KENOSHA UNIFIED SCHOOL BOARD
CURRICULUM/PROGRAM MEETING
Educational Support Center – Room 110
October 13, 2020
MINUTES

A meeting of the Kenosha Unified Curriculum/Program Committee chaired by Mrs. Modder was called to order at 5:00 P.M. with the following committee members present: Mr. Wade, Ms. Heimstead (virtual), Mr. Levin (virtual), Mr. Price (virtual) Ms. Everman (virtual), Mr. Gomez-Solis (virtual), Ms. Beere (virtual), Ms. Masters (virtual), and Mrs. Modder. Dr. Savaglio-Jarvis, Mrs. Housaman, and Mrs. Schmidt were also present. Mr. Garcia arrived later.

Welcome/Review of Operating Principles

Mrs. Modder welcomed those in attendance and asked virtual participants to put their names in the chat box to log attendance.

Mrs. Modder reviewed the district mission, vision and operating principles. She noted that at the end of the meeting committee members will evaluate how they adhered to the operating principles.

Seclusion and Restraint Educational Presentation

Attorney O'Brien-Heinzen from BoardmanClark introduced herself. She presented a PowerPoint titled Seclusion and Physical Restraint which covered the following topics: The Use of Seclusion and Physical Restraint in Schools; State Law; The Basic Rule; Covered Individuals; School; Incident; Seclusion; Standards for the Use of Seclusion; Physical Restraint; Standards for the Use of Physical Restraint; Prohibited Maneuvers and Techniques; Notify, Report, and Debrief; Reporting Requirements; Training Requirements; Individualized Education Program (IEP) Requirements; Federal Law; IDEA and Section 504; Questions.

Mr. Garcia arrived at 5:08 p.m. shortly after the start of the presentation.

Attorney O'Brien-Heinzen responded to questions from Committee Members.

7 Commitments Reactor Group

Dr. Savaglio-Jarvis shared the seven commitments which she noted are still being worked on:

- Equity analysis;
- Equitable access;
- Culture of excellence;
- Diversity, racism, inclusion and equity-professional learning/trainings;
- Welcoming environment;
- Equitable workforce; and
- Partnerships.

Evaluation of Operating Principals

Mrs. Modder asked committee members to utilize the chat feature to indicate on a scale of 0-5 if they felt the committee members were successful in achieving the stated outcomes for the meeting.

Meeting adjourned at 5:46 P.M.

Kathleen DeLabio
Executive Assistant

KENOSHA UNIFIED SCHOOL BOARD
PERSONNEL MEETING
Educational Support Center – Room 110
October 13, 2020
MINUTES

A meeting of the Kenosha Unified Personnel Committee chaired by Mr. Duncan was called to order at 6:00 P.M. with the following committee members present: Ms. Adams, Ms. Stevens (virtual), Mr. Nixon (virtual), Ms. Tucker (virtual), Mr. Steplyk (virtual), Ms. Zilisch (virtual), Ms. Coshun (virtual), Ms. Davis (virtual), and Mr. Duncan. Dr. Savaglio-Jarvis and Mr. Neir were also present.

Welcome/Review of Operating Principles

Mr. Duncan welcomed committee members who introduced themselves. He then briefly reviewed the operating principles.

New Strategic Goals Reaction Group

Dr. Savaglio-Jarvis shared information about the district's partnership with Studer Education and our work to refresh our district goals. She then asked Melissa Matarazzo (virtual), Leader Coach from Studer Education, to introduce herself and lead us through this reactor group process.

Dr. Matarazzo explained the purpose today is to gather the committee's feedback on draft goal related to personnel/workforce and how we will measure success in this goal across KUSD. She shared the strategic plan components consisting of vision, mission, core values, strategic goals and strategies.

