

REGULAR BOARD MEETING

Tuesday, December 8, 2020

7:00 PM

REVISED

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

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Regular Board Meeting Tuesday, December 8, 2020 Educational Support Center 3600 52nd St. Kenosha, WI 53144 7:00 PM REVISED

I. Pledge of Allegiance	
II. Roll Call of Members	
III. Introduction, Welcome and Comments by Student Ambassador	
IV. Awards/Recognition	
V. Administrative and Supervisory Appointments	
VI. Superintendent's Report	
VII. Legislative Report	
VIII. Views and Comments by the Public	
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Kenosha Unified School District Kenosha, WI December 8, 2020

The Office of Human Resources recommends the following actions:

ACTION	LAST NAME	FIRST NAME	SCHOOL/DEPT	POSITION	STAFF	DATE	FTE
Appointment	Bhadrachalam	Lakshmi	Indian Trail HS & Academy	Cross Categorical	Instructional	10/26/2020	1
Appointment	Blair	Julie	Harborside Academy	Administrative Support (10 MO)	ASP	11/16/2020	1
Appointment	Kellner	Paul	Tremper High School	Guidance - Comprehensive High School	Instructional	11/16/2020	1
Appointment	Walker	William	McKinley Elementary School	Intervention Specialist	Instructional	11/02/2020	1
Resignation	Andrews	Truman	McKinley Elementary School	Cross Categorical	Instructional	12/01/2020	1
Resignation	Coots	Cindy	Brass Community School	Special Education	ESP	11/27/2020	1
Resignation	Olszewski	Matthew	Tremper High School	Security	ESP	11/30/2020	1
	Dummer	David	Nash Elementary School	Physical Education	Instructional	06/09/2021	1
Retirement	Potter	Donna	McKinley Elementary School	Special Education	ESP	01/08/2021	1

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SPECIAL MEETING & EXECUTIVE SESSION OF THE KENOSHA UNIFIED SCHOOL BOARD HELD NOVEMBER 17, 2020

A special meeting of the Kenosha Unified School Board was held on Tuesday, November 17, 2020, in 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 6:15 P.M. with the following members present: Mr. Battle, Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, Mr. Wade, and Mr. Duncan. Dr. Savaglio-Jarvis; and Attorney Andrew Phillips (virtually) from Von Briesen & Roper were also present.

Mr. Duncan, 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. Duncan announced that an executive session had been scheduled to follow this special meeting for the purpose of Litigation and Personnel: Problems.

Mr. Wade moved that the executive session be held. Mr. Garcia seconded the motion.

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

1. Litigation

Attorney Phillips updated Board members on a potential litigation matter, answered questions from Board members and then sought direction from the Board.

Attorney Phillips departed the meeting at 6:41 P.M.

2. Personnel: Problems

Dr. Savaglio-Jarvis updated board members on several employee relation cases.

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

Meeting adjourned at 6:51 P.M.

Stacy Schroeder Busby School Board Secretary

REGULAR MEETING OF THE KENOSHA UNIFIED SCHOOL BOARD HELD NOVEMBER 17, 2020

A regular meeting of the Kenosha Unified School Board was held on Tuesday, November 17, 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.

Mrs. Tanya Ruder, Chief Communications Officer, presented the Indian Trail Varsity Girls' Tennis Places at Regional Competition Awards and the Indian Trail "The Pulse" Newspaper KEMPA Regional Journalism Contest Awards.

Ms. Adams introduced the student ambassador, Heaven Williams from Indian Trail High School and Academy, and she made her comments.

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.

Ms. Stevens moved to extend the time allotted for views and comments to allow for the remainder of the citizens to speak. Mr. Garcia seconded the motion. Unanimously approved.

Views and comments by the public continued.

Mrs. Modder noted the names of individuals who submitted views and comments electronically and indicated that they would be posted on the district website.

Remarks by the President were made by Mr. Duncan.

Board members considered the following Consent-Approve items:

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

Consent-Approve item IX-B – Minutes of the 10/22/20 and 10/27/20 Special Meetings and Executive Sessions, 10/26/20 Special Meeting, and 10/27/20 Regular Meeting.

Consent-Approve item IX-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 October 2020 cash receipt deposits totaling \$74,374.92, and cash receipt wire transfers-in totaling \$758,800.56, be approved.

Check numbers 596493 through 597460 (net of voided batches) totaling \$7,057,329.07, and general operating wire transfers-out totaling \$3,750,911.98, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the October 2020 net payroll and benefit EFT batches totaling \$12,739,076.04, and net payroll check batches totaling \$24,709.22, be approved."

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

Attorney Ronald Stadler from Jackson Lewis, P.C. presented the Revision of Policies 4111, 5110.1 5110.2, and 5111 submitted by 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, February 19, 2020, July 28, 2020 and on October 26, 2020 for public input:

- 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 Stadler 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 lapse in time and the additional Title IX revisions, the policies are being brought forward again for a first and second read.

The policies were approved as a first reading at the July 28, 2020 regular school board meeting. A special board meeting was also held on October 26, 2020, to allow board members the opportunity to hear from the public in regards to these policies.

In regards to Policy 5110.2 - Non Discrimination Guidelines Related to Student Who are Transgender and Students Non Confirming to Gender Role Stereotypes, specifically #3 Student Privacy, Names and Pronouns, and Official School Records and #7 – Overnight Accommodations, please note that in September, a Dane County Circuit Court Judge issued an injunction that forbids Madison Metropolitan School District employees from lying or deceiving parents about the gender identity that their child may have adopted at school. The lawsuit is ongoing, but the injunction goes into effect immediately as the case is under consideration. Parents have challenged the policy, which includes changing names and pronouns without parental consent, as being unconstitutional. The results of this case will provide further guidance to school districts in Wisconsin as to whether policies allowing minors to change their name or pronouns without parental consent is constitutionally permissible.

Due to this ongoing legal challenge, it is advisable that the board consider approving this policy as a second reading without sections (#3 - Student Privacy, Names and Pronouns, and Official School Records and #7 – Overnight Accommodations) until these legal court matters are resolved.

Administration's recommendation is that revised school board policies 4111, 5110.1, 5110.2, and 5111 be approved as a second reading at the November 17, 2020, regular school board meeting withholding sections #3 - Student Privacy, Names and Pronouns, and Official School Records and #7 - Overnight Accommodations from Policy 5110.2 - Non-Discrimination Guidelines Related to Student Who are Transgender and Students Non Confirming to Gender Role Stereotypes until the legal challenge is resolved."

Mr. Wade moved to approve policies 4111, 5110.1, 5110.2, and 5111 as a second reading without sections #3 – Student Privacy, Names and Pronouns, and Official School Records and #7 - Overnight Accommodations from Policy 5110.2 - Non Discrimination Guidelines Related to Student Who are Transgender and Students Non Confirming to Gender Role Stereotypes until the legal challenge is resolved. Mr. Battle seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis introduced the Return 2020 Plan submitted by Mrs. Ruder; Mr. Kevin Neir, Interim Chief Human Resources Officer; Mrs. Julie Housaman, Chief Academic Officer; Mr. Hamdan; Ms. Susan Valeri, Chief of School Leadership; Mr. Kristopher Keckler, Chief Information Officer; and Dr. Savaglio-Jarvis, excerpts follow:

"As the nation is responding to the unprecedented challenges brought upon us by the COVID19 pandemic, thousands of schools were forced to shut down and create virtual

learning experiences. Meeting these challenges requires leadership from all entities, including educators, medical professionals, parents, community members, boards of education and other vital stakeholders. Schools across the nation found themselves having to reinvent end of year learning and summer learning. Many districts are realizing there is little reason to believe that a "normal" school year is within reach. In an effort to develop a plan for fall of 2020, the District created dedicated teams of experts to determine how to best educate students in the safest ways possible. The core work teams recognized that there is not a one-size-fits-all answer, and as such the Return 2020 plan was created. It took creativity and a great deal of planning to ensure the needs of all students could be met. The Return 2020 core workgroups spent countless hours researching, meeting, writing, presenting, adjusting and finalizing this plan to get it 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 following motions were voted on at the September 3, 2020, regular board meeting:

Mrs. Modder moved to rescind all prior decisions of the Board regarding (1) virtual and in person return to the 2020-21 school year; and (2) return to fall 2020 WIAA sports. Ms. Stevens seconded the motion.

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

Mr. Battle moved to approve the School 2020 Reopening Plan, which includes both virtual and in-person instruction, and the Fall 2020 Return to WIAA Sports. If a COVID surge outbreak should occur, this agenda item should be revisited. Mr. Wade seconded the motion.

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

On October 16, 2020, the district implemented the KCDH thresholds for determining when to move a school or the entire district to virtual learning. The following indicators were established to trigger a transition to all virtual learning (please note: all metrics are subject to change based on new guidance from public health officials):

- >3% positive cases in a school within the last 14 days (based on the cumulative total of in-person staff and student COVID-positive cases divided by the total in-person staff and student population);
- A significant community outbreak is occurring or has recently occurred (large community event or local employer) and is impacting multiple staff, students, and families served by the community such that the KCDH directs KUSD to close buildings.
- Staff absences, due to individuals personally testing positive or being required to self quarantine as a close contact, reach a level that has the potential to compromise the safety or fidelity of the learning environment.

On November 9, 2020, a media release from Kenosha County Health Officer, Dr. Jen Freiheit, strongly recommended that all schools within the county — K-12, colleges and universities — switch to virtual instruction only between November 23 and January 4 due to

the continuing upward trend of COVID-19 cases in Kenosha County, with no slowdown projected in the next 12 weeks. It goes on to share, "It is not a binding order, but Freiheit urges schools, colleges and universities to give it serious consideration. This recommendation also includes sports and other extracurricular activities." Since the start of school, we have addressed areas of high need while having little to no impact on other schools that have not been greatly impacted by COVID-positive cases. Even the few switches to all virtual learning we have implemented have greatly affected our families as they search for alternate care during these brief closures. Please know that the Return 2020 plan and current COVID impact within KUSD will now be a regular board meeting agenda item starting this month, and will remain throughout the duration of the pandemic so Board members may discuss the topic as needed. This item is being presented for board discussion and possible action."

Attorney Lori Lubinsky from Axley Brynelson, LLP was present (virtually) and answered questions from board members.

Mrs. Modder moved to transition to 100% virtual instruction for all students except those whose IEPs require in person instruction from Monday, November 30 to Friday, January 8, with instructional staff only permitted (but not required) to work from home as long as such staff have reliable internet to serve students virtually, with all such staff designating their intention to their building principal prior to November 30, 2020. Mr. Wade seconded the motion.

