

REGULAR MEETING OF  
THE KENOSHA UNIFIED SCHOOL BOARD  
HELD SEPTEMBER 22, 2020

A regular meeting of the Kenosha Unified School Board was held on Tuesday, September 22, 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 7:02 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.

Mr. Battle introduced the student ambassador, Kameron Jester from Indian Trail High School and Academy, and she made her comments.

Mrs. Tanya Ruder, Chief Communications Officer, presented the Wisconsin State PTA Reflections Awards and the American Baseball Coaches Association Team Academic Excellence Award – Tremper Boys Baseball.

There were no Administrative and/or Supervisory Appointments.

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

Mrs. Modder gave the legislative report.

Views and comments were made by the public.

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 8/18/20 Special Meeting, 9/3/20 Special Meeting and Executive Session and 9/3/20 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 August 2020 cash receipt deposits totaling \$173,061.68, and cash receipt wire transfers-in totaling \$24,444,203.43, be approved.

Check numbers 595404 through 595906 (net of voided batches) totaling \$5,892,224.76, and general operating wire transfers-out totaling \$378,722.57, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the August 2020 net payroll and benefit EFT batches totaling \$9,077,109.03, and net payroll check batches totaling \$1,242.82, be approved.”

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

Dr. Savaglio-Jarvis presented Administrative Regulation 4229 – Employee Face Coverings and Scrubs, excerpts follow:

“At the September 3, 2020 Board meeting, it was recommended that the District provide employees written guidelines in regards to face coverings, disciplinary measures and the wearing of scrubs.

Administration recommends the newly created Administrative Regulation 4229 – Employee Face Coverings and Scrubs be approved at the September 22, 2020 Regular Board meeting.”

Ms. Stevens moved to approve Administrative Regulation 4229 – Employee Face Coverings and Scrubs. Ms. Adams seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Substitute Teacher Support Plan submitted by Mr. Hamdan, Mrs. Jennifer Hart, Human Resources Coordinator; and Dr. Savaglio-Jarvis, excerpts follow:

“To be a substitute teacher at the district an individual must meet the following criteria:

- Must have a current Wisconsin teacher certification or substitute teaching license;

and

- Must provide transcripts confirming an Associate or Bachelor’s degree from a college or university.

At the time of hire a substitute teacher is asked to commit to one of two classifications; Limited or Unlimited. Limited substitute teachers are substitutes who, for a variety of reasons, restrict the locations (school buildings) and days of which they are available to work. They will pick up short term (one or two day assignments) as their schedule allows.

The hourly pay rate for a limited sub is \$18.23/hr. Unlimited substitute teachers have no limitations or restrictions. These substitutes commit to and are expected to work a minimum of 8 days in a two-week period to maintain the higher hourly pay rate of \$21.27/hr.

The increase in pay from limited to unlimited is to ensure more classrooms have coverage in order to provide as little disruption to the classroom and provide students continuity for learning and substitute. The District, over time, has noted that tracking and monitoring unlimited substitute teachers who are not working the required 8 days in a two-week period is time consuming and inefficient. Substitute teachers can work several assignments at the higher, unlimited pay rate before Human Resources reports reveal that the substitute teacher is not working the required hours and still being paid at the higher rate. Conversely, limited substitute teachers often will work 8 days in a two-week period and are only being paid at the limited rate as that was the classification they selected when hired.

The variable rates also pose a challenge for HR in producing automated payroll reports for Finance. Substitute payroll needs to be manually manipulated to ensure accurate pay rates. This is a time consuming and inefficient process for Human Resources and Finance. Historically, substitutes have not received stipends. However, substitutes hourly pay rates have increased through base wage increases.

A long term substitute teacher is a substitute that has accepted an assignment for a teacher that will be absent 10 consecutive days or longer. The long term substitute typically is classified as an unlimited sub, however, when that individual accepts a long term assignment the rate of pay changes to \$27.57/hr. to compensate the substitute teacher for the long term commitment, lesson planning and additional responsibilities that come with a long term assignment. The long term substitute teacher rate has not been increased since 2014.

Overall, variable pay rates pose a challenge in producing automated payroll reports for Finance. Substitute payroll needs to be manually manipulated to ensure accurate pay rates. This is a time consuming and inefficient process for Human Resources and Finance.

