



**Kenosha Unified  
School District**

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**ACADEMICS. OPPORTUNITY. SUCCESS.**

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## **REGULAR BOARD MEETING**

**Monday, April 26, 2021**

**7:00 PM**

**Educational Support Center  
Board Meeting Room  
3600-52<sup>nd</sup> Street  
Kenosha, Wisconsin**

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Regular Board Meeting  
Monday, April 26, 2021  
Educational Support Center  
3600 52nd St.  
Kenosha, WI 53144  
7:00 PM

I. Pledge of Allegiance	
II. Roll Call of Members	
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IV. Awards/Recognition	
V. Administrative and Supervisory Appointments	
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### District Mission

Provide excellent, challenging learning opportunities and experiences that prepare each student for success.

### District Vision

To be Wisconsin's top performing urban school district that is highly regarded for continuously exceeding all expectations.

### District Strategic Goals

Strategic Goal	Goal Statement
Student Achievement	Provide excellent, challenging learning opportunities and experiences that prepare each student for success and make KUSD Wisconsin's top performing urban school district.
Effective and Engaged Workforce	Recruit, retain and develop a highly effective and diverse staff that ensures the success of every student.
Family and Community Engagement	Foster and strengthen family engagement and community partnerships to positively impact student engagement and learning.
Fiscal Responsibility	Align resources to achieve efficiency and positive impact on student achievement and organizational sustainability, while communicating transparently to all stakeholders.

### Board of Education Goals

#### **SMART Goal #1 – Alignment of Mission, Vision and Strategic Goals**

October 2020 Board meeting, the Board will intentionally align their work with the mission, vision, and strategic goals of the district.

- At the beginning of each board meeting, the board will review the mission, vision, and goals.
- At the end of each board meeting, the Board will respond to the question: "Have we, by our actions tonight, advanced the mission, vision, and goals of the district?"
- Additionally, each standing committee will align their agendas and decisions to the appropriate board goals.

#### **Accountability**

Two areas were discussed: disaggregating data about student achievement and ensuring learning standards are consistent with parent and community expectations. It was discussed that there is a fair amount of turnover on the board, so data review may not have been consistent from board to board. Finding the sweet spot with data sharing in the right amount to be beneficial and processed is the key.

#### **SMART Goal #2 - Data**

Starting November 2020, data that is necessary for making decisions related to student success will be presented in concise and relevant ways so that recommendations and decisions can be made to improve learning results.

- The Board will continue to receive the board agenda and related materials the week prior to the monthly Regular Board meeting.
- The Board will make it clear to administration when they need additional data or data delivered in a different fashion that is more helpful for decision making.

#### **SMART GOAL #3 - Advocacy**

In the past board members have spoken directly to state legislators to communicate issues that impact KUSD. Mary Modder, Board Vice President, is the legislative liaison to the board and receives a great deal of information from WASDA and WASB. Information is passed on to the board as needed. Annually, in February, AAUW hosts a public brunch where Board members may meet with community members and local selected officials.

The Board will proactively engage with state legislators to make them aware of the District's needs and interests.

- We will create a consistent approach twice a year to inform them of the District's needs and interests.

- b. We will continue to have regular discussions at Board meetings about relevant information that is passed along from WASDA and WASB.
- c. We will regularly invite state legislators to visit District schools as we advocate for support.

#### **SMART Goal #4 - Board Relationships**

The standing committee structure will be intentionally used:

- a. To re-engage with the community for the development of shared expectations and decisions.
- b. For initial review, discussion, and refinement of policies when timelines permit, before being brought to the board.

The 8000 series is the policy section that pertains to the KUSD school board. Policies are reviewed by Administration and brought forward for a first or second read on an as-needed basis by the Administration. Administration brings an extensive number of policies for review and has done a good job of bringing these to the Board's attention.

New Board members will undergo an orientation to ensure that agreed-upon processes and procedures are well communicated. The orientation will also include parameters of their role as a Board member and their interface with administration.

### **Board of Education Operating Principles**

#### **Straight Talk**

We believe that we will not get as much out of our joint experience if we don't use straight talk. We also believe that trust is a key element in straight talk.

**Therefore, we will be open and honest with each other and use straight talk to increase clarity and focus.**

#### **Use of Our Time**

The time of each member is a valued resource. We are committed to being efficient and productive in our use of time.

We believe that time is a critical component of our success, good use of time keeps us focused with no needless digression and that time is a non-renewable resource so we must use it wisely.

**Therefore, we commit to:**

1. **Start on time and end on time.**
2. **Assure that purposes for our meetings and interactions are clear with a timeframe in mind**
3. **Structure our meetings effectively to ensure that we stay on track**

#### **Listening**

Each participant brings a unique background, set of experiences, expertise and perspective. Our effectiveness as team members depends on our ability to access and leverage our diversity.

**Therefore, we will actively solicit others' ideas/perspectives and listen to each other with the intent of understanding and learning.**

#### **Accomplishment and Optimism**

It is easy to get caught in the trap of problems, breakdowns and what is not working. This trap has the power to make us feel overburdened and discouraged.