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

Ms. Adams moved to suspend winter sports from November 30 until January 3, returning Monday, January 4. Mrs. Modder seconded the motion.

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

Dr. Savaglio-Jarvis introduced the School Safety Law Requirements submitted by Mr. Patrick Finnemore, Director of Facilities; Mrs. Valeri; and Dr. Savaglio-Jarvis, excerpts follow:

"On March 26, 2018, the former Governor signed the Wisconsin School Safety Bill which created a new Office of School Safety in the Department of Justice (DOJ) and provided \$100M in funding for school safety grants of which KUSD received \$2,121,287. In addition to the grant funding, the new school safety law contained other requirements some of which require School Board review and approval. This report will serve as the formal Board approval of these requirements for 2020.

The law requires (State Statute 118.07 (4) (b, c, d & e)) that school districts file a copy of their school safety plan with the Department of Justice Office of School Safety prior to January 1, 2019, and before January 1 every year thereafter. We will submit our safety plan as part of the annual submittals to the DOJ at the end of December. The law also requires that the School Board review and approve the plan every three years, and that local law enforcement also review the plan. Our formal review and approval was done in 2018 with

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the law enforcement review signed by the Director of the Kenosha County Emergency Management Lt. Horace Staples of the Kenosha County Sheriff's Department on May 14, 2018, and School Board approval on December 11, 2018. The next approval is required in 2021 or when we make significant changes to the plan whatever comes first.

Administration recommends Board approval of the School Safety Law Requirements as described in this report."

- Mr. Wade moved to approve the School Safety Law Requirements as described in the report. Ms. Stevens seconded the motion. Unanimously approved.
- Dr. Savaglio-Jarvis introduced the Bradford Planetarium Ad Hoc Committee Summary Report submitted by Mr. Duncan, excerpts follow:

"At the November 27, 2018 Board meeting, the Bradford Planetarium was brought forward to determine whether or not to demolish it or spend the funds (\$130,000) necessary to refurbish the space. A motion was made and passed to refurbish the Bradford Planetarium. An Ad Hoc Committee was formed and began meeting in January 2019. The Committee has since established a purpose statement, vision statement and a list of priorities. This is where the Committee will focus their energy. Attached is a summary of activity provided by the Bradford Planetarium Ad Hoc Committee. This is an informational item."

Mr. Finnemore gave a Bradford Planetarium Remodel PowerPoint presentation which included the following topics: exterior work scope - tuck-pointing, metal flashing replacement, new windows and wall panels, internal work scope - new LED lighting and ceiling, new carpet, and new HVAC equipment and pictures of the improvements.

Dr. Savaglio-Jarvis presented the Course Change Proposals: Educators Rising Program submitted by Mrs. Housaman and Dr. Savaglio-Jarvis, excerpts follow:

"Kenosha Unified School District, in collaboration with Carthage College and the University of Wisconsin-Parkside, has developed a Rising Educators Program to increase the diversity, talent, and commitment of the workforce. The proposed courses will be available to all high school students either in person or virtually. Juniors and seniors who participated in a course in the 2021 spring semester will be eligible to take the next in a series of four course offerings. Pending course enrollments and staffing allocations, it is the District's goal to offer two courses each semester from Carthage College and from the University of Wisconsin Parkside.

It is recommended that the Board of Education approve this request to add Educational Psychology and Assessment, Teaching and Supporting Learners with Diverse Characteristics, Child and Adolescent Development, Mathematics for Elementary and Middle School Teachers beginning in September 2021."

Mr. Wade moved to approve the request to add Educational Psychology and Assessment, Teaching and Supporting Learners with Diverse Characteristics, Child and Adolescent Development, Mathematics for Elementary and Middle School Teachers beginning in September 2021. Ms. Stevens seconded the motion. Unanimously approved.

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Dr. Savaglio-Jarvis introduced the Course Change Proposals: Career and Technical Education and Fine Arts submitted by Mr. Scott Plank, Coordinator of Fine Arts; Mrs. Cheryl Kothe, Coordinator of Career and Technical Education; Mrs. Housman; and Dr. Savaglio-Jarvis, excerpts follow:

"Five Course Change Proposal forms are being submitted to update course names for 6 career and technical education courses and 1 fine arts course.

Administration recommends that the School Board approve the proposal for new course names for the aforementioned Career and Technical Education and Fine Arts courses."

Mr. Wade moved to approve the proposal for new course names for the aforementioned Career and Technical Education and Fine Arts courses. Mr. Garcia seconded the motion. Unanimously approved.

Mr. Hamdan presented the 2020-21 Adopted Budget Book. He noted that this information was previously presented at the annual public hearing on the budget in September. He highlighted the following items included in the budget book: executive summary, student enrollment, district staffing, revenue limit exemptions, state aids, budget adoption format, staffing by location, revenue limit history, equalized value breakdown by municipality, tax levy and mill rate history, 2020-21 budget publication, fund 10 general fund summary, and revenues and expenditures.

There were no questions by Board members. No action was taken as this was provided for informational purposes only.

Dr. Savaglio-Jarvis introduced the Information Services Budget Assumption submitted by Mr. Keckler and Dr. Savaglio-Jarvis, excerpts following:

"As an organization, Kenosha Unified has approximately 25,000 active users spread over 40 plus physical locations. An organization this size requires a level of coordination and support with regards to access to a variety of critical systems and applications. The primary data center for KUSD has a nearly \$1MM hardware cost, and this doesn't cover the organizational value for day to day operations or records. Prominent areas relate to securing and usage of the communication systems, financial transaction software, employee tracking and ensuring access to district records. Currently, there is only one assigned position (System Support Specialist) that has responsibilities to support, manage, and ensure not just the status of the data center, but also the growing security needs due to ever increasing global threats.

As a primary form of communication, KUSD generates tens of thousands of work related emails daily across a few thousand users. Different users have different levels of access, and there is an expectation to ensure the proper access based on job role. This is an important security task assigned to this role, and one that is repeated across several systems.

With the increased security threats, the Information Services Department and the Teaching and Learning Department have worked to establish educational resources and training options to help keep KUSD staff and students aware of proper security threats. This position would be responsible for coordinating those efforts and to safeguard the overall data center against other email threats and prevention measures.

A key component to any data center relates to the monitoring of security threats using an end point anti-virus platform. Compared to a few years ago, KUSD usually had a security threat about once a month (in which action had to be taken). Currently, KUSD receives near daily security threats as identified from multiple avenues and systems. This position would be responsible for handling these security threats as needed, and directing resources to prevent, address, and mitigate issues, using allocated budgets and supervision of assigned staffing resources.

As a public institution, Kenosha Unified has to adhere to statutory records retention and open records requests. As such, KUSD should have a proper disaster recovery and business continuity plan in place to support these expectations. This position would have a primary responsibility to verify retention of systems, and recovery of various records and access to those systems by different levels of users. Last year, Information Services began to collaborate with each department to identify their respective needs for recovery objectives.

After those interviews, a list of 36 separate systems were developed, all with an expectation to be up and accessible within eight hours. This is just one important example of the need for someone to coordinate these efforts, design a plan and periodically test and verify that appropriate measures are in place. The world of technology is ever changing, and the technology related to security and proactive measures of ensuring the integrity of the organizational resources becomes greater each day. Having this position dedicated to understand these changes, and what new technology may be able to support in partnership with quality vendors would be a critical improvement for KUSD. At this time, KUSD falls short in having any reasonable time to research, test, and implement new technologies as they properly work in conjunction with the existing environment.

Prominent Responsibilities:

- Coordinates KUSD virtual server environment;
- Coordinates KUSD email system for all users;
- Coordinates Disaster Recovery and Records Retention;
- Coordinates security software and patches;
- Coordinates the operations of the KUSD Data Center:
- Coordinates the district-wide anti-virus solution and remediation of threats;
- Coordinates strategies to ensure data security; and
- Coordinates efforts with the Network Manager to ensure the interoperability of the data is accessible to identified users.

Administration recommends that the KUSD School Board review and approve the associated request to add a position titled, "Coordinator of Systems Support, Operations and Data Security" to the Information Services Department."

Ms. Adams moved to refer the Information Services Budget Assumption to the Budget/Finance and Personnel Standing Committees. Ms. Stevens seconded the motion.

Discussion followed.

Ms. Stevens withdrew her second to Ms. Adams' motion. Ms. Adams' motion failed due to lack of a second.

Mr. Wade moved to approve the Information Services Budget Assumption to add a position titled, "Coordinator of Systems Support, Operations and Data Security" to the Information Services Department. Mr. Garcia seconded the motion. Motion carried. Ms. Adams dissenting.

Mrs. Ruder presented Policy and Rule 3643 – Emergency School Closings and/or Learning Adjustments submitted by Mrs. Ruder and Dr. Savaglio-Jarvis, excerpts follow:

"Policy 3643 was developed to give the Superintendent and/or their designee guidance when determining whether or not to close schools due to inclement weather and/or emergencies/crises. The rule currently outlines the operations of the district if and when school is closed due to inclement weather and/or emergencies/crises. This information is shared with staff, students and families in the annual district wall calendar, online and via social media.

With the onset of COVID-19 and the Safer at Home order enacted in April 2020, KUSD transitioned to become a 1:1 district with all students having a personal device, as well as offering hot spots to those who may not have internet in their homes. The district also expanded the number of staff who have personal devices since spring.

In addition, the district has rolled out a robust in-person and virtual offering for students that supports learning no matter what our staff, students and families are faced with. With the start of the year, families were offered an option to choose whether they wanted in-person or virtual learning. With the pandemic, the district has been able to use this new approach to shift schools to all virtual learning on a case-by-case basis as needed.

Given this new learning approach, the district believes it is now prepared to provide a continuity of learning for students even on inclement weather days and/or in the instance of emergency situations depending upon the severity of the situation. As such, the policy has been updated with a new set of procedures that outline what will occur in KUSD should we be faced with inclement weather, as well as what will occur should we have an extremely severe emergency/crisis situation.

This also led to an update of the staff reporting requirements. On any given inclement weather day, we have specified staff who are required to report to ensure our parking lots can be cleared, buildings are not experiencing any issues due to the weather, etc. We have also added a procedure that outlines a shift to virtual learning during inclement weather and noted where and when students and/or staff are to report depending upon the procedure enacted. We also added a fourth procedure and requirement that would fully close schools if we are faced with a widespread loss of internet or if we are experiencing an extremely severe emergency/crisis.

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Lastly, we have updated the title of the policy and rule to align with the learning shifts that may be implemented.

Administration recommends that the board approve revised Policy and Rule 3643 – Emergency School Closings and/or Learning Adjustments as a first reading on Nov. 17, 2020, and a second reading on Dec. 8, 2020."

