

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 Brynson, 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

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.

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.

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 Busby  
School Board Secretary