**Therefore, agree to interrupt the negativity by periodically:**

- **Acknowledging and identifying barriers without fixating on them.**
- **Noting what is working**
- **Speaking what we have accomplished**
- **Acknowledging the contributions and accomplishments of others.**

#### **Responsibility for Self**

It is easy to allow past stories, interpretations and relationships to interfere with our present effectiveness.

**Therefore, we agree to:**

- **Check our alliances, disagreements, unhelpful stories at the door**
- **Assume a positive predisposition towards one another**
- **Be open to discussing how things are going with each other within the meeting**
- **Commit to our own participation**

**Kenosha Unified School District**

**Kenosha, WI**

**April 26, 2021**

**The Office of Human Resources recommends the following actions:**

<b>ACTION</b>	<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>SCHOOL/DEPT</b>	<b>POSITION</b>	<b>STAFF</b>	<b>DATE</b>	<b>FTE</b>
Appointment	Fisher	Deanna	Information Services	Technology Support Technician	AST	04/14/2021	1
Appointment	Flannery	Judith	Vernon Elementary School	Intervention Specialist	Instructional	03/17/2021	1
Appointment	Giannini Jr.	Dominic	Stocker Elementary School	Night Custodian - Second Shift	Facilities	03/15/2021	1
Appointment	Kiraly	Kristin	Southport Elementary School	Intervention Specialist	Instructional	03/28/2021	1
Appointment	Morales	Anna	Chavez/Roosevelt Elementary School	Night Custodian - Second Shift	Facilities	04/05/2021	1
Appointment	Podskarbi	Michael	Grant Elementary School	Night Custodian - Second Shift	Facilities	03/15/2021	1
Appointment	Reynoso	Martha	Bradford High School	Administrative Support (12MO)	ASP	04/21/2021	1
Appointment	Snyder	Annette	Department of Special Education	Special Health Care Nurse	Instructional	03/29/2021	1
Appointment	Zebrowski	Danielle	Jefferson Elementary School	Classroom	ESP	03/31/2021	0.86
Resignation	Ashmus	Mia	Lance Middle School	Special Education	ESP	03/15/2021	1
Resignation	Baumann	Theron	EBSOLA CA	E.D.	Instructional	06/09/2021	1
Resignation	Becker	Angela	Information Services	Data Comm Network Manager	AST	05/07/2021	1
Resignation	Cerminara	Gina	McKinley Elementary School	Guidance	Instructional	06/09/2021	1
Resignation	Keelin	Beverly	Tremper High School	ESL Other Language	Instructional	06/09/2021	1
Resignation	Lee	Karina	Brass Community School	Grade 5	Instructional	06/09/2021	1
Resignation	Li Volsi	Christina	Bradford High School	English	Instructional	06/09/2021	1
Resignation	McKenzie	Clifton	Lincoln Middle School	In-School Suspension	ESP	04/13/2021	1
Resignation	Rivito	Maria	Grewenow Elementary School	Grade 5	Instructional	06/09/2021	1
Resignation	Vanderwagen	Julie	Strange Elementary School	Grade 3	Instructional	04/16/2021	1
Retirement	Applebaum	Carissa	Southport Elementary School	E.C.	Instructional	06/09/2021	1
Retirement	Beams	Toni	Jefferson Elementary School	Grade 5	Instructional	06/09/2021	1
Retirement	Covelli	Cynthia	Pleasant Prairie Elementary School	Music	Instructional	06/09/2021	1
Retirement	Hilderbrand	Eileen	Pleasant Prairie Elementary School	Grade 3	Instructional	06/09/2021	1
Retirement	Hutchins	Judy	Whittier Elementary School	Kindergarten	Instructional	06/09/2021	1
Retirement	Jabs	Thomas	Whittier Elementary School	Night Custodian - Second Shift	Facilities	04/01/2021	1
Retirement	Kurklis	Kimberly	Chavez/Special Education	E.C. Diagnostics	Instructional	06/09/2021	1
Retirement	Lewis	Michael	Strange Elementary School	Physical Education	Instructional	06/09/2021	1
Retirement	Rabenhorst	Laura	Grewenow Elementary School	Grade 4	Instructional	07/29/2021	1
Retirement	Schmidt	Lenora	Stocker Elementary School	Grade 3	Instructional	06/09/2021	1
Retirement	Taylor-Foltz	Connie	Office of Student Support	Psychologist	Instructional	06/09/2021	1
Retirement	Tenuta	Susan	Whittier Elementary School	Grade 3	Instructional	06/09/2021	1
Retirement	Valeri	Susan	School Leadership	Chief of School Leadership	AST	06/30/2021	1
Retirement	Zons	Sandra	Grewenow Elementary School	Multi-Age K/1	Instructional	06/09/2021	1
Separation	Schumacher	Alanna	McKinley Elementary School	Special Education	ESP	03/26/2021	1

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SPECIAL MEETING & EXECUTIVE SESSION  
OF THE KENOSHA UNIFIED SCHOOL BOARD  
HELD MARCH 23, 2021

A special meeting of the Kenosha Unified School Board was held on Tuesday, March 23, 2021, 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 5:31 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 was 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 Review of Findings/Order by Independent Hearing Officer; Personnel: Problems, Compensation and/or Contract; and Collective Bargaining Deliberations.