Ms. Stevens requested that additional language be added to the policy in regards to a long term crisis/pandemic/situation being addressed by the Board. Administration will add the suggested language and bring forth as a second reading.

Mr. Battle moved to approve Policy and Rule 3643 – Emergency School Closings and/or Learning Adjustments as a first reading with the understanding that Administration will add the additional language discussed and bring back for a second reading. Mr. Wade seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Review and Acceptance of Board Goals submitted by Mr. Duncan, excerpts follow:

"On September 29, 2020, the Board participated in a working session facilitated by Mr. Peter Jonas and Ms. Nancy Blair to:

- Review Board Self-Evaluation Results;
- Set Goals Based on Results; and
- Agree Upon Process and Products for the Launch of Standing Committees.

Attached is the Summary Report from that working session which identifies four goals identified by the Board during that working session. Next steps are to review, accept and implement the goals by the board.

It is recommended that the Board review, accept and implement the board goals in the attached summary report."

Ms. Stevens moved to accept and implement the board goals contained in the summary report. Mrs. Modder seconded the motion. Unanimously approved.

Ms. Adams presented the Donations to the District."

Ms. Adams moved to approve acceptance of the gifts(s), grant(s) or bequest(s) as per Board Policy 1400, to authorize the establishment of appropriate accounts to monitor fiscal activity, to amend the budget to reflect this action and to publish the budget change per Wisconsin Statute 65.90 (5)(a). Ms. Modder seconded the motion. Unanimously approved.

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

Meeting adjourned at 10:41 P.M.

Stacy Schroeder School Board Secretary

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Kenosha Unified School District Kenosha, Wisconsin Summary of Cash Receipts and Disbursements December 8, 2020

CASH RECEIPTS	reference	total
November 2020 Wire Transfers-In, to Johnson Bar	nk from:	
WI Department of Public Instruction	state aids register receipts	\$ 2,833,654.09
Johnson Bank	account interest	147.74
Bankcard Services (MyLunchMoney.com)	food services credit card receipts (net of fees) fine arts ticket sales receipts	1,229.44
Bankcard Services (ShowTix4U)	(net of fees)	490.44
Bank (RevTrak)	district web store receipts (net of fees)	109,705.40
Retired & Active Leave Benefit Participants	premium reimbursements	27,500.43
HHS	head start grant	182,834.01
Various Sources	small miscellaneous grants / refunds / rebates	81,676.65
Total Incoming Wire Transfers	······de.	3,237,238.20
November 2020 Deposits to Johnson Bank - All Fu General operating and food services receipts	(excluding credit cards)	200,129.15
TOTAL NOVEMBER CASH RECEIPTS		\$ 3,437,367.35
CASH DISBURSEMENTS	reference	total
November 2020 Wire Transfers-Out, from Johnson	Bank to:	
Payroll & Benefit wires	net payrolls by EFT	\$ 7,854,915.32
Individual Employee Bank Accounts	(net of reversals)	
WI Department of Revenue	state payroll taxes	560,470.30
WI Department of Revenue	state wage attachments	5,958.70
IRS Delta Dental	federal payroll taxes	2,707,284.84
Diversified Benefits Services	dental insurance premiums	250,417.59
	flexible spending account claims	4,707.85
Employee Trust Funds NVA	wisconsin retirement system	1,571,171.59 21,118.54
	vision insurance premiums	298,806.27
Optum Various	HSA TSA payments	331,498.68
Subtotal	TSA payments	13,606,349.68
General Operating Wires		13,000,349.00
US Bank	purchasing card payment-individuals	210,237.18
Aegis	workers' compensation payment	150,000.00
Kenosha Area Business Alliance	LakeView lease payment	16,666.67
Johnson Bank	banking fees	1,023.51
United Healthcare	health insurance premiums	3,271,993.36
Subtotal		3,649,920.72
Total Outgoing Wire Transfers		\$ 17,256,270.40
November 2020 Check Registers - All Funds:		
Net payrolls by paper check	Register# 01022DP, 01023DP	\$ 11,665.39
General operating and food services	Check# 597461 thru Check# 598062 (net of void batches)	3,770,500.78
Total Check Registers	(not or volu butorios)	\$ 3,782,166.17
TOTAL NOVEMBER CASH DISBURSEMENTS		\$ 21,038,436.57

^{*}See attached supplemental report for purchasing card transaction information 10°

Transaction Summary by Merchant

Merchant Name	Total	
3654 INTERSTATE		15,463.45
TUNSTALL CORPORATION		14,131.63
BOSCH PACKAGING SERVICE		12,139.98
ACMETOOLS.COM	\$	6,888.10
RESTAURANTS & CATERING		6,370.79
HOUGHTON CHEMICAL ALLSTON		6,082.40
PROVANTAGE	\$ \$	6,062.40
SCHOOL LEADERS ADVANC	 \$	5,070.00
HAJOCA KENOSHA PC354	 \$	4,942.72
AMZN MKTP US*2043F44Y1 AM	\$ \$	4,942.72
ZORN COMPRESSOR & EQUIPM	\$ \$	3,783.51
HUDL		,
INDUSTRIAL CONTROLS	\$ \$	3,599.00
HALLMAN LINDSAY PAINTS -		3,453.44
	\$	3,387.80
FILTRATION CONCEPTS INC	\$	3,194.72
HOT WATER PRODUCTS, INC.	\$	3,021.46
SCRIPPS SPELLING BEE	\$	2,975.00
VEHICLE MAINT. & FUEL	\$	2,934.60
MARK'S PLUMBING PARTS	\$	2,827.75
HIGHWAY C SERVICE INC	\$	2,795.83
FLIPPEN GROUP	\$	2,535.00
TEAMVIEWER.COM	\$	2,519.34
FASTSPRING	\$	2,504.73
FIRST SUPPLY LLC #2033	\$	2,452.38
IN *GROHS ELECTRIC LLC	\$	2,413.32
SAN-A-CARE	\$	2,332.34
MENARDS KENOSHA WI	\$	2,323.56
ZOOM.US	\$	2,272.58
EVERGREENEDGROUP	\$	2,196.00
BUILDERS HARDWARE AND HOL	\$	1,991.00
SCHOLASTIC, INC.	\$	1,685.90
JIM MURRAY INC	\$	1,578.50
GATEWAY TRUCK & REFRIGERA	\$	1,545.22
DRAMATISTS PLAY SERV	\$	1,545.00
OFFICEMAX/DEPOT 6358	\$	1,425.68
IN *IMAGINE U, LLC	\$	1,400.00
VIKING ELECTRIC-MILWAUKEE	\$	1,206.38
STUDENT-CENTERE	\$	1,185.00
ADVANCED DOOR CONTROL SOL	\$	1,162.50
TACONY CORPORATION	\$	1,133.94
ACOUSTECH SUPPLY	\$	1,112.00
TOWN & COUNTRY GLASS	\$	1,085.80
SWIVL BY SATARII	\$	1,059.00
BADGER THERMAL UNLIMITED	\$	1,053.13
ETAHAND2MIND	\$	1,026.00
DASH MEDICAL GLOVES	\$	1,018.98
CONCORD THEATRICALS CORP.	\$	1,000.00
	17	

Transaction Summary by Merchant

Merchant Name	Total	
AMZN MKTP US*280JF6OO0	\$	999.00
CLASSKICK.COM	\$ \$	997.00
INPRO CORPORATION	\$ \$	977.63
IN *A BEEP, LLC		962.00
SP * BLACKHAWK SUPPLY	\$ \$	943.76
REVERE ELECTRIC SUPPLY CO		932.71
JOHNSTONE SUPPLY	\$ \$	930.84
ULINE *SHIP SUPPLIES	φ \$	909.17
AIRGAS USA, LLC		909.17
ZORO TOOLS INC		865.18
GRAINGER		852.45
	\$	
PROJECT LEAD THE WAY, INC PAYPAL *TRIFOIA	\$	843.00
AMAZON.COM*MK43M3W12	\$	833.00
	\$	800.01
HARBOR FREIGHT TOOLS 358 DSPS EPAY ISE	\$	787.59
	\$	780.00
SCHOLASTIC EDUCATION	\$	753.40
SAMSCLUB.COM	\$	715.00
NCTM REG	\$	702.00
DEVELOPMENTAL STUDIES CEN	\$	702.00
IN *TRIED & TRUE TREE CAR	\$	700.00
OOSHIRTS.COM 866660866	\$	664.68
BANKS VACUUM CORP	\$	626.00
EB HOW CAN THEY DO AL	\$	618.00
MCMASTER-CARR	\$	605.12
NASSP PRODUCT & SERVICE	\$	600.00
AMZN MKTP US*2029P6F41	\$	598.00
IN *NC3	\$	595.00
HYDRO-FLO PRODUCTS INC	\$	587.76
HOMEDEPOT.COM	\$	586.54
OTC BRANDS INC	\$	585.37
PRAIRIE SIDE ACE HDWR	\$	579.96
BUREAU OF EDUCATION AND R	\$	558.00
AMERICAN RED CROSS	\$	552.42
CHRISTOPHER R GREEN SR	\$	542.00
STAGEAGENT FOR SCHOOLS	\$	540.00
JOANN STORES #2468	\$	537.24
LOWES #02560*	\$	524.15
BATTERIES PLUS #0561	\$	523.90
USPS.COM POSTAL STORE	\$	500.40
FARM & FLEET STURTEVANT	\$	494.92
STUMPS	\$	490.74
EMPIRELIFEPRODUCTS	\$	488.76
SOUNDTRAP	\$	488.50
LEARNING FORWARD	\$	477.00
JON DON ECOMM #999	\$	457.18
SAMS CLUB #6331	\$	449.75
	18	