Elimination of variable pay rates for substitute teachers and the move to one pay rate of \$21.27/hr. for all substitute teachers (except for long term sub assignments) will alleviate the need for manual tracking of substitute hours and additional manual manipulation of payroll reports. It will lead to increased productivity and efficiencies within the Human Resources Department as well as increased accuracy in payroll reporting. Also, an increased hourly rate for the limited/short term sub will allow the district to retain desperately needed substitute teachers as well as attract more teachers that we anticipate needing the current state of the global pandemic.

A teacher in house substitute is a current Full time equivalent staff member of KUSD. Current Certified teachers receive \$18.23/hr. to cover for another teacher during their own prep time typically within the same building. This amount is the same amount paid to substitute teachers (non-certified) who hold a 3-year substitute provisional license. The District has difficulty enticing teachers to substitute for other teachers during their prep time due to this low wage. In review of the 2018-19 school calendar year, the District paid approximately 4,921 in house sub hours at an hourly rate of \$18.23/hr. for a total of \$89,709 with an enhanced cost including eligible benefits of \$104,000. If the teacher sub pay rate was increased to \$25/hr. the estimated pay for the same number of hours would increase to \$123,025 with an enhanced cost including benefits of \$142,000. This increase will likely increase the number of certified teachers willing to sub for another colleague. This has student achievement benefits such as: consistency in teaching methodology, consistency in

content being taught. continuity of learning vs. sub plans that may or may not align with current classroom work, minimal disruption to student learning, increases communication between teachers, and knowledge of student, families and relationships.

Administration recommends the following: 1) Elimination of the variable rate substitute teacher pay rate of \$18.23/hr. for limited substitutes and \$21.27/hr. for unlimited substitutes and recommend a single rate of \$21.27/hr. for all substitute teachers; and 2) An increase in pay rate for in-house certified instructional teacher substitute pay from \$18.23/hr. to \$25/hr.”

Mr. Wade moved to approve the elimination of the variable rate substitute teacher pay rate of \$18.23/hr. for limited substitutes and \$21.27/hr. for unlimited substitutes and approval of a single rate of \$21.27/hr. for all substitute teachers; and an increase in pay rate for in-house certified instructional teacher substitute pay from \$18.23/hr. to \$25/hr. all effective September 14, 2020. Mr. Battle seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the 2021-2022 Instructional Calendars submitted by Mr. Kristopher Keckler, Chief Information Officer; and Dr. Savaglio-Jarvis, excerpts follow:

“The proposed 2021-22 instructional calendars were developed based on the current organizational model, state requirements and previous survey data for the greater KUSD population of parents and staff.

The existing Wisconsin state requirements stipulate that elementary schools must meet a minimum of 63,000 minutes (1,050 hours) of instruction. Secondary schools have a requirement of 68,220 minutes (1,137 hours), <https://dpi.wi.gov/cal/days-hours>). The proposed calendars not only meet those requirements, but also include enough minutes for the equivalent of two full instructional days to cover any potential school cancellations, as per Board policy.

On April 27, 2020, the KUSD School Board approved a local waiver resolution and endorsement for the state waiver application related to the current COVID pandemic. DPI has provided updated communication that a school district would need to apply for this waiver for each year. KUSD has already applied for this waiver for the 2020-21 school year. Depending on COVID conditions as they develop, administration may request this waiver for the 2021-22 school year if deemed necessary.

Administration recommends that the School Board review and accept the proposed 2021-22 Instructional Calendars at its September 22, 2020, meeting.”

Mrs. Modder moved to approve the proposed 2021-22 Instructional Calendars. Ms. Adams seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Update on Student & Staff Technology Acceptable Use Policies submitted by Mr. Keckler; Mrs. Annie Fredriksson, Coordinator of Instructional Technology; Mrs. Angela Becker, Network Manager; Mr. Travis Ciesielski, Technology Support Program Manager; and Dr. Savaglio-Jarvis, excerpts follow:

“As Kenosha Unified has expanded its technology inventory over the last several years, the instructional model has also expanded to allow for a variety of teaching methods and support. Looking at the mobile device stock district-wide, KUSD was very close to operating a 1:1 program. Allowing students to interact and gain comfort and value using technology for educational benefit has been a major tenet of the KUSD landscape. With the growth of the COVID pandemic from this past Spring and the realization that students would need to be able to access their curriculum and tools regardless of physical location, the KUSD School Board approved a dedicated 1:1 program in May, 2020. Starting with the 2020-21 school year, each student enrolled in KUSD will be assigned a dedicated mobile laptop, as well as supporting Internet access for those students who do not have dedicated Internet at home. To help support this program, the related policies listed below have proposed revisions to communicate the expectations and objectives for KUSD staff and students:

- Policy and Rule 4226 Staff Technology Acceptable Use Policy; and
- Policy and Rule 6633 Student Technology Acceptable Use Policy.