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. Review of Findings/Order by Independent Hearing Officer

Mr. Anthony Casper, Principal at Kenosha eSchool, arrived at 5:33 P.M. and presented Board members with information relating to an expulsion.

Dr. Savaglio-Jarvis and Mr. Casper departed the meeting at 5:37 P.M.

Mr. Wade moved to approve the hearing officer's recommendation in regards to the expulsion. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis returned to the meeting at 5:38 P.M.

2. Personnel: Compensation and/or Contracts

Mr. Kevin Neir, Interim Chief Human Resources Officer; and Mr. Tarik Hamdan, Chief Financial Officer; arrived at 5:40 P.M.

Dr. Savaglio-Jarvis, Mr. Hamdan, and Mr. Neir updated board members on position and compensation matters and sought direction.

3. Collective Bargaining Deliberations

Mr. Neir, Mr. Hamdan, and Dr. Savaglio-Jarvis updated board members on collective bargaining deliberations and sought direction.

Mr. Hamdan departed the meeting at 6:55 P.M.

4. Personnel: Problems

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

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

Meeting adjourned at 6:58 P.M.

Stacy Stephens  
School Board Secretary

REGULAR MEETING OF  
THE KENOSHA UNIFIED SCHOOL BOARD  
HELD MARCH 23, 2021

A regular meeting of the Kenosha Unified School Board was held on Tuesday, March 23, 2021, 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 7:04 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.

Ms. Adams introduced the student ambassador, Juan Gomez-Solis from Tremper High School, and he made his comments.

Mrs. Tanya Ruder, Chief Communications Officer, presented the Wisconsin High School Theatre Festival (The Revolutionist) and the HOSA (Future Health Professionals) Regional Competition Awards.

There were no Administrative and/or Supervisory Appointments.

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

Mrs. Modder gave the legislative report.

Views and comments were made by the public.

Remarks by the President were made by Mr. Duncan.

Board members considered the following Consent-Approve items:

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

Consent-Approve item XI-B – Minutes of the 2/23/21 Special Meeting and Executive Session and 2/23/21 Regular Meeting.

Consent-Approve item XI-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 February 2021 cash receipt deposits totaling \$263,949.37, and cash receipt wire transfers-in totaling \$34,972,282.55, be approved.

Check numbers 599424 through 600385 (net of voided batches) totaling \$3,679,801.51, and general operating wire transfers-out totaling \$3,664,686.39, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the February 2021 net payroll and benefit EFT batches totaling \$14,320,314.52, and net payroll check batches totaling \$14,920.85, be approved."

Consent-Approve item XI-D – Policy and Rule 3421 – District Recognition Awards submitted by Mrs. Ruder and Dr. Savaglio-Jarvis, excerpts follow:

"Policy 3421 has been developed to provide guidance to the Recognition Committee and district staff surrounding the district's service and peer-to-peer recognition programs, along with outlining IRS requirements tied to gifts that may be awarded to employees through such programs.

For more than 40 years, the KUSD's Recognition Committee has coordinated and implemented district recognition programs, such as the Recognition Dinner, Retiree Reception, 25-year Dinner and others. As it works to refresh and renew its approach to employee recognition in an effort to recruit and retain exceptional employees for the students of the district, it must also be mindful of IRS requirements when designing programs.

This newly designed policy and rule provides guidance to the committee and also makes employees aware of any wage implications tied to recognition programs that may be in place.

Administration recommends that the board approve newly developed Policy and Rule 3421 – District Recognition Awards as a second reading on March 23, 2021."

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

Board members provided their views and comments on the Return 2020 Plan. No action was taken on this agenda item.

Dr. Savaglio-Jarvis introduced the Kenosha Unified School District WIAA Sports Request to Compete with Non-Conference Schools submitted by Mr. Bryan Mogensen, Coordinator of Athletics, Physical Education, Health and Senior Center; Mrs. Julie Housman, Chief Academic Officer; and Dr. Savaglio-Jarvis, excerpts follow:

"On September 3 and October 27, 2020, the Kenosha Unified School District Board of Education voted to move forward with fall, winter and spring sports for the 2020-21 school year. WIAA sport specific guidelines are followed, and updates are made on a continual basis to align with WIAA policy changes.

Kenosha Unified School District, Franklin School District, Oak Creek School District and Racine Unified School District make up the Southeastern Athletic conference. The SEC is considered a small conference given that it is comprised of only 8 schools. Pre-COVID, schools within the conference scheduled non-conference games with surrounding districts such as Central High School, Wilmot and surrounding Milwaukee schools.

Throughout this current school year both Franklin and Oak Creek have scheduled out of conference competition to supplement their conference season schedule. Overall, Racine's participation in the conference has been minimal and inconsistent. Hence, Kenosha athletes have had minimal opportunities to compete outside of District with Franklin and Oak Creek each having only 2 high schools.

In the fall and winter, administrations recommendation was to limit competition to within the conference to reduce the risk of exposure to COVID for our athletes. Since the initial recommendation the use of safety guidelines and expectations are now consistently followed throughout the state and all competitions are played outdoors. Access to vaccinations continues to increase and it is likely that a vaccine approved for students will be forthcoming in the summer months. Finally, in March 2020 spring sports were cancelled with a modified schedule provided in July of 2020. District athletes are eager to begin competing beyond the limited competition that is available within the SEC.