Transaction Summary by Merchant

Merchant Name	Total	
AFFORDABLEHOMEMASTER	\$	438.87
BISSELL*BISSELL.COM	\$	420.98
MENARDS RACINE WI	\$	405.96
THE ASSOCIATED COLLEGIATE	\$	404.00
OFFICE DEPOT #3260	\$	399.99
AMZN MKTP US*2T6OS4D91	\$	369.22
ESAFETY SUPPLIES INC	\$	363.87
KRANZ INC.	\$	361.28
AMAZON.COM*2T9ZV1VT2	\$	354.50
BEFOUR INC	\$	347.10
IFIXIT.COM	\$	344.07
SPEEDY METALS LLC	\$	333.27
EB WICUG 2020 FALL CO	\$	330.00
PROMETHEAN INC	\$	313.00
VIKING ELECTRIC - KENOSHA	\$	312.34
TRANE SUPPLY-116407	\$	308.97
ROTH PUMP CO	\$	302.43
INDEED	\$	300.66
WI DHFS LEAD AND ASBESTOS	\$	300.00
WALMART.COM AX	\$	291.41
NATL CCL TEACHERS OF MATH	\$	291.08
AMAZON.COM*2T1K58T92 AMZN	\$	290.05
INSTACART	\$	272.14
MONSTER JANITORIAL LLC	\$	270.95
BSN SPORTS LLC	\$	266.69
WORLDATWORK	\$	265.00
CLEANFREAK.COM	\$	261.82
J.W. PEPPER	\$	259.35
AMZN MKTP US*2T9KR8KX2	\$	256.23
REP FITNESS ECOMMERCE	\$	255.86
HOW DESIGN LIVE	\$	249.00
WAL-MART #5438	\$	242.16
AMZN MKTP US*208GL5NC1	\$	231.56
REALLY GOOD STUFF	\$	230.09
HISPANIC ASSOCIATION OF	\$	230.00
AMZN MKTP US*2T5GG79P0	\$	227.70
COSTCO WHSE #1198	\$	218.17
AT&T*BILL PAYMENT	\$	215.50
AIELLO MIDTOWN FLORIST IN	\$	215.00
N2Y LLC	\$	210.66
ACME CONTROL 800-621-6	\$	205.85
CUSTOM EARTH PROMOS	\$	204.41
U OREGON ONLINE PAYMNT	\$	200.00
AMZN MKTP US*2T5E88G12	\$	199.29
ILLINOIS SCHOOL PSYCHOLOG	\$	180.00
WM SUPERCENTER #1167	\$	173.28
SHIFFLER EQUIPMENT	\$	170.69
	19 Ť	

Transaction Summary by Merchant

Merchant Name	Total	
RSCHOOLTODAY	\$	160.00
AMZN MKTP US*2T9SM87L0	\$	154.75
PEARDECK.COM	\$	149.99
SHERWIN WILLIAMS 703180	\$	149.52
SMORE.COM	\$	149.00
IMSE	\$	148.85
SSI*EPSCC	\$	145.60
FASTENAL COMPANY 01WIKEN	\$	140.51
SPECTRUM	\$	138.91
CONNEY SAFETY	\$	132.22
OLD NAVY ON-LINE	\$	131.80
SPL*CESA #1	\$	130.00
IN *JIM WOOLDRIDGE	\$	127.50
GOPHER SPORT	\$	124.95
SAGE PUBLICATIONS	\$	124.75
AMZN MKTP US*2T3BD7AE2	\$	123.92
SP * WEATHERPODS	\$	123.83
PICK N SAVE #874	\$	123.29
STATE SUPPLY	\$	122.99
V BELT GLOBAL SUPPLY	\$	113.10
USPS PO 5642800260	\$	110.00
USPS PO 5666100158	\$	110.00
DOLLAR TREE, INC.	\$	108.52
GFS STORE #1919	\$	106.43
USA CLEAN INC	\$	105.08
WALGREENS #3153	\$	104.97
AMZN MKTP US*203G93OC1	\$	102.77
AMZN MKTP US*MK1RX5RF0	\$	102.00
REI*GREENWOODHEINEMANN	\$	100.00
FS *TELESTREAM.NET	\$	99.00
SP * INKANDVOLT	\$	98.90
AMZN MKTP US*2878715M2	\$	96.20
FLOCABULARY	\$	96.00
THE MASTER TEACHER	\$	96.00
SMARTSIGN	\$	95.76
DON* CENTER FOR EXCELLENC	\$	95.00
HP *HP.COM STORE	\$	92.83
AWS E-COMMERCE	\$	88.00
GIH*GLOBALINDUSTRIALEQ	\$	86.24
SPIRAL BINDING LLC	\$	85.93
AMZN MKTP US*2T1R365Z2	\$	85.77
EVENT* CENTRAL STATES	\$	85.00
B2B PRIME*200PN3ZQ1	\$	83.35
HOLLAND SUPPLY INC	\$	82.00
IN *DELTAMATH SOLUTIONS,	\$	75.00
DELTAMATH.COM	\$	75.00
THE WEBSTAURANT STORE	\$	74.28
	20	

Transaction Summary by Merchant

Merchant Name	Total	
AMZN MKTP US*283QI6FN2	\$	73.84
AMZN MKTP US*282V40KS0	\$	73.14
AMERICAN SOCIETY OF	\$	70.00
AMZN MKTP US*2T2331QA1 AM	* \$	69.60
B2B PRIME*2042M6FR1	\$	69.00
MF ATHLETIC & PERFORM BE	* \$	67.47
AMAZON.COM*289L295W1	\$	66.95
TENUTAS	* \$	66.83
KENOSHA APPLIANCE PARTS I	\$	63.75
WAL-MART #1167	\$	63.31
ADOBE STOCK	\$	63.28
MAILCHIMP	\$	62.99
WISCONSIN ASSOCIATION OF	\$	55.00
SOCIETY OF CERTIFIED INSU	\$	55.00
BREAKOUT	\$	52.50
CAREERSAFE ONLINE	\$	50.00
HALOGEN SUPPLY COMPANY IN	\$	49.35
IN *ALPHA-AMERICAN PROGRA	\$	49.00
USAVACUUM	\$	48.78
QUIZLET.COM* TRIAL	\$	47.88
CUSTOMINK GROUPS	\$	46.17
AMZN MKTP US*2T87965M2	\$	45.24
WPY*WISCONSIN ALLIANCE FO	\$	45.00
AMZN MKTP US*286R70972	\$	44.26
WISCONSIN EDUCATIONAL MED	\$	43.00
PAYPAL *ZUBER EBAY ZUBER	\$	42.15
BOOKS BEAUTY AND SHOES	\$	41.80
CAMPS AND CONFERENCES	\$	40.00
AMZN MKTP US*280B24X61	\$	39.69
WALMART GROCERY	\$	39.37
SMK*WUFOO.COM CHARGE	\$	39.00
PAYPAL *STEVEDANYEW	\$	39.00
SIGHT READING FACTORY	\$	36.80
AMZN MKTP US*2T8NN92U1	\$	34.37
AMZN MKTP US*2T3HT31L2	\$	33.00
UDEMY ONLINE COURSES	\$	31.63
SIMPLEINOUT.COM	\$	29.99
STATSMEDIC.COM	\$	29.00
MHE*MCGRAW-HILL ECOMM	\$	28.83
AMZN MKTP US*289YK95Y1	\$	27.40
AA CPR & FIRST AID INC	\$	26.99
PARTSWAREHOUSE.COM	\$	26.05
FESTIVAL FOODS	\$	25.00
CHESTER ELECTRONIC SUPPLY	\$	24.95
SEAHAWK ENTERPRISES LLC	\$	22.50
WI DFI WS2 CFI CC EPAY	\$	20.00
CALENDLY	\$	20.00
	21	

Transaction Summary by Merchant

Merchant Name	Total	
APPLE.COM/BILL	\$	18.74
SCREENCAST-O-MATIC	\$	18.00
AMAZON.COM*2T4RG8900	\$	17.84
AMZN MKTP US*285HK8SN0	\$	16.87
MICHAELS STORES 9192	\$	15.96
WAL-MART #0910	\$	15.91
PRIME VIDEO*280UH48V0	\$	15.81
AMZN MKTP US*2T2RQ8VT1	\$	15.80
DSPS E SERVICE FEE COM	\$	15.60
AMZN MKTP US*MK2059WQ0	\$	15.08
AMZN MKTP US*2T1000V91	\$	13.08
ULTIMATE SLP	\$	12.95
PARKSIDE TRUE VALUE	\$	12.60
FBLA-PBL	\$	11.00
MEIJER # 284	\$	8.37
EB ZOOM 30 NETWORKING	\$	7.00
AMZN MKTP US*284RT8YK1	\$	5.26
PRIME VIDEO*206Q95AE1	\$	5.26
JMAC SUPPLY	\$	(19.92)
BESTBUYCOM806332550226	\$	(55.55)
GIMKIT PRO - 1 YEAR	\$	(59.88)
AMZN MKTP US	\$	(79.66)
ACTFL AMRCN CNCL TCHNG FR	\$	(100.00)
LEARNING A-Z, LLC	\$	(174.28)
WASBO FOUNDATION	\$	(320.00)
US Bank Purchasing Card Payment - Individuals	\$	210,237.18

KENOSHA UNIFIED SCHOOL DISTRICT Kenosha, Wisconsin

December 8, 2020

Administrative Recommendation

It is recommended that the November 2020 cash receipt deposits totaling \$200,129.15, and cash receipt wire transfers-in totaling \$3,237,238.20, be approved.

Check numbers 597461 through 598062 (net of voided batches) totaling \$3,770,500.78, and general operating wire transfers-out totaling \$3,649,920.72, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the November 2020 net payroll and benefit EFT batches totaling \$13,606,349.68, and net payroll check batches totaling \$11,665.39, 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

Dec. 8, 2020 Board of Education Meeting

POLICY AND RULE 3643 – EMERGENCY SCHOOL CLOSINGS AND/OR LEARNING ADJUSTMENTS

Background:

Policy 3643 was developed to give the Superintendent and/or their designee guidance when determining whether or not to close schools due to inclement weather and/or emergencies/crises. The rule currently outlines the operations of the district if and when school is closed due to inclement weather and/or emergencies/crises. This information is shared with staff, students and families in the annual district wall calendar, online and via social media.

With the onset of COVID-19 and the Safer at Home order enacted in April 2020, KUSD transitioned to become a 1:1 district with all students having a personal device, as well as offering hot spots to those who may not have internet in their homes. The district also expanded the number of staff who have personal devices since spring.

In addition, the district has rolled out a robust in-person and virtual offering for students that supports learning no matter what our staff, students and families are faced with. With the start of the year, families were offered an option to choose whether they wanted in-person or virtual learning. With the pandemic, the district has been able to use this new approach to shift schools to all virtual learning on a case-by-case basis as needed.

Given this new learning approach, the district believes it is now prepared to provide a continuity of learning for students even on inclement weather days and/or in the instance of emergency situations depending upon the severity of the situation. As such, the policy has been updated with a new set of procedures that outline what will occur in KUSD should we be faced with inclement weather, as well as what will occur should we have an extremely severe emergency/crisis situation.

This also led to an update of the staff reporting requirements. On any given inclement weather day, we have specified staff who are required to report to ensure our parking lots can be cleared, buildings are not experiencing any issues due to the weather, etc. We have also added a procedure that outlines a shift to virtual learning during inclement weather and noted where and when students and/or staff are to report depending upon the procedure enacted. We also added a fourth procedure and requirement that would fully close schools if we are faced with a widespread loss of internet or if we are experiencing an extremely severe emergency/crisis.