Dr. Matarazzo discussed the two current goals related to the workforce and then shared the following draft goal language for the refreshed goal: "Recruit, retain, and develop a highly effective and diverse staff that ensures the success of every student." The draft measures for this goal included:

- Increase % of Black/ Latinx applicants for open teaching and administrative positions;
- Increase % of Black/ Latinx applicants interviewed for open teaching and administrative positions;
- Improve employees' perception of the workplace on Employee Engagement Survey;
- Reduce resignations when occurring for a similar job elsewhere; and
- Increase # of staff who add additional licenses annually.

Dr. Matarazzo asked committee members to provide feedback regarding what sounds like important work/outcomes and what is missing or does not fit as important work regarding this goal and measures?

Questions/comments that Dr. Matarazzo responded to included:

- What are the baselines for each of the goals listed?
- What role can KUSD plan in development of career changed teachers? Trajectory is not clear for many candidates. How can we improve and tap into relatively untapped pool of teacher candidates?
- Additional certifications are not only way to know if we are developing our staff.

- How do we get training opportunities such at REI, etc. to our teaching staff?
- There is need for upward mobility for current staff.

Dr. Matarazzo will bring that question back to the group working on this goal.

Dr. Matarazzo asked if there is anything missing or does not fit as important work regarding the mission? Comments included:

- There should be more conversations about mental health and teachers should learn how to converse with students on that topic.
- It was noted that teachers at LTA received mental health training.
- It is helpful to hear from teachers about training they have received.
- We are missing a connection with KUSD and the community. Teachers face resistance and anger from the community which does not result in people wanting to become teachers.

Dr. Matarazzo said a question could be "How would we know that our community has been supportive of our teachers and staff over time."

United Healthcare Nurse Liaison Update

Mr. Neir reviewed a slide showing health and well-being engagement snapshot for our nurse liaison.

7 Commitments Reactor Group

Dr. Savaglio-Jarvis shared the seven commitments which she noted are still being worked on:

- Equity analysis;
- Equitable access;
- Culture of excellence;
- Diversity, racism, inclusion and equity-professional learning/trainings;
- Welcoming environment;
- Equitable workforce; and
- Partnerships.

A committee member asked how and when we would know we achieved success. Dr. Savaglio-Jarvis noted that the first step is to narrow down commitments and then look at initiatives and measures.

Evaluation of Operating Principals

Mr. Duncan asked committee members to let us know if there are agenda items they feel would be appropriate.

Mr. Duncan asked members to use the fist to 5 rating scale to indicate how well we accomplished goals: ratings were: 4, 5, 4, 5, 5, and 4.

Meeting adjourned at 6:42 p.m.

Kathleen DeLabio
Executive Assistant

KENOSHA UNIFIED SCHOOL BOARD
AUDIT/BUDGET/FINANCE MEETING
Educational Support Center – Room 110
October 13, 2020
MINUTES

A meeting of the Kenosha Unified Audit/Budget/Finance Committee chaired by Ms. Adams was called to order at 7:00 P.M. with the following Committee members present: Mr. Garcia, Ms. Baker (virtual), Ms. Espinoza (virtual), Mr. Jordan (virtual), Mr. Santos (virtual), Mr. Smith (virtual), Mr. Washington (virtual), Ms. Wickersheim (virtual), Wilson (virtual) and Ms. Adams. Dr. Savaglio-Jarvis and Mr. Tarik Hamdan were also present. Mr. Battle was absent.

Welcome/Review of Operating Principals

Ms. Adams welcomed members. She then reviewed the operating principles and noted members would evaluate themselves on success of achieving outcomes for the meeting at the end of the meeting.

Fund 80 Review

Ms. Adams said that 20 minutes would be allotted for this presentation and 7 minutes for questions.

Mr. Hamdan explained how Wisconsin public schools are funded, revenue limit formula, state aid, local property tax levy, Fund 80 explanation, historical review, and three-year financial analysis. He said the $1.5 million tax levy represented 15 cents of mill rate.