All athletic personnel will continue to enforce safety guidelines provided by WIAA to ensure the health and well-being of our players, coaches, referees and other team staff members. In addition, all COVID-19 exposures and cases will be handled in accordance with District procedures and will be addressed on a case by case basis.

Administration requests that the Board of Education approve non-conference competition for all spring sports 2021 and for all WIAA sports in 2021-2022."

Mr. Wade moved to approve non-conference competition for all spring sports 2021 and for all WIAA sports in 2021-2022. Mr. Battle seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis introduced the LakeView Technology Academy Course Requests submitted by Dr. Bethany Ormseth, Principal at LakeView Technology Academy; Mrs. Cheryl Kothe, Coordinator of Career and Technical Education; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

"LakeView Technology Academy, under the guidance of Gateway Technical College, is proposing the addition of four new courses to the information technology pathway to remain in alignment with course offerings at Gateway Technical College. At this time, no courses are being eliminated.

Administration recommends that the Board of Education approve the addition of Computer Programming C, Fundamentals of Blueprint and Shop Safety, Java Programming 2 and Javascript courses for the 2021-22 school year."

Ms. Stevens moved to approve the addition of Computer Programming C, Fundamentals of Blueprint and Shop Safety, Java Programming 2 and Javascript courses for the 2021-22 school year. Mr. Garcia seconded. Unanimously approved.

Dr. Savaglio-Jarvis introduced the Head Start Federal Grant Request submitted by Mr. Martin Pitts, Regional Coordinator of Leadership and Learning; Ms. Luanne Rohde, Director of Early Education; Ms. Susan Valeri, Chief of School Leadership; and Dr. Savaglio-Jarvis, excerpts follow:

“Approval from the Board of Education is requested to submit and implement the Head Start Federal Grant for the 2021-2022 school year. The funding for this grant is \$2,297,394 for Head Start Operations. The grant is designed to fund the operating costs of the Kenosha Unified School District Head Start Program.

The purpose of the Head Start program 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, 2021. Funds will be utilized to serve the children and their families in all program component areas as required in the Head Start Act and through the Head Start Performance Standards.

There are no changes in service locations for the 2021-2022 school year.

The results of Head Start’s annual self-assessment from January 2021 identified the need to strengthen the support for instruction of our Dual Language Learners in the Head Start Program. The program will explore the possibility of adding a .49 instructional ESL teaching position to support teachers in working with our dual language learners within the classroom, provide professional learning to staff in understanding how dual language learners learn best, and provide other instructional support for the dual language learners and their families. Funding for increasing this position to a full time position will be considered during the application and budget process over the next few months. Providing an ESL teacher with the capability of speaking Spanish would be ideal because the majority of dual language learners are Spanish speaking families.

Administration recommends that the school board approve the 2021-2022 Head Start Federal Grant.”

Ms. Stevens moved to approve the 2021-2022 Head Start Federal Grant. Ms. Adams seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis introduced the Head Start Federal Grant Cost-of-Living Adjustment (COLA) Request submitted by Ms. Rohde, Mr. Pitts, Ms. Valeri, and Dr. Savaglio-Jarvis, excerpts follow:

“On March 11, 2021 the Kenosha Unified School District Head Start Program received notification of a Supplemental Federal Head Start Cost-of-Living Adjustment (COLA) award in the amount of \$27,646. Application for the separate Cost-of-Living (COLA) Adjustment is required to be submitted to Head Start Region V.

Approval from the Board of Education is requested to submit and implement the Supplemental Head Start Federal Cost-of-Living Adjustment (COLA) Grant for the 2021-2022 school year. The funding of this grant is \$27,646 to be used to increase staff salaries. As stated in the program instruction memorandum, COLA funds are to be used to fund increases in staff salaries and fringe benefits and to pay for higher operating costs. KUSD Head Start will use this grant to off-set the increased cost of employee salaries for the 2021-2022 school year. This grant is given annually.

All Head Start staff are employed through the Kenosha Unified School District and follow the contract agreements for their work classification. The anticipated increase in each staff salary is estimated to be 3% for the 2021-2022 fiscal year. The monies that are provided in the Supplemental Cost-of-Living (COLA) Grant will be dedicated toward the cost of these anticipated increases in salaries for the 2021-2022 school year.

Administrations recommends that the school board approve the 2021-2022 Head Start Federal Cost-of-Living Adjustment Grant.”

Ms. Stevens moved to approve the 2021-2022 Head Start Federal Cost-of-Living Adjustment Grant. Mr. Garcia seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis introduced the Request to Submit and Implement the School-Based Mental Health Services Grant to the Wisconsin Department of Public Instruction submitted by Mr. Edward Kupka, Coordinator of Student Support; Ms. Jenny Schmidt, Director of Special Education and Student Support; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

“The School-Based Mental Health Services (SMHS) Grant Program appropriates funds for the development or expansion of a district-wide kindergarten through twelfth grade comprehensive program for student mental health in collaboration with a community mental health provider. The Wisconsin Department of Public Instruction (WI-DPI) will award funds to school districts across the state on a competitive basis. Applicants that have demonstrated needs for additional resources to support comprehensive school-based mental health have created a plan with evidence-based strategies to address those needs, and those who demonstrate readiness to implement the plan will be prioritized.