Lastly, we have updated the title of the policy and rule to align with the learning shifts that may be implemented.

Administration Recommendation:

Administration recommends that the board approve revised Policy and Rule 3643 – Emergency School Closings and/or Learning Adjustments as a second reading on Dec. 8, 2020.

Dr. Sue Savaglio-Jarvis Superintendent of Schools Tanya Ruder Chief Communications Officer

POLICY 3643

EMERGENCY SCHOOL CLOSINGS AND/OR LEARNING ADJUSTMENTS

Only the superintendent of schools and/or his/hertheir designee is authorized to close school buildings or shift to a fully virtual learning environments due to inclement weather and/or intermittent emergency/orcrisis situations. If the decision to close buildings or shift to fully virtual learning is made, a public announcement will be made via various media-platforms no later than 5:30 a.m. unless emergency circumstances require otherwise. In the instance of long-term situations, such as a pandemic, decisions regarding closures and/or learning adjustments shall include board discussion and action.

If a public announcement is not made by 5:30 a.m. on any given day, schools will be open and following their regular schedules.

All personnel should refer to the three procedures outlined in Rule 3643 to determine if/when to report to work during inclement weather. The superintendent reserves the right to close the district for *all* students and employees-staff if deemed necessary.

LEGAL REF.: Wisconsin Statutes

Sections 115.01(10) [School day definition]

121.02(1)(f) [School district standards; minimum hours of instruction]

121.56 [School bus routes]

118.15 [Compulsory school attendance]

CROSS REF.: 3511 Transportation

5310 Student Attendance6210 School Year Calendar

Employee Handbook

Emergency Operations Plan

AFFIRMED: Sept. 24, 1991

REVISED: Jan. 29, 2002

Oct. 28, 2003 Dec. 18, 2007 Sept. 23, 2014 Oct. 28, 2014 Sept. 22, 2015 March 28, 2017 July 25, 2017 June 26, 2018 Sept. 24, 2019

Dec. 8, 2020

RULE 3643

EMERGENCY SCHOOL CLOSINGS AND/OR LEARNING ADJUSTMENTS

The district puts student safety first, which is why several factors are taken into consideration when determining whether to close **buildings or shift to a fully virtual learning environment**sehools due to inclement weather and/or emergency/-or-crisis situations, such as:

- Whether a weather warning has been issued and remains in effect at or after 5 a.m. of the day in question
 - Warnings issued in advance are often canceled due to a change in storm systems and the district does not want to make decisions based on inaccurate data/information
- Whether there is a sustained wind chill of -34 degrees or lower
- Whether there is a sustained temperature of -20 degrees or lower
- Whether there is or will be a heavy accumulation of snow, especially during typical travel times to and from school
 - o Are streets and sidewalks clear?
 - o Are buses unable to run due to extreme cold or unplowed streets?
 - o Are driving conditions hazardous?
 - o Are there power or phone outages?

If school is not canceled **or shifted to fully virtual learning** and a parent/guardian **believes** feels-his/hertheir child is safer at home, the parent/guardian may keep his/hertheir child home. Keeping a child home due to weather will be recorded as an excused absence on the student's record per Policy 5310 and Wis. Statute 118.15 so long as parents/guardians report the absence in a timely manner.

In the event schools are closed, shifted to fully virtual learning, or the arrival/dismissal time is changed due to inclement weather and/or emergency/-or-crisis situations, an announcement will be made via text message to all families who have opted in to receive texts from KUSD and have a cell phone listed in Infinite Campus, the KUSD website (kusd.edu), KUSD Channel 20, Facebook.com/kenoshaschools, Twitter.com/KUSD, Instagram.com/Kenoshaschools, 262-359-SNOW (7669), local television-stationsFOX 6, WISN 12, CBS 58, local radio stations, and Kenosha News—the KUSD website-(kusd.edu), KUSD Channel 20, Facebook.com/kenoshaschools, Twitter.com/KUSD and 262-359-SNOW (7669) no later than 5:30 a.m. unless emergency circumstances require otherwise. If schools are closed, all after-school activities, including sports, fine arts and evening events, also will be canceled.

When KUSD schools are closed, no transportation will be provided to private and parochial schools.

THREE-FOUR PROCEDURES TO LOOK/LISTEN FOR

Unless notified otherwise, Procedure 1 is in effect. Nothing prevents the district from enacting any of the procedures below on a case-by-case basis if impending emergencies/crises are isolated to individual schools/buildings.

- **Procedure 1:** All schools in KUSD will be open today. Students and personnel are expected to attend.
- **Procedure 2:** All schools in KUSD will open two hours late, and school buses that transport students will be running approximately two hours late. There will be no a.m. or p.m. early childhood, speech impact or 4K classes. Personnel are expected to report as normally scheduled. Dismissal will be at the regular time.

RULE 3643

EMERGENCY SCHOOL CLOSINGS AND/OR LEARNING ADJUSTMENTS

Page 2

- Procedure 3: All schools in KUSD will be shifted to a fully virtual learning environment; no students are expected to physically report to buildings but must attend classes virtually from home in order to be marked present for the day. This may be implemented on a case-by-case basis if isolated to individual schools/buildings. The Kenosha Senior Center will be closed.
- Procedure 4 (reserved for extreme emergency situations)3: All schools in KUSD will be closed; no students are expected to report. The Kenosha Senior Center also will be closed. This procedure will only be enacted if and when the situation leading to closure has caused widespread internet outages (e.g. major ice storms, etc.) or would result in endangering the health and welfare of students and staff. This may be implemented on a case-by-case basis if isolated to individual schools/buildings. The Kenosha Senior Center also will be closed. KUSD employees must refer to Rule 3643 for attendance—guidelines.

STAFF REPORTING REQUIREMENTS:

Two (2) days are built into the academic calendar for potential extreme emergency school closings as outlined in *Procedure 4* above.

If Procedure $\underline{1}$ is enacted, staff will be expected to report to work at their assigned buildings as normally scheduled.

If Procedure $\underline{2}$ is enacted, staff will be expected to report to work at their assigned buildings as normally scheduled.

If Procedure $\underline{3}$ is enacted, students and staff will shift to virtual learning. All staff, other than specified facilities staff, may work from home due to the inclement weather and/or emergency/crisis. Specified facilities staff include those required for snow removal and/or other maintenance needs as indicated by their supervisor. Timesheet employees will not be required to work on virtual days and as such will not be compensated unless their direct supervisor requests otherwise, in which case a timesheet for hours worked must be submitted.

If an emergency closing is declared because of inclement weather or a school emergency Procedure 4 is enacted, only specified facilities staff shall report to work the first two days, no others shall report to work and the school and/or district will be considered closed for the day. Specified facilities staff include those required for snow removal and/or other maintenance needs as indicated by his/hertheir supervisor. These individuals shall receive flextime for the day(s) worked that must be used by June 30 of the school year in which the closings occur. Timesheet employees will not be required to work on closure days and as such will not be compensated unless their direct supervisor requests otherwise, in which case a timesheet for hours worked must be submitted.

Beyond the first two days:

- Teachers, educational assistants and interpreters do not need to report to work when school is closed for emergency purposes, but are required to make up state mandated student contact time at a future date or dates to be determined by administration.
- Administrator, supervisory, technical personnel; administrative support professionals;

community and support; facilities; and food service must report to work or take a vacation, personal or unpaid (deduct) day.

INDOOR/OUTDOOR -GUIDELINES

- 1. General guidelines: 10 degrees or below, wind chill factor of 0 degrees or below and rain/drizzle/blizzard = indoor recess, indoor noon recess and early entrance to door areas/hallways.
- 2. Administrator's responsibilities: Principals are responsible for the timely implementation of the guidelines, reasonable supervision of students under all circumstances and informing parents each year of the district's expectations regarding indoor periods due to weather conditions.

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Kenosha Unified School District Kenosha, Wisconsin

December 8, 2020

HEAD START FEDERAL GRANT FUNDS BUDGET REVISION REQUEST

Approval from the Board of Education is requested for a budget revision to move funds in the Head Start Federal Grant. Approval is requested to move \$88,000 to the equipment budget line to provide funds for maintenance work on the heating units at Chavez Learning Station, a federally owned building.

Grant Title

Federal Head Start Grant

Funding Source

U.S. Department of Health and Human Services Administration for Children and Families

Grant Time Period

July 1, 2020 to June 30, 2021

Purpose of Head Start

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.

Number of Students Served

330 eligible Head Start Students

Head Start Grant Goals

The Management Team will continue to work on the goals for this five year grant:

- Increase the social-emotional competence of children to ensure success in kindergarten.
- Partner with families to ensure they have the knowledge and skills to be advocates for their children's education.

Request to do a budget revision

According to federal law, the governing body is required to approve of budget revisions. Maintenance work is required to be done on the HVAC system at Chavez Learning Station. These funds will be used for providing and installing a new Trane RTU to replace an old, worn out unit and all of the peripheral work needed to install this unit. The cost for this work to be done is estimated to be between \$80,000 and \$88,000. Chavez Learning Station is a federally owned building that houses the head start program.

Changes in Budget Categories:

These are the proposed changes to the budget categories for the 2020 budget.

Current budget category	Current budget amount	Proposed change	Revised budget amount
Office Supplies	\$26,058	Reduce \$25,000	\$1,058
Child and Family			,
Service Supplies	\$32,500	Reduce \$30,000	\$2,500
Food Service	\$15,000	Reduce \$13,000	\$2,000
Supplies			
Maintenance	\$5,000	Reduce \$5,000	\$0
Local Travel	\$1,500	Reduce \$1,250	\$250
Substitutes	\$20,000	Reduce \$10,000	\$10,000
Transportation	\$47,000	Reduce \$3,750	\$43,250
Equipment	\$0	Increase \$88,000	\$88,000

Administrative Recommendation

Administration recommends that the school board approve the request to make these budget revisions in the amount of \$88,000 in the Head Start Federal Grant for the 2020-2021 school year.

Dr. Sue Savaglio-Jarvis Superintendent of Schools

Chief of School Leadership

Ms. Susan Valeri

Mr. Martin Pitts Regional Coordinator of Leadership and Learning Ms. Luanne Rohde Director of Early Education

KENOSHA UNIFIED SCHOOL DISTRICT

December 8, 2020

Student Data Analytics Contract

Two years ago, Kenosha Unified worked to implement a student data analytics program with eduCLIMBER. Unfortunately, eduCLIMBER has not met the supportive or configuration needs of the district. This was due to many factors, mainly of which their platform was not as customizable for so many different users and locations, including dealing with student mobility. This past summer, another RFP was communicated to see if there was another option for KUSD to use, while hopefully not incurring any additional costs beyond the prior annual expenses. After a final review of all submissions, and virtual presentations for the final three selections, Kenosha Unified recommended that the BrightBytes analytics platform from BrightBytes Inc. be awarded KUSD RFP# 5246 Student Data Analytics Platform. The skills that were learned by KUSD staff are transferrable to BrightBytes, and the ultimate goal of integrating a quality analytics application is what drove this recent RFP and subsequent recommendation.