Moving ahead, the primary objective is to develop the necessary technological and instructional support structure that will continue to build capacity and positive impact on student learning.

Administration recommends that the Board of Education review and approve the listed revisions as a first reading at the September 22, 2020, regular School Board meeting and a second reading at the October 27, 2020, regular School Board meeting:

- Policy and Rule 4226 Staff Technology Acceptable Use Policy; and
- Policy and Rule 6633 Student Technology Acceptable Use Policy.”

Mrs. Modder moved to approve as a first reading Policy and Rule 4226 Staff Technology Acceptable Use Policy; and Policy and Rule 6633 Student Technology Acceptable Use Policy with the addition of language that requires students to return mobile devices and hot spots if they leave the district prior to the end of the school year or will not return the following year. Mr. Wade seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Building Our Future Partnership Affirmation submitted by Mr. Hamdan and Dr. Savaglio-Jarvis, excerpts follow:

“On February 28, 2017, the Kenosha Unified School District (KUSD) Board of Education unanimously voted to approve the recommended proposal to establish a new program within the KUSD Community Services (Fund 80). This program was the five-year proposal (Attachment A) with the corresponding five-year budget assumption (Attachment B) to support a partnership with the Building Our Future (BOF) organization established through the United Way of Kenosha. The approved financial commitment was established as \$50,000 per year for five years beginning in the fiscal year 2017-18 and ending in the fiscal year 2021-22.

The district has received the pledge letter and invoice for the fourth installment to cover the 2020-21 fiscal year (Attachment C). As part of an annual review process, the Superintendent’s office shared the BOF information with the Board of Education in an email

dated July 29, 2020, and followed up with a reminder dated August 8, 2020, asking Board members to review the information and ask questions or make comments by August 7, 2020. There were no questions, concerns, or comments offered by Board members.

The administration recommends that the Board review and affirm the continuation of the partnership/funding for Building Our Future and approve the \$50,000 payment as the fourth installment for the 2020-21 fiscal year.”

Mr. Battle moved to affirm and continue the partnership/funding for Building Our Future and approve the \$50,000 payment as the fourth installment for the 2020-21 fiscal year. Ms. Stevens seconded the motion. Unanimously approved.

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

“Learning A-Z has a product that provides teachers with a number of resources for instruction: Raz-Kids. Raz-Kids is a digital product that includes: twenty-nine levels of books, online and printable books, comprehension questions for each book, tools for assessment, and a process for documenting student progress. These features make Raz-Kids an effective support for teachers, one that allows many options for reading instruction.

The request to purchase the product Raz-Kids from Learning A-Z aligns with the practices for effective reading instruction (Appendix A). There is also evidence both from the virtual instruction provided in the spring as well as teachers who have used the product in the past, that the resources motivate students and provide a vehicle for teachers to individualize book selection for each student. How is Raz-Kids used? Student reading levels vary within each grade level, particularly in grades K through 2. Students in these grade levels typically read books that have a few lines of print on each page. During a 15 minutes independent reading time, students may read up to one book every two to three minutes. While rereading a book is important, students need to have a variety of books available so they are not reading the same books every day. It is reasonable to expect a first grade student, reading at a good pace (no matter the reading level) to need about 5 books a day per day, thus 25 books per week. (The number of books for Kindergarten and Grade 2 students would be similar.) In grades 3-5 reading a balance of fiction and non-fiction books supports the shift from learning to read to reading to learn. Teachers will have access to a books on many topics with a variety of reading levels making it possible to focus on grade level appropriate comprehension skills. At the elementary level the goal is to increase the number of books in a variety of genres and reading levels to engage all K-5 learners; moreover, the purchase of Raz-Kids provides access to hundreds of books that can be accessed on-line or printed significantly decreasing the time teachers currently spend locating appropriate reading materials for every student.

Administration recommends that the Board of Education approve the purchase of RazKids from A-Z Learning for an estimated purchase cost of \$59,489.50.”