According to the National Alliance on Mental Illness, 1 in 5 children experience a mental health condition; only 20 percent of children ages 14 and up with a mental health condition will drop out of school. Suicide is the second leading cause of death for 15 to 24 year olds. This has become an ever-increasing challenge for students, families, and schools, presenting an additional barrier for many students to learning and future success.

In 2019-20 the Youth Risk Behavior Survey (YRBS) was given to high school students in Kenosha Unified School District at Bradford, Indian Trail, Reuther, and Tremper. Many of the student responses highlight the increasing concerns of students and the need for preventative and intervening services among the students in the Kenosha Unified School district.

The 2021-23 SMHS Grant Program offered by the WI-DPI will greatly support Kenosha Unified School District in expanding direct and indirect mental health services already in place at 28 district schools through the district's partnership with community mental health provider partner, Professional Services Group, Inc. Students at approximately ten additional schools will benefit from the opportunities offered through this grant program. School-based mental health services will continue to support the overall work being done in Kenosha Unified School District to address student and staff mental health. The grant will offset program administrative costs; and Professional Services Group, Inc., will continue to provide services to all students, regardless of their ability to pay.

The expansion of Panorama to additional schools will allow staff and students to identify areas of social-emotional growth and target interventions that are skill and student specific. Panorama also allows the district to view student-specific results disaggregated by gender, race, disability, English language learner status, grade, etc.

The total amount of the request is \$75,000 per year. The actual amount awarded will be on a two-year cycle, with the same amount being available each year.

SMHS grants are funded in two-year cycles, aligned with the biennial budget. The application will be funded beginning July 1, 2021, and run through June 30, 2023. Grantees will receive the same amount in each of the two years (i.e., \$75,000 in year 1 and \$75,000 in year 2). Grantees will not be able to request a different amount in the second year of funding. Grantees do not have to reapply for the grant in the second year; however, grant awards are issued separately for each year.

Administration recommends that the school board approve Kenosha Unified School District's seeking the grant for SMHS in the amount of \$75,000 in year 1 and \$75,000 in year 2 and implement it if awarded from the WI-DPI."

Ms. Adams moved to approve the seeking of the grant for SMHS in the amount of \$75,000 in year 1 and \$75,000 in year 2 and implementation of it if awarded from the WI-DPI. Ms. Stevens seconded the motion. Unanimously approved.

Mrs. Housaman presented the Teaching and Learning Budget Assumption submitted by Mrs. Housaman and Dr. Savaglio-Jarvis, excerpts follow:

"Kenosha Unified School District is comprised of nearly 20,000 students, 40 schools and 1800 teachers. As the third largest public school District in Wisconsin, it is critical that systemic structures are closely monitored to ensure that policies and procedures are implemented with fidelity. The District's mission statement, "Provide excellent, challenging learning opportunities and experiences that prepare each student for success" encompasses an expectation that at each school, each administrator and each teacher is focused on achievement for each student. The implementation of Multi-Level Systems of Support (MLSS) framework has emerged as the methodology for improving outcomes for all students. Using this framework, high-quality instruction is tailored to student needs and implemented using a data-based decision-making process. MLSS is implemented in Districts across Wisconsin and the nation to respond to students experiencing gaps in learning or students who are ready to deepen their learning of grade level standards.



Leadership for this initiative is currently provided by the District MLSS Guiding Coalition team that is comprised of representation from elementary, middle and high school principals, special education and student support and teaching and learning administrators. This team has provided leadership and support for annual professional learning events for school guiding coalition teams as well as monthly professional learning for principals and coordinators. The District Guiding Coalition team acknowledges that explicit communication of how MLSS is woven throughout all District initiatives including, but not limited to: continuous improvement, equity, professional learning communities, use of assessment data, progress monitoring of interventions, Positive Behavior Interventions (PBIS), and standards-based high quality instruction is essential to provide a clear vision to all constituents. Additionally, the team understands that deep implementation and sustainability of a new initiative requires consistent on-going support and monitoring.

Strong leadership is essential to the long-term success of MLSS. Ultimately, a leader that provides District and school leaders with guidance and support to develop and implement a school-based processes, select resources, communicate the vision and institute systems change is necessary to accelerate growth of the District's MLSS framework. The proposed Coordinator of Learning Systems will direct the creation and communication of a comprehensive vision for a multi-level system of support that aligns the written, taught and assessed curriculum that ensures accessibility to learners who need additional support to achieve grade level standards and for those who need additional challenges to go deeper with the standards.

Additionally, this position will target sustainability of the aforementioned high leverage work processes through collaborative work with School Leadership, Educational Accountability and Teaching and Learning.

The primary functions for this position include:

- Leads the consistent and equitable implementation of response to intervention systems across all District schools.
- Leads principals in establishing collaborative cultures that support equity, growth and the development of adult leaders.
- Leads and implements a systematic professional learning plan for the MLSS process for principals, school-based guiding coalition teams and teachers.
- Facilitates and coordinates with the office of educational accountability to monitor student achievement, participate in activities and assist with district data retreats to evaluate the effectiveness of intervention systems.

