators, medical professionals, parents, community members, boards of education and other vital stakeholders. Schools and systems across the nation found themselves having to reinvent end-of-year learning and summer learning.

Many districts are realizing that there is little reason to believe that a “normal” school year is within reach. What has taken place is what we are calling virtual learning brought on by limited movement and stay at home orders in March. The spectrum of virtual learning ranged from drive by course work pick up of materials to Google Meet check ins, to online lessons and video conference calls all of which, with good intentions, were meant to keep the continuity of learning happening for students.

In order to support a RETURN 2020 school year plan, the District created dedicated teams of experts to handle the complexity of determining how to best educate students in the safest ways possible going forward. The core work teams recognized that there is not a one-size-fits-all answer. It took creativity and a great deal of planning to ensure we meet the needs of all students.

The RETURN 2020 core workgroups spent countless hours researching, meeting, writing, presenting, adjusting and finalizing this plan to get to its current state. This was done in conjunction with staff, Board members, parents, students and others who provided feedback during reactor group meetings or listening sessions.

The District understands the 2020-21 school year comes with many varying opinions for many solid reasons. On behalf of the core workgroups, administration recommends that the Board of Education spend time considering the RETURN 2020 Plan and the contents contain herein; as well as all other factors that come into play in order to make the best decision for all staff, students and families.”

Ms. Sue Valeri, Chief of School Leadership; Mr. Keckler, Mrs. Housaman; Mrs. Fredriksson; Ms. Wendy Tindall, Regional Coordinator for Elementary School Leadership; and Mrs. Schmidt gave a Return 2020 PowerPoint presentation which covered the following topics: survey data: second parent survey and staff survey, virtual learning in September,

2020 vs. virtual learning in March-June 2020, KUSD curriculum, digital tools, student supports, Seesaw, Google Classroom, student supports, sample schedules, learning environment for students with IEPs, additional services, learning environment for English learners, staff instructional expectations student learning expectations, and point of reference.

Mr. Battle moved to approve the Return 2020 plan which gives the option of virtual or in-person learning. Mr. Wade seconded the motion.

Roll call: Ayes: Mr. Battle and Mr. Wade. Noes: Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, and Mr. Duncan. Motion failed.

Ms. Adams moved to return to school as fully virtual for students with a return date for in-person to be determined. Ms. Stevens seconded the motion.

Roll call: Ayes: Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, and Mr. Duncan. Noes: Mr. Battle and Mr. Wade. Motion carried.

Mrs. Modder noted the views and comments submitted electronically. Mr. Duncan indicated that the comments will be posted on the district's website for viewing.

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

Meeting adjourned at 10:28 P.M.

Stacy Schroeder Busby
School Board Secretary