Mr. Wade moved to approve the purchase of RazKids from A-Z Learning for an estimated purchase cost of \$59,489.50. Mr. Garcia seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented Policy 6100 – Mission, Vision, Core Values and Strategic Goals, excerpts follow:

“Policy 6100 was developed to outline the focus of the district. Throughout the years this policy has been adjusted to align with the district’s current goals and initiatives. The current strategic planning process began in February 2015. The district’s Pathway to Success is a plan where work continues around the Mission, Vision, Core Values and Strategic Goals set forth by the board of education. KUSD’s Pathway to Success continued throughout the next several years. The initial work focused on developing the mission, vision, core values and strategic goals. The five goals were created to drive the work of the district. The board of education approved revised Policy 6100 on Sept. 22, 2015.

In July 2017, the Board updated Policy 6100 to include the addition of the district’s core values. Subsequently it was noted that Policy 6120 already existed and outlined the core goals. To align all policies and reduce replication, in July 2018 the board approved elimination of Policy 6120 so the district’s mission, vision, core values and strategic goals are now outlined together in Policy 6100 as one Policy.

In July 2019, Policy 6100 was presented for affirmation by the board of education. There were no recommended updates at that time due to the fact that the District was developing a partnership with StuderEducation. The district’s partnership with StuderEducation outlined the implementation of a system-wide continuous improvement model. The kick off for this model started late fall 2019. This work resulted in redesigning the current strategic goals contained in Policy 6100.

During this past year, 2019-2020, strategic goal teams and reactor groups have been working on developing scorecards that contain objectives, initiatives, measures and an implementation plan. Once the scorecards are finalized, the District will seek Board approval; these new goals will guide the work of the district for the next five years.

Administration recommends that the board affirm Policy 6100 - Mission, Vision, Core Values and suspend the current 5 Strategic Goals while seeking feedback and input for the proposed refreshed draft goals as noted in the chart, as a first and second reading on September 22, 2020.”

Ms. Adams moved to affirm Policy 6100 - Mission, Vision, Core Values and Strategic Goals as a first and second reading and suspend the current five Strategic Goals while seeking feedback and input for the proposed refreshed draft goals as noted in the chart. Mr. Wade seconded the motion. Unanimously approved.

Ms. Adams presented Resolution 367 - In recognition of National Hispanic Heritage Month 2020 in both English and Spanish which read as follows:

“WHEREAS, in 1968 President Lyndon B. Johnson first proclaimed National Hispanic Heritage Week to pay tribute to the contributions of Latinos and Latinas in American culture and the work of early Spanish explorers and settlers; and

WHEREAS, this timeframe included the anniversaries of independence for the Latin American countries of Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua on September 15, as well as Mexico's independence on September 16; and

WHEREAS, the recognized contributions grew and as such Hispanic Heritage Week was expanded to National Hispanic Heritage Month, which has been celebrated from September 15 through October 15 since 1989; and

WHEREAS, Kenosha Unified takes great pride in its diverse student population, with Hispanic students playing a vital role and representing nearly 29% of the total student population (2019-20 school year); and

WHEREAS, by observing National Hispanic Heritage Month, we raise awareness of and celebrate the culture and traditions of people whose ancestry can be traced to Spain, Mexico, Central America, and the Caribbean islands; and

WHEREAS, corresponding school activities held in September and October, as well as throughout the school year, will educate students about Hispanic cultures, traditions and contributions that have impacted business, law, education, politics, science, the arts and more.

NOW, THEREFORE, BE IT RESOLVED that Kenosha Unified School District's Board of Education does hereby adopt this resolution to proclaim September 15 to October 15 as National Hispanic Heritage Month.

BE IT FURTHER RESOLVED, that a true copy of this resolution be spread upon the official minutes of the Board of Education.

CONSIDERANDO, que en 1968 el presidente Lyndon B. Johnson proclamó por primera vez la Semana Nacional de la Herencia Hispana para rendir homenaje a las contribuciones de los latinos y latinas a la cultura estadounidense y al trabajo de los primeros exploradores y colonos españoles; y

CONSIDERANDO, que este plazo incluyó los aniversarios de la independencia de los países latinoamericanos de Costa Rica, El Salvador, Guatemala, Honduras y Nicaragua el 15 de septiembre, así como la independencia de México el 16 de septiembre; y

CONSIDERANDO, que las contribuciones reconocidas crecieron y, como tal, la Semana de la Herencia Hispana se expandió al Mes Nacional de la Herencia Hispana, que se celebra del 15 de septiembre al 15 de octubre desde 1989; y