Administration recommends that the Kenosha Unified School Board approve the request to add the Coordinator of Learning Systems position to the Teaching and Learning Department using CCEIS funding.”

Ms. Stevens moved to approve the request to add the Coordinator of Learning Systems position to the Teaching and Learning Department using CCEIS funding until such time there is no CCEIS funding available. Mr. Garcia seconded the motion. Unanimously approved.

Mr. Kristopher Keckler, Chief Information Officer, presented the Wireless Access Point Upgrade Project submitted by Ms. Angela Becker, Network Manager; Mr. Keckler; and Dr. Savaglio-Jarvis, excerpts follow:

“Kenosha Unified has historically been proactive with regards to building and sustaining a quality network and infrastructure system to best meet the organizational and learning needs. In 2017, KUSD worked to install a Wireless Access Point (WAP) in each instructional classroom. Over the years, these APs have provided quality service to wireless devices for staff and students. As with everything technology related, KUSD implemented an RFP to replace those outgoing classroom APs with a new model. KUSD is seeking out new Access Points to improve the wireless classroom environment for staff and students. Even though the current access points have a dual radio (meaning can support both wireless radio bands) KUSD only utilizes the 5ghz radio to “steer” clients to the faster band on the student devices. These new APs have the capabilities of using both radios on the 5ghz band; providing an overall improved wireless environment all while doubling coverage without degrading bandwidth speeds. As students and staff return to “in-person” learning and bringing the 1:1 environment onsite, KUSD will continue to improve the wireless landscape in order to keep up with online curriculum, instructional projects, annual assessments and overall capacity.

The RFP was launched in late February, and closed on March 12, 2021. The primary replacement plan has already identified 1,400 APs, with the potential to add up to approximately 100 more as additional learning spaces may be identified. Installation was also included in this RFP, with a planned completion date of August 20, 2021. The replacement of the wireless network devices coincides with multiple federal and state monies, some of which repeatedly speak to addressing virtual learning needs and network improvements due to the COVID pandemic. Every district has been reviewing their network needs, and planning for similar projects in the coming months and years.

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

Administration recommends that the Board of Education approve the purchase contract with Advanced Wireless, Inc., for the Wireless Access Point Upgrade Project in the amount of \$334,026. Final costs may increase based on further identification of areas and staff requests.”

Ms. Stevens moved to approve the purchase contract with Advanced Wireless, Inc., for the Wireless Access Point Upgrade Project in the amount of \$334,026. Final costs may increase based on further identification of areas and staff requests. Mr. Wade seconded the motion. Unanimously approved.

Ms. Adams presented the Donations to the District.

Ms. Stevens 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). Mr. Wade seconded the motion. Unanimously approved.

Mr. Duncan presented the Evaluation of the Board of Education's Adherence to its Operating Principals and asked board members to rate the success in achieving the goals of the meeting. All ratings given by board members were 5s.

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

Meeting adjourned at 8:02 P.M.

Stacy Stephens  
School Board Secretary

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Kenosha Unified School District  
Kenosha, Wisconsin  
Summary of Cash Receipts and Disbursements  
April 26, 2021

CASH RECEIPTS	reference	total
<b>March 2021 Wire Transfers-In, to Johnson Bank from:</b>		
WI Department of Public Instruction	state aids register receipts	\$ 55,840,066.85
Johnson Bank	account interest	344.02
Bankcard Services (MyLunchMoney.com)	food services credit card receipts (net of fees)	1,173.71
Bankcard Services (ShowTix4U)	fine arts ticket sales receipts (net of fees)	2,480.31
Bank (RevTrak)	district web store receipts (net of fees)	45,506.31
Retired & Active Leave Benefit Participants	premium reimbursements	26,571.75
HHS	head start grant	191,639.40
Various Sources	small miscellaneous grants / refunds / rebates	12,219.55
Total Incoming Wire Transfers		56,120,001.90
<b>March 2021 Deposits to Johnson Bank - All Funds:</b>		
General operating and food services receipts	(excluding credit cards)	202,915.10
<b>TOTAL MARCH CASH RECEIPTS</b>		<b>\$ 56,322,917.00</b>

CASH DISBURSEMENTS	reference	total
<b>March 2021 Wire Transfers-Out, from Johnson Bank to:</b>		
<i>Payroll &amp; Benefit wires</i>		
Individual Employee Bank Accounts	net payrolls by EFT (net of reversals)	\$ 7,911,329.13
WI Department of Revenue	state payroll taxes	825,827.26
WI Department of Revenue	state wage attachments	4,706.12
IRS	federal payroll taxes	2,689,318.34
Delta Dental	dental insurance premiums	238,260.77
Diversified Benefits Services	flexible spending account claims	6,186.10
Employee Trust Funds	wisconsin retirement system	3,162,174.54
NVA	vision insurance premiums	20,764.45
Aflac	insurance premiums	139,123.89
Optum	HSA	329,827.11
Various	TSA payments	371,143.95
<i>Subtotal</i>		15,698,661.66
<i>General Operating Wires</i>		
US Bank	purchasing card payment-individuals	184,797.10 *
Kenosha Area Business Alliance	LakeView lease payment	16,666.67
Johnson Bank	banking fees	1,052.23
United Healthcare	health insurance premiums	3,407,564.23
<i>Subtotal</i>		3,610,080.23
Total Outgoing Wire Transfers		\$ 19,308,741.89