In response to various questions, Mr. Hamdan said each fund operates independently, has a fund balance reserve and unspent funds carry over to the following year. He gave the example of the Senior Center that may have maintenance projects that would be too big for allocation for only one year. Mr. Hamdan said the board of education has the authority to assess the tax levy.

7 Commitments Reactor Group

Dr. Savaglio-Jarvis shared the seven commitments which she noted are still being worked on:

- Equity analysis;
- Equitable access;
- Culture of excellence;
- Diversity, racism, inclusion and equity-professional learning/trainings;
- Welcoming environment;
- Equitable workforce; and
- Partnerships.

Savaglio-Jarvis said next step is district equity team will work on reactor teams to shorten definitions and work on strategy/initiatives and determine measures. There will be opportunities to participate on reactor groups and we will push out an invitation to this committee.

Adams noted that the district budget is on the KUSD website as well as presented at the annual meeting of electors.

Evaluation of Operating Principals

Ms. Adams asked members to rate today's committee meeting as to success in achieving goals of this meeting. Ratings were 4, 5, 5, 5, 5, and 5.

Meeting adjourned at 7:39 p.m.

Kathleen DeLabio
Executive Assistant

KENOSHA UNIFIED SCHOOL BOARD
PLANNING/FACILITIES MEETING
Educational Support Center – Room 110
October 13, 2020
MINUTES

A meeting of the Kenosha Unified Planning/Facilities Committee chaired by Mr. Wade was called to order at 8:00 P.M. with the following committee members present: Mrs. Bothe (virtual), Ms. Jester (virtual), Mrs. Modder (virtual), Mr. St. Martin (virtual), Ms. Stevens (virtual), Mr. Sturino (virtual), and Mr. Wade. Dr. Savaglio-Jarvis and Mr. Finnemore were also present. Mr. George was absent.

Welcome/Review of Operating Principles
Mr. Wade introduced those present. He then read the mission, vision and operating principles.

Capital Project Update
Mr. Finnemore presented the Capital Project Update which included a PowerPoint presentation titled "2020 Construction Project Update". The presentation included information regarding the following 2020 projects and multi-year projects:

- Secure entry projects;
- Asphalt projects;
- Roofing projects;
- Flooring projects;
- Window projects;
- Chiller projects;
- Boiler projects;
- Restroom projects;
- Tremper performance contract; and
- Bradford performance contract.

In response to questions regarding the district's maintenance/cleaning response to Covid-19, Mr. Finnemore responded we have 60% of our students back in school. They have purchased Protexus sprayers for use in reactive situations when positive cases are known as well as proactive spraying each evening. All high touch surfaces are wiped down each evening. Disinfectant and rags are provided to staff for their use if desired. The district has upgraded HVAC filters. Mr. Finnemore noted a big effort next week includes 10 schools having HVAC testing in some rooms to evaluate how the filters are doing. In those 10 schools the district did indoor testing of those spaces which will appear on our website. An informational report will be provided to the board this fall.

Mr. Finnemore presented Energy Projects PowerPoint for Tremper and Bradford.

2019-20 Year-End Energy Summary
Mr. Finnemore presented the 2019-20 Year-End Energy Summary.

7 Commitments Reactor Group

Dr. Savaglio-Jarvis shared the seven commitments which she noted are still being worked on:

- Equity analysis;
- Equitable access;
- Culture of excellence;
- Diversity, racism, inclusion and equity-professional learning/trainings;
- Welcoming environment;
- Equitable workforce; and
- Partnerships.

Dr. Savaglio-Jarvis said the next step includes the district equity team working on reactor teams to shorten definitions and work on strategy/initiatives and determine measures. There will be opportunities to participate on reactor groups and we will push out an invitation to this committee.

Evaluation of Operating Principles

Mr. Wade encouraged committee members to contact Stacy Busby if they have any suggested new committee members. Also feel free to submit future agenda items.

Meeting adjourned at 8:44 p.m.

Kathleen DeLabio
Executive Assistant