With the BrightBytes platform, KUSD not only will experience a cost savings, but also have a nationally recognized and award winning partner with which to build and expand a better product with greater vendor support. Their submitted quote lists an annual \$3 per pupil cost, and locked in for three years. Compared to the existing product of \$4 per pupil, for one year, with partial increases each year. The cost of the product was just one area that BrightBytes outperformed the other products. After the initial review of all submissions by a review team, a refined group of three vendors were each given the invitation for a virtual presentation. These virtual presentations were recorded and links shared with an expanded group of KUSD users and positions. A follow-up anonymous survey was then provided to capture the feedback. In each of the designated areas, and the overall score, BrightBytes was the clearly preferred product.

The expected partnership with BrightBytes will address a detailed and supported adoption timeline over multiple months. The preparation work will also consist of continual coaching and customization aligned to national, state, and local goals. Aside from these goals, the associated BrightBytes platform will cover not just academics, attendance, and assessments, but intervention management, school culture, college and career readiness, and early warning diagnostics.

BrightBytes continues to work with over 25,000 school districts, including multiple state-wide contracts spanning the last ten plus years, some larger than Kenosha Unified. A sample list of large partners follows:

- Bibb County, GA 25,000 students
- Shelby County, TN 111,000 students
- Fort Worth, TX 511,000 students
- Kentucky Department of Education 685,000 students
- Colorado Department of Education 863,000 students
- Florida Department of Education 2.7 million students

The BrightBytes analytics platform is built in partnership with the following research partners: The American Institute of Research (AIM), the International Society of Technology in Education (ISTE) and the University of Pennsylvania. BrightBytes combines an expanded data warehouse with predictive analytics to curate real-time data dashboards and early warning thresholds. All of these features will empower the KUSD instructional staff to better serve each student with efficient use of resources and services.

The KUSD Contracts in Aggregate of \$50,000 is listed as Appendix A and the purchase rationale is listed as Appendix B.

Administrative Recommendation:

Administration recommends that the Board of Education approve the purchase contract with BrightBytes to utilize their student data analytics program for the next three years.

Dr. Sue Savaglio-Jarvis Superintendent of Schools Kristopher Keckler Chief Information Officer

Kenosha Unified School District Kenosha, Wisconsin

December 8, 2020

REPORT OF CONTRACTS IN AGGREGATE OF \$50,000

School Board Policy 3420 requires that "all contracts and renewals of contracts in aggregate of \$50,000 in a fiscal year shall be approved by the School Board except in the event of an emergency as determined and reported to the School Board monthly by the Purchasing Agent."

The contracts/agreements in aggregate of \$50,000 that have been added to the Contract Management Database subsequent to December 8, 2020 with approval of the purchasing agent are shown in the database in coral color. Board members may access this database while on district property.

Link to Contract Management Database

Approval of Contract in Aggregate of \$50,000

The following contract/agreement has not been added to the Contract Management Database and is being presented for board approval. The Purchase/Contract Rationale is attached.

Vendor	Program/Product	Amount
BrightBytes Inc. BrightBytes®	The purchase of a three year agreement with BrightBytes (\$55,000 annually, with a one-time \$10,000 onboarding charge) analytics platform will allow all KUSD instructional staff to utilize hundreds of outcome-based dashboards with customizable thresholds for personal monitoring of each student.	\$65,000

Dr. Sue Savaglio-Jarvis Superintendent of Schools Mr. Tarik Hamdan Chief Financial Officer

Kris Keckler Chief Information Officer

Mr. Robert Hofer Purchasing Agent



3600 52ND ST., KENOSHA, WI 53144 P 262-359-6300 • F 262-359-7672

PURCHASE/CONTRACT RATIONALE

Per School Board Policy 3420, please complete the following to be attached to your purchase order/contract. Additional information may be required and presented before the District's School Board for approval. Your submission must allow for adequate time for the Board to approve.

endo	or:
urch	ased Good/Program:
tart l	Date/Date Needed:
1.	PURPOSE – What is the purpose of the proposed purchase?
2.	FUNDING – What is the total cost of purchase and the funding source?
3	REQUEST FOR PROPOSAL (RFP) – indicate if an RFP has been completed
Ο.	YES NO If no, please request an RFP packet
4.	EDUCATIONAL OUTCOME – What is the educational outcome of this purchase?
5.	START DATE – When is the anticipated start date?
	response does not establish approval of either a contract or a purchase orde opriate Leadership Signature Date











Kenosha Unified School District Kenosha, Wisconsin

December 8, 2020

EXPULSION INDEPENDENT HEARING OFFICERS

At the September 3, 2020, regular school board meeting, Administration brought forth and the Board approved the appointment of Ms. Nancy Wheeler and Ms. Jacalyn Zimmerman as Hearing Officers to assist the District with any expulsion hearings for the 2020-21 school year. Since that meeting, Ms. Zimmerman is unavailable to assist the district as a hearing officer. Therefore, Administration is recommending the appointment of Mr. Christopher Hauser as an expulsion independent hearing officer.

Christopher Hauser

Mr. Hauser has an extensive background in the education field having held the following positions: Teacher, Positive Behavior Interventions and Support (PBIS) Supervisor, Principal, Regional Director of School Support, Regional Superintendent, and Interim Deputy Superintendent. Mr. Hauser recently retired from Milwaukee Public Schools and was provided expulsion hearing officer training previously through them.

Hearing Officers are paid \$100 for the first hour and \$25 for every additional 15 minutes after the first hour not to exceed \$300 for each hearing. Hearing Officers are part time employees that are called upon when needed for expulsion hearings. An expulsion hearing officer training will be provided by Attorney Christine Hamiel from Von Briesen & Roper.

Administrative Recommendation

Administration recommends that the Board of Education authorize the appointment of Christopher Hauser as a Hearing Officer for the purpose of expulsion hearings during the 2020-2021 school year at the rate of \$100 for the first hour and \$25 for every additional 15 minutes after the first hour not to exceed \$300 per hearing.

Dr. Sue Savaglio-Jarvis Superintendent of Schools Susan Valeri Chief of School Leadership

KENOSHA UNIFIED SCHOOL DISTRICT

December 8, 2020

KUSD Educator Effectiveness Waiver for School Year 2020-21

On April 27, 2020, the Kenosha Unified School Board approved a series of requests for local and state accountability waivers. These waivers were a direct result of the COVID-19 Pandemic. In June, the Wisconsin Department of Instruction (DPI) issued the returning to school guidance, Education Forward,

https://dpi.wi.gov/sites/default/files/imce/sspw/pdf/Education_Forward_web.pdf. This document was established to help school districts navigate the changing landscape for learning, as well as being mindful and flexible of regulatory factors. To provide broad support, DPI launched their COVID-19 flexibility application

(https://dpi.wi.gov/sites/default/files/imce/forms/pdf/f1396.pdf). This online application will allow each district to submit several waivers at once, and even permit districts to amend the application as the year goes on for any future requests, as this particular request is a prime example.

On August 18, 2020 the School Board voted to start the 2020-21 school year with students attending either in-person or fully virtual, with other operational and instructional conditions still under revision and refinement. As the pandemic continues to cause school districts to develop and adjust plans with very little lead time, some of these waivers will have variable impact depending on the allowable conditions and other external factors (i.e. legislative orders). This past September 3, 2020, the KUSD School Board approved waivers for the following local polices (some of which required a state waiver as well):

- KUSD Policy 1330 Facilities Use:
- KUSD Policy 1350 Equipment Use by Community Groups
- KUSD Policy 1600 Visitors
- KUSD Policy 1812 Relations with Parent-Teacher Organization
- KUSD Policy 3622 Access to School Buildings and Grounds
- KUSD Policy 3643 Emergency School Closing
- KUSD Policy 5120 Student Enrollment Reporting
- KUSD Policy 5210 Entrance Age
- KUSD Policy 5310 Student Attendance
- KUSD Policy 5431 Student Dress Code
- KUSD Policy 6210 School year Calendar
- KUSD Policy 6456 Graduation Requirements

Chapter 118.38 of the Wisconsin State Statutes outlines the legal authority for school boards to request and for DPI to grant waivers from certain state laws and administrative rules. Under this provision, school boards can request a waiver from DPI of any school board or school district requirement outlined in Chapters 115 to 121 of the State Statutes

or in related administrative rules, with the following important exceptions:

- 1. The health or safety of pupils;
- 2. Pupil discrimination under s. 118.13;
- 3. The pupil assessment program under s. 118.30 and the standardized reading test required under s. 121.02 (1) (r);
- 4. Pupil records under s. 118.125;
- 5. The collection of data by the department;
- 6. The uniform financial fund accounting system under ss. 115.28 (13) and 115.30 (1) and audits of school district accounts under s. 120.14;
- 7. Licensure or certification under s. 115.28 (7) or (7m) other than the licensure of the school district administrator or business manager;
- 8. The commencement of the school term under s. 118.045; and
- 9. The requirements established for achievement guarantee contracts under s. 118.43 and for achievement gap reduction contracts under s. 118.44.

The law requires the local school board to hold a public hearing (virtually if needed) in the school district and requires the school board to specify in its request for a waiver its reason for requesting the waiver. Once approved, waivers will be effective for one year, and renewable for additional one year periods.

At this time, administration would ask the KUSD School Board to endorse a waiver consideration for the following state regulation:

• Educator Effectiveness Cycle: Wis. Stat. § 115.415

Educator Effectiveness Cycle:

The Wisconsin Legislature developed the 20 Wisconsin Education Standards found in Wisconsin Administrative Code sec. PI 8.01, which establishes 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. The full annual cycle is listed in Appendix A below. This waiver request was developed based on feedback from teachers and district administrators

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 who are cycled for their Supporting and their Summary Year in 2020-21, thereby waiving the requirements to meet PI 8.01 and Wis. Stat. § 115.415 for 2020-21. The proposed changes will be communicated to all staff in the Torch (Appendix B) and principals will share the KUSD Educator Effectiveness Staff Overview at a school staff meeting.

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 is currently working on 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 this particular waiver, the state statutory requirement for holding a public hearing still remains. The associated resolution allows a district to formally process the respective waiver request after the notice and session of the public hearing.