**March 2021 Check Registers - All Funds:**

Net payrolls by paper check	Register# 01005DP, 01006DP	\$ 8,266.92
General operating and food services	Check# 600386 thru Check# 601478 (net of void batches)	4,623,517.30
Total Check Registers		\$ 4,631,784.22

**TOTAL MARCH CASH DISBURSEMENTS** **\$ 23,940,526.11**

\*See attached supplemental report for purchasing card transaction information

**KUSD Purchasing Card Program - Individual Cardholders**

## Transaction Summary by Merchant

Billing Cycle Ending March 15, 2021

Merchant Name	Total
FILTRATION CONCEPTS INC	\$ 26,006.08
RESTAURANTS & CATERING	\$ 8,728.84
IN *GROHS ELECTRIC LLC	\$ 7,467.63
MAXON EQUIPMENT INC.	\$ 6,178.45
MONKEY SPORT NORTHLAND DI	\$ 5,450.00
DASH MEDICAL GLOVES	\$ 5,318.96
INDUSTRIAL CONTROLS	\$ 5,223.82
VEHICLE MAINT. & FUEL	\$ 5,030.89
HIGHWAY C SERVICE INC	\$ 4,904.98
AMZN MKTP US*9T8IH6VR3	\$ 4,899.00
PBBS EQUIPMENT CORP	\$ 4,550.26
3654 INTERSTATE	\$ 4,003.56
GRANITE VALLEY FOREST PRO	\$ 3,848.09
AUER STEEL MILWAULKEE	\$ 3,813.00
TAYLOR MUSIC - MOTO	\$ 3,535.00
BAILEIGH INDUSTRIAL HOLD	\$ 3,474.44
PROJECT LEAD THE WAY, INC	\$ 2,700.00
AIR FLOW INC	\$ 2,685.00
MENARDS KENOSHA WI	\$ 2,591.42
GIH*GLOBALINDUSTRIALEQ	\$ 2,428.71
HAJOCA KENOSHA PC354	\$ 2,248.15
KITCHEN CUBES	\$ 2,126.36
PROVANTAGE	\$ 2,090.96
HALLMAN LINDSAY PAINTS -	\$ 2,019.20
SQ *GET YOUR TEACH ON	\$ 2,001.60
TOWN & COUNTRY GLASS	\$ 1,991.67
AMAZON.COM*KX61D9EW3	\$ 1,580.20
FIRST SUPPLY KENOSHA	\$ 1,366.03
SAN-A-CARE	\$ 1,345.48
FORMAL FASHIONS & ACCESSO	\$ 1,304.64
L AND S ELECTRIC INC	\$ 1,231.00
INSTACART	\$ 1,193.27
CHRISTOPHER R GREEN SR	\$ 1,184.30
SPARKFUN ELECTRONICS	\$ 1,142.76
AED SUPERSTORE	\$ 1,132.10
JOHNSON CONTROLS SS	\$ 1,110.20
SWEETWATER SOUND	\$ 1,107.00
VISTAPR*VISTAPRINT.COM	\$ 1,078.38
MOVING MINDS USD	\$ 1,026.68
HEGGERTY LITERACY RES	\$ 1,015.82
USPS.COM POSTAL STORE	\$ 887.40
ASCD	\$ 882.60
CABLESANDKITS	\$ 878.48
SAMSClub #6331	\$ 853.41
JOHNSTONE SUPPLY - RACINE	\$ 808.84
WASBO FOUNDATION	\$ 804.00
NAT'L CNCL COMM BHVRL	\$ 775.00