CONSIDERANDO, que el Distrito Escolar Unificado de Kenosha se enorgullece de su diversa población estudiantil, con los estudiantes hispanos desempeñando un papel vital y representando casi el 29% de la población estudiantil total (año escolar 2019-20); y

CONSIDERANDO, que, al observar el Mes Nacional de la Herencia Hispana, damos a conocer y celebramos la cultura y las tradiciones de personas cuya ascendencia se remonta a España, México, América Central y las islas del Caribe; y



CONSIDERANDO, las actividades escolares correspondientes que se llevan a cabo en septiembre y octubre, así como durante todo el año escolar, educarán a los estudiantes sobre las culturas, tradiciones y contribuciones hispanas que han impactado los negocios, las leyes, la educación, la política, las ciencias, las artes y más.

AHORA, POR LO TANTO, SE RESUELVE que la Junta de Educación del Distrito Escolar Unificado de Kenosha por lo presente adopta esta resolución para proclamar del 15 de septiembre al 15 de octubre como el Mes Nacional de la Herencia Hispana.

SE RESUELVE, ADEMÁS, que se distribuya una copia fiel de esta resolución en las actas oficiales de la Junta de Educación.”

Ms. Adams moved to approve Resolution 367 - In recognition of National Hispanic Heritage Month 2020 in both English and Spanish. Mr. Garcia seconded the motion. Unanimously approved.

Ms. Stevens presented Resolution 368 - National Bullying Prevention Month 2020 which read as follows:

“WHEREAS, bullying is unwanted physical, verbal, written, indirect and electronic behaviors that involve an observed or perceived power imbalance and may be repeated multiple times or is highly likely to be repeated; and

WHEREAS, bullying occurs throughout our community, including in neighborhoods, on playgrounds, at schools and through technology, such as the internet, social media and cellphones; and

WHEREAS, children who witness or who are victims of bullying often feel less secure, more fearful and intimidated; and

WHEREAS, bullying can have lifelong negative consequences for both those who are victims of bullying and those who bully others; and

WHEREAS, families, schools, youth organizations, colleges, workplaces, places of worship and other groups are responsible for empowering and protecting their members and promoting cultures of caring, respect and safety for everyone; and

WHEREAS, it is time for our community to do its part to help end bullying in Kenosha.

NOW, THEREFORE, be it resolved that Kenosha Unified School District does hereby proclaim October as the annual observance of National Bullying Prevention Month as a symbol of our commitment to the year-round struggle against bullying.

BE IT FURTHER RESOLVED, that a true copy of this resolution be spread upon the official minutes of the Board of Education.”

Ms. Stevens moved to approve Resolution 368 - National Bullying Prevention Month 2020. Mr. Wade seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented Resolution 369 - Wisconsin School Board Appreciation Week October 4-10, 2020, which read as follows:

“WHEREAS, Kenosha Unified School District’s locally elected board members play a vital role in governing the policies of our excellent public education system and ensuring the district meets state standards for the purpose of attaining the district’s vision of becoming Wisconsin’s top performing urban school district that is highly regarded for continuously exceeding all expectations; and

WHEREAS, the members of the Kenosha Unified School District Board of Education are dedicated to children, learning and the community, and devote many hours of service to public education as they continually strive for improvement, excellence and progress in education; and

WHEREAS, school board members are charged with representing our local education interests by serving as the voice of our community while ensuring compliance with state and federal law; and

WHEREAS, school board members selflessly devote their knowledge, time and talents as advocates for our school children and community’s future.

NOW, THEREFORE, be it resolved that Kenosha Unified School District recognizes and salutes the members of the Kenosha Unified Board of Education by proclaiming October 4-10, 2020, as Wisconsin School Board Appreciation Week.

BE IT FURTHER RESOLVED, that a true copy of this resolution be spread upon the official minutes of the Board of Education.”

Mrs. Modder moved to approve Resolution 369 - Wisconsin School Board Appreciation Week October 4-10, 2020. Ms. Adams seconded the motion. Unanimously approved.

Ms. Adams presented the Donations to the District.

Ms. Adams moved to approve the Donations to the District. Ms. Stevens seconded the motion. Unanimously approved.

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

Meeting adjourned at 8:51 P.M.

Kathleen DeLabio  
Executive Assistant to the Superintendent