Administrative Recommendation:

Administration recommends that the School Board approve the Educator Effectiveness waiver request for the 2020-21 school year at the December 8, 2020, regular School Board meeting:

Dr. Sue Savaglio-Jarvis Kristopher Keckler

Superintendent of Schools Chief Information Officer

Sue Valeri Julie Housaman

Chief of School leadership Chief Academic Officer

Che Kearby

Coordinator of Educator Effectiveness and Social Studies

Appendix A

Annual Evaluation Cycle for Educator Effectiveness

Educator Effectiveness Components	SLO	/PPG		ounced on/Meetings	Mini Ob	servations		of Year y/Meeting
	New Staff Member							
	Current	Proposed	Current	Proposed	Current	Proposed	Current	Proposed
New 1	Due 6/30/2021	Due 6/30/2021	Due 6/30/2021	Due 6/30/2021	Due 6/30/2021	Due 6/30/2021	Due 6/30/2021	Due 6/30/2021
New 2	Due 6/30/2021	Due 6/30/2021	Due 6/30/2021	Due 6/30/2021	Due 6/30/2021	Due 6/30/2021	Due 6/30/2021	Due 6/30/2021
			Continuing	Staff Members				
	Current	Proposed	Current	Proposed	Current	Proposed	Current	Proposed
Support 1	Due 6/30/2021	Not Required	N/A	N/A	Due 6/30/2021	Optional	N/A	N/A
Support 2	Due 6/30/2021	Not Required	N/A	N/A	Due 6/30/2021	Optional	N/A	N/A
Summary	Due 6/30/2021	Not Required	Due 6/30/2021	Due 6/30/2022	Due 6/30/2021	Due 6/30/2022	Due 6/30/2021	Due 6/30/2022

Appendix B

Educator Effectiveness: Supporting Essential Growth in a Time of Change

There is no escaping the fact that COVID-19 has changed the landscape of education. The systems that we knew and felt comfortable with have changed rapidly over the past 8 months. Educator Effectiveness is a readily available tool that provides a venue to focus on feedback, reflection and growth as we all work and learn together in our "new" environment. We recognize that teachers have been trying new things and teaching outside of their comfort zone, in ways that have surpassed all expectations during this unprecedented time. We want our instructional leaders to be an integral part of supporting staff during this most pressing time.

As we all look to make adjustments with existing responsibilities while balancing new and unexpected tasks, KUSD has a strong focus on the continuity of student learning. Educating students is our passion and commitments. EE is a process through which principals support educators. The following updated Educator Effectiveness guidance for the 2020-21 school year will provide the necessary flexibility to educators and administrators while maintaining the emphasis on student learning.

Kenosha Unified school district shall apply for the Wisconsin DPI waiver covering the Educator Effectiveness system for 2020-21, seeking the following flexibility:

- Extend the evaluation cycle for all employees with a Supporting 1, Supporting 2, or Summary designation. Teachers with these designations will not roll to the next step in the evaluation cycle, but rather continue their current designation in 21-22.
 - Pre and post conferences, announced observations, or end of year summary meetings while not required for the 20-21 school year, may take place and evidence recorded will be valid in the 21-22 school year.
- Continue the complete evaluation cycle for all teachers with a New 1 or New 2 designation. Experiencing success and support is critical to lay the foundation for ongoing success for new teachers. In 21-22, New 1 and New 2 will roll to the next annual cycle (New 2 becomes Support 1, New 1 becomes New 2, and new hires are entered into the cycle).
- Principals will have the flexibility to continue with components of the EE process that support the continuation of the educational process.
 - o For example:

■ As time allows principals may continue mini-observations and the collection of evidence to upload in the Frontline system to provide feedback and reflection because this is key to the growth of educators and student learning. Any minis done this year will result in a reduction of requirements in subsequent years.

We believe these adjustments will provide the necessary support our educators need while also alleviating necessary data collection down the road.

Finally, schools will continue with any work they have started in terms of SLOs and PPGs because guidance has already been given to develop these in line with the school achievement plan and the continued focus on student learning (form completion and final scoring are not required).

Therefore, all teachers should continue to focus on student learning and professional growth as individual educators and as collaborative teams. It is strongly recommended that any learning, growth, or feedback that teachers achieve this year is documented as personal reflections or artifacts--whether that is qualitative (narrative) data or quantitative (numerical) data-- to be used as evidence in future evaluative years. Teachers are strongly encouraged to formally document the tremendous learning that you are doing this year to highlight your professional growth in a future evaluation cycle.

Kenosha Unified School District Resolution 371

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, since Mid-March, 2020, pursuant to Wis. Stat.§ 323.10, Wisconsin Governor Tony Evers has issued multiple executive orders declaring a public health emergency in all counties of the state as a result of the coronavirus pandemic (COVID-19) while also attempting multiple initiatives to address, reduce, and prevent further spread of the coronavirus pandemic.

NOW, THEREFORE BE IT RESOLVED, that:

- 1. On December 8, 2020, the Kenosha School Board of Education held a public hearing, in satisfaction of Wis. Stat. §118.38(1)(b), concerning a request for waiver 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 requirements to complete an Educator Effectiveness Cycle for educators in their Supporting and Summary Year in 2020-21, including waivers of the requirements to meet PI 8.01 and Wis. Stat. §§ 115.415 and 121.02(1)(q) for the 2020-21 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 med	eting of the Board held on Decen	nber 8, 2020.
President, Board of Education		Superintendent of Schools
	Secretary, Board of Education	
	Members of the Board:	
	_	
	_	
	Resolution 371 December 8, 2020	

Kenosha Unified School District Kenosha, Wisconsin

December 8, 2020

WASB Proposed Resolutions – 2021

The Superintendent and Leadership Council reviewed the 2021 WASB proposed resolutions and make the following recommendations:

Resolution	Title	Recommendation
21-01	One-Cent Sales Tax for School	
	Infrastructure, Technology and Tax	Support
	Relief	
21-02	Broadband Access	Support
21-03	Enrollment Hold Harmless	Support
21-04	Instruction on Indigenous Tribes (1989	Support
	Wisconsin Act 31)	
21-05	Special Education Flexibility to Address	Support
	Emergencies	
21-06	Assessment and Report Card Waivers	Support
21-07	Rehiring Retired Teachers and Staff	Support
21-08	Superintendent Evaluations	Support
21-09	Comprehensive School Safety	Support
	Legislation	
21-10	School District Mascots, Logos and	Support
	Imagery	

It is recommended that the School Board provide direction to its delegate relative to the 2021 WASB proposed resolutions noted above and give the board delegate discretionary latitude to vote on amendments or other resolutions.

Dr. Sue Savaglio-Jarvis Superintendent of Schools

1	WISCONSIN ASSOCIATION OF SCHOOL BOARDS, INC.
2	Madison, Wisconsin
3	November 18, 2020
4	
5	REPORT TO THE MEMBERSHIP ON PROPOSED 2021 RESOLUTIONS
6	WASB Policy & Resolutions Committee
7	Sue Todey, Sevastopol School Board, Chair
8	
9	
10	Resolution 21-01: One-Cent Sales Tax for School Infrastructure, Technology and Tax Relief
11	
12	<u>Create</u> : The WASB supports the implementation of a new statewide one-cent (one percent) sales
13	tax to help public school districts build, maintain, and upgrade facilities, upgrade district
14	technology infrastructure, software, and teacher training related to technology and help lower
15	property taxes for Wisconsin taxpayers. District electors would need to approve a one-time
16	revenue purpose statement before these sales tax funds could be expended and funding from the
17	sales tax could not be spent on supplies, hiring additional staff or employee salaries and benefits.
18	
19	This one-cent sales tax is intended to provide equitable, designated funding for all public schools
20	and all students, distributed on a per-student basis, as a new, ongoing revenue stream for the
21	stated purposes and should not be used by the legislature to replace existing state revenues or for
22	other purposes. This tax should remain in place for a long enough period of time to enable schools
23	to borrow (issue bonds) against this revenue stream.
24	
25	Rationale: Existing WASB resolutions support "new state revenues, including sales and income
26	taxes, and proposals to broaden the base of state tax programs in order to provide state revenues
27	to school districts consistent with WASB policies" as well as, "developing a well-balanced tax
28	system that lowers Wisconsin's heavy reliance on property taxes while properly funding
29	existing mandates."
30	
31	This resolution endorses a specific approach to augment those general statements. Supporters of
32	this resolution argue that providing revenue to schools through a sales tax increase has the
33	benefits of reducing the dependency on the property tax and including out-of-state visitors in
34	sharing in the cost through sales tax collections attributable to tourism. Other states, including the
35	neighboring states of Iowa and Illinois, have implemented "one-cent sales tax for schools"
36	programs. Supporters argue local communities in those states are using the funding based on
37	their unique facility/infrastructure needs and that it allows school boards in those states to create
38	more reliable long-term plans and budgets. Local school boards oversee facility planning, with
39	local community approval of the broad purposes and uses of the funding stream sought by this
40	resolution.

Resolution 21-02: Broadband Access

<u>Create</u>: The WASB supports legislation to expand affordable, reliable, quality broadband access for all Wisconsin communities, including funding for school districts to ensure broadband access and devices for students and staff in their schools, school districts, and communities.

The WASB also supports expanding federal funding for school technology provided through the E-Rate program as well as loosening restrictions on the use of E-Rate funding that limit permissible expenditures of such funds to items on or pertaining to school premises.

Rationale: The experience of school closures last spring laid bare significant inequities in students' ability to access to broadband internet connections in their homes and outside of classrooms. A survey of Wisconsin school districts released in June 2020 by the Wisconsin Educational Media & Technology Association (WEMTA) reported that 64 percent of Wisconsin school districts said parts of their district lack broadband or cellular access, and 37 percent said they were unable to provide hotspots or Wi-fi cards. Sluggish DSL connections, inadequate data caps, and connections that slow even further so customers don't exceed their data cap hamper students' ability to work away from school and receive an equitable education that is on a par with that received by their peers in areas where quality broadband is readily available. This resolution supports efforts to increase broadband access and address the so-called "homework gap" at both the state and federal levels.

Resolution 21-03: Enrollment Hold Harmless

 <u>Create:</u> The WASB supports legislation to create a hold harmless exemption in district membership calculations used for revenue limits and per pupil categorical aid to mitigate the effects of enrollment fluctuations caused by extraordinary public health emergencies or other disasters or emergencies that disrupt large portions of the state. This statutory exemption would be authorized by the DPI upon consultation with state and local leaders.

 Rationale: Student counts on the third Friday in September, the second Friday in January and in summer school can significantly impact a school district's revenue limit, per pupil aid, and general aid distribution. It is widely assumed that COVID-19 and its impacts have caused fall 2020-21 student counts to decrease, and in fact caused 2020 summer school enrollment to decrease, leaving school districts to face negative fiscal consequences in 2020-21 and beyond. The DPI cannot address this issue through the waiver process; a statutory change is required. This resolution also recommends a triggering mechanism whereby the DPI would be authorized to make statutorily approved adjustments or changes upon consultation with state and local leaders.

Resolution 21-04: Instruction on Indigenous Tribes (1989 Wisconsin Act 31)

<u>Create:</u> The WASB calls upon the DPI to provide sufficient curricular resources and professional development opportunities for teachers to assist all school districts in fulfilling the requirements of 1989 Wisconsin Act 31, including initiatives that promote increased student academic competency regarding 1989 Wisconsin Act 31.

Rationale: In the 1989-91 biennial budget bill (1989 Wisconsin Act 31), the Legislature enacted a set of instructional mandates colloquially referred to as "Act 31" that generally require all public school districts to provide instruction on the history, culture, and tribal sovereignty of Wisconsin's eleven federally-recognized American Indian nations and tribal communities. Some argue that school districts are not meeting their Act 31 obligations. Current law does not require data collection, tracking of compliance with Act 31 requirements, or evaluation of the efficacy of the Act. Although the DPI and others (e.g., PBS Wisconsin) have made high-quality, standards-aligned curricular resources related to Act 31 available, this resolution calls for further efforts to provide resources and professional development opportunities and other initiatives aimed at helping districts to meet Act 31 obligations.

Resolution 21-05: Special Education Flexibility to Address Emergencies

<u>Create:</u> The WASB supports legislation that would grant state and federal flexibility for districts in providing educational services, particularly special education services, to students during school years disrupted by extraordinary public health emergencies or other emergencies that affect large portions of the state or the nation. The primary goal of this flexibility should be to enable schools to bring students to the level of achievement they would have been at had the extraordinary emergency not occurred.

The WASB also supports efforts to relax certain federal financial requirements imposed on school districts such as maintenance of effort requirements and proportionate share requirements that are difficult or impossible to meet during periods when special education services are disrupted by extraordinary public health emergencies or other emergencies that affect large portions of the state or the nation.

 Rationale: When schools were ordered closed in the spring of 2020 due to the COVID-19 pandemic, special education services to many students with disabilities were disrupted. With schools shut down for instruction, and with students not being transported to the extent they had been prior to the pandemic, it was difficult to provide in-person services to many students with disabilities. As a result, schools' expenditures for many IEP related services may have decreased due to factors beyond their control. Many students with IEP's for whom in-person instruction could not be provided last spring will likely need additional services to restore them to the learning level they were at when schools shifted to virtual instruction. Strict enforcement of maintenance of effort and proportionate share requirements could unfairly penalize school districts for circumstances over which they had little control without benefitting students. Schools should not face a "double whammy" of increased costs and reduced resources as they try to meet the needs of students with disabilities.

Resolution 21-06: Assessment and Report Card Waivers

<u>Create:</u> The WASB supports that public school districts should continue to assess student growth and performance using assessments and measures approved locally. However, the WASB also supports legislation specifying that in any school year during which a public health emergency (pandemic) or other disaster or emergency occurs that affects large portions of the state, state law requiring assessments to be administered annually to pupils attending school in a public school district, independent charter school, private choice school, or special needs scholarship program school would not apply and the DPI would be prohibited from publishing school and school district accountability reports in the following school year.

Rationale: State law imposes statutory requirements on the DPI to administer assessments and issue school and district report cards based on the results of those assessments. These statutory requirements may only be suspended by legislative action.

Administering assessments during a public health emergency such as a pandemic presents unique challenges. One challenge is that test vendors or companies generally do not allow their tests to be administered to students who are not physically present in school or another setting in which a proctor is not present because of concerns over test security and data integrity. This presents potential problems with so many students currently learning virtually or shifting between inperson, hybrid, or virtual instruction due to health-related isolation or quarantine protocols due to the current pandemic. Schools that are in virtual instruction mode during the testing windows may not be able to administer the tests fairly or equitably to all students or may not be able to administer the tests in a way that accommodates the concerns of test vendors.

 The locally approved assessments referred to in the resolution are meant to augment state and federally required assessments and can be administered multiple times during the school year. Examples of locally approved assessments currently in use to assess student growth throughout the year include tests such as the Star assessments and MAP assessments, among others.

Resolution 21-07: Rehiring Retired Teachers and Staff

Repeal and Recreate Existing Resolution 4.37 as follows: The WASB supports legislation to remove any impediments to rehiring retired teachers and staff. Policies and standards for rehiring retired staff should be set by each local school board.

<u>Rationale</u>: This resolution would substitute simplified language for the current language of a set of existing WASB resolutions relating to impediments to rehiring retired teachers and staff, including WRS pension and health insurance issues, and issues under the Affordable Care Act.

 This resolution broadly authorizes the WASB to advocate for legislation removing impediments to rehiring retired teachers and staff and enabling districts to have greater authority and flexibility to rehire retired teachers and staff without identifying specific laws that need to be changed to provide such authority. Rehiring retired employees can reduce a district's costs and provide the district with employees who have experience and may have connections to students, other staff, and the district.

Resolution 21-08: Superintendent Evaluations

<u>Create:</u> The WASB supports confidential Superintendent evaluations to allow school districts to continue to improve by providing a confidential framework for the leader of the district to improve, therefore allowing or helping the district to improve. Disciplinary records are separate and distinct from evaluations and would not be considered confidential under this resolution.

 Rationale: Under current law, evaluations of a school principal that are part of educator effectiveness are expressly required by statute to be kept confidential and are not subject to public disclosure under the Public Records Law. By contrast, evaluations of a district's superintendent are generally subject to public disclosure under the Public Records Law. Thus, under current law, when a district receives a public records request asking for access to the performance evaluation records of the district's superintendent, the records custodian (e.g., the school board) must apply a balancing test (i.e., consider whether the public interest in confidentiality outweighs the public interest in disclosure) to determine whether or not to grant access. Further, a district's superintendent has the right to rebut or make corrections to the evaluation. This can potentially be confusing to members of the public.

 Proponents of this resolution argue that from a public policy standpoint, a board might be more candid or more frank in its written evaluation of the district's superintendent if it knew that the evaluation would remain confidential and would not be subject to release under a public records request. Proponents also note that in private employment, it is rare for employees to be able to obtain access to the evaluation records of their supervisors.

Resolution 21-09: Comprehensive School Safety Legislation

Repeal and recreate existing resolution 6.115 to read as follows:

The WASB supports comprehensive school safety legislation, including:

a. New, permanent, and consistent funding that allows districts to enhance safety and security by supporting one-time and ongoing costs, including, but not limited to:

i. Security improvements to infrastructure;

ii. Hiring SROs;

 iii. Coordinating with community agencies;

vi. Equipping school crisis teams to react to threats; and

iv. Training for staff and students about threats to safety, restorative practices, de-escalation techniques and anti-bullying;

 v. Mental health services;

b. Allowing prosecutors to bring appropriate charges against any individual who conveys a threat or false information concerning an attempt to injure or create great bodily harm or threat of to a person on school property, school transportation, or at a school event.

 Rationale: This resolution would repeal and recreate existing resolution 6.115 to essentially reorganize what is in the resolution already and make a number of wording changes. For example, this resolution would substitute "New, permanent, and consistent funding" for the existing "Allocating sufficient funds." It also adds "coordinating with community agencies," "training for staff and students" and "restorative practices, de-escalation techniques and antibullying" to the list of items for which school safety-related funds may be used and explicitly calls for such funding to be used to "support ongoing costs."

Resolution 21-10: School District Mascots, Logos and Imagery

<u>Create:</u> The WASB encourages school boards and districts to identify imagery, practices or processes that may create a school environment that is not safe and welcoming to all students, regardless of their race, ancestry or ethnicity, and to initiate discussions at the district level that would lead to the retirement of mascots, logos, imagery, practices or processes that may create a hostile, divisive or unwelcoming school environment.

Rationale: Supporters of ending the use of race-based imagery, including school mascots and logos, contend that such imagery interferes with learning by creating, supporting, and maintaining oversimplified and inaccurate views of peoples and their cultures. They argue such imagery teaches or encourages students to stereotype groups of people on the basis of race, ancestry, or ethnicity. This, in turn, creates barriers to learning by making school an inhospitable place for some children.

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National Mentoring Month January 2021

WHEREAS, a number of organizations in the Kenosha community have partnered with the Kenosha Unified School District to offer a variety of mentoring programs that are designed to support student learning and success; and

WHEREAS, relationships that students build with caring mentors offer valuable support; and

WHEREAS, quality mentoring encourages positive choices, promotes self-esteem, supports academic achievement and introduces young people to new ideas; and

WHEREAS, mentoring provides the skills needed to build strong, positive relationships with family, friends and community members; and

WHEREAS, mentoring programs have shown to be effective in combating school violence and discipline problems, substance abuse, incarceration and truancy.

NOW, THEREFORE, be it resolved that Kenosha Unified School District does hereby proclaim January 2021 as the annual observance of National Mentoring Month and recognizes those who volunteer their time to help in our mission of providing excellent, challenging learning opportunities and experiences that prepare each student for success.

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

President, Board of Education		Superintendent of Schools
	Secretary, Board of Education	
Aembers of the Board:		
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Resolution 372 December 8, 2020



December 8, 2020

DONATION TO THE DISTRICT

The District has received the following donation:

1. The Kenosha Walmart donated \$9,000 worth of school supplies for KUSD students.

Administrative Recommendation

Administration requests the Board of Education approve acceptance of the above listed gift(s), grant(s) or bequest(s) as per Board Policy 1400, to authorize the establishment of appropriate accounts to monitor fiscal activity, to amend the budget to reflect this action and to publish the budget change per Wisconsin Statute 65.90(5)(a).

Dr. Sue Savaglio-Jarvis Superintendent of Schools

KENOSHA UNIFIED SCHOOL DISTRICT Kenosha, Wisconsin

December 8, 2020

Tentative Schedule of Reports, Events, and Legal Deadlines for School Board December-January

December

- December 8, 2020 Regular School Board Meeting 7:00 P.M. in ESC Boardroom & Virtual
- December 23, 2020-January 3, 2021 Winter Recess District Closed

January

- January 18, 2021 Dr. Martin Luther King, Jr. Day District Closed
- January 22, 2020 Second Quarter Ends, Staff Workday, No Students Report
- January 26, 2021 Regular School Board Meeting 7:00 P.M. in ESC Boardroom & Virtual

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