**KUSD Purchasing Card Program - Individual Cardholders**

## Transaction Summary by Merchant

Billing Cycle Ending March 15, 2021

Merchant Name	Total
EDVENTURE-GA, LLC	\$ 700.00
HEAT & POWER PRODUCTS INC	\$ 671.11
POSITIVE PROMOTIONS	\$ 644.49
KRANZ INC.	\$ 629.50
EB EQUITY IN ACTION B	\$ 608.88
STERICYCLE	\$ 607.53
BUILDERS HARDWARE AND HOL	\$ 600.00
IN *KAIN ENERGY CORPORATI	\$ 579.38
DENRAY MACHINE INC	\$ 567.00
SAMS CLUB #6331	\$ 554.64
CONNEY SAFETY	\$ 554.02
TOTALLY PROMOTIONAL	\$ 552.21
PRAIRIE SIDE ACE HDWR	\$ 543.30
ROBERT BOSCH TOOL CORP	\$ 529.80
AMZN MKTP US*CR1QU2D93	\$ 525.44
SPEED STACKS 877-468-2877	\$ 525.00
PAYPAL *WISCONSINAS	\$ 512.00
ULINE *SHIP SUPPLIES	\$ 512.00
AMZN MKTP US*FY9UH6A33	\$ 509.39
TUNSTALL CORPORATION	\$ 502.28
IN *DIVERSITY RECRUITMENT	\$ 499.00
SIMPLIFASTER	\$ 498.00
SP * BREATHEFORCHANGE	\$ 495.00
SP * LINE2EMS	\$ 489.00
GLOWFORGE.COM	\$ 478.80
IN *ECONO SEWER AND DRAIN	\$ 468.65
WPY*CONTINUING EDUCATION	\$ 468.00
GRAINGER	\$ 465.22
SP * GLOWFORGE STORE	\$ 465.00
STATSMEDIC.COM	\$ 464.00
THE WEBSTAURANT STORE INC	\$ 456.43
SOL*SNAP-ON INDUSTRIAL	\$ 436.98
TENUTAS	\$ 420.00
DEVELOPMENTAL STUDIES CEN	\$ 410.40
VIKING ELECTRIC-MILWAUKEE	\$ 397.03
STUDENT-CENTERED COACH	\$ 395.00
SUPER SPORTS FOOTWEAR ETC	\$ 393.00
SP * AMERICAN BUTTON M	\$ 390.30
HOBBY LOBBY #350	\$ 388.85
FIRST BOOK	\$ 385.13
SIMPLIFY COMPLIANCE LLC	\$ 368.20
WISCONSIN SCHOOL MUSIC AS	\$ 367.40
WAL-MART #1167	\$ 365.63
DEMCO INC	\$ 359.17
SAMSClub.COM	\$ 357.15
PALMEN BUICK GMC CADIL	\$ 344.42
AMZN MKTP US*WK59P40S3	\$ 335.96

**KUSD Purchasing Card Program - Individual Cardholders**

## Transaction Summary by Merchant

Billing Cycle Ending March 15, 2021

Merchant Name	Total
GUIDED READERS	\$ 334.00
MONSTER JANITORIAL LLC	\$ 328.37
GOPHER SPORT	\$ 322.92
JUMP2MATH	\$ 316.00
KAPCO	\$ 314.78
PAYPAL *DERBYMAGIC	\$ 313.18
HYDRO-FLO PRODUCTS INC	\$ 313.10
AWSA	\$ 304.00
GFS STORE #1919	\$ 303.10
IXL SCHOOL SUBSCRIPT	\$ 299.00
JON DON ECOMM #999	\$ 297.89
USPS PO 5666100158	\$ 296.50
THE MASTER TEACHER	\$ 289.80
EPIC SPORTS	\$ 286.04
ZORO TOOLS INC	\$ 284.06
PAYPAL *HP.COMSTORE	\$ 278.49
ZOOM.US 888-799-9666	\$ 276.71
MF ATHLETIC & PERFORM BE	\$ 274.09
BJDCUSTOMPRODUCTS	\$ 270.58
SP * SHELTER FITNESS	\$ 267.00
SPRING BACK TEE	\$ 259.00
VIKING ELECTRIC - KENOSHA	\$ 253.47
ADOBE INC	\$ 253.07
WWW.BASEBALLWISC* WBCA	\$ 250.00
WALMART.COM AV	\$ 249.99
AMZN MKTP US*5T0868YE3	\$ 239.94
AMZN MKTP US*6697S70W3	\$ 235.50
HONORS GRADUATION	\$ 235.00
WALMART.COM AT	\$ 227.96
NASSP PRODUCT & SERVICE	\$ 218.40
JWI	\$ 217.25
WM SUPERCENTER #1167	\$ 216.27
AT&T*BILL PAYMENT	\$ 215.29
PROFESSIONAL SERVICE IND	\$ 210.00
FARM & FLEET STURTEVANT	\$ 209.00
LIPKE KENTEX CORP	\$ 208.96
CALC-MEDIC.COM	\$ 203.00
SQ *RESTORATIVE JUSTICE E	\$ 200.00
N2Y LLC	\$ 199.68
IN *LITHI CORE TECH LLC	\$ 199.36
WPY*THE 2 SISTERS	\$ 199.00
TEACHERS DEVELOPMENT G	\$ 198.00
USPS PO 5642800260	\$ 198.00
OTC BRANDS INC	\$ 193.61
TALLEY	\$ 187.57
BAUDVILLE INC.	\$ 180.91
FASTSIGNS 301101	\$ 180.18



**KUSD Purchasing Card Program - Individual Cardholders**

## Transaction Summary by Merchant

Billing Cycle Ending March 15, 2021

Merchant Name	Total
DPI WS2 MQR EPAY	\$ 180.00
SN *WISCONSIN BASEBALL CO	\$ 180.00
COLLEGEBOARD WORKSHOPS	\$ 175.00
PAYPAL *GSUITEADDON	\$ 174.00
SUNNYSIDE FLORIST OF KENO	\$ 165.85
SHERWIN WILLIAMS 703180	\$ 164.82
COSTCO WHSE #1198	\$ 155.71
TCT*ANDERSON'S	\$ 153.52
KENOSHA PUB MUSEUM	\$ 152.00
DSPS EPAY ISE	\$ 150.00
SKILLPATH / NATIONAL	\$ 149.00
SP * 3DOODLERUSA	\$ 145.96
EDVOTEK INC	\$ 145.95
AMZN MKTP US*W51FX4V03	\$ 145.57
PICK N SAVE #871	\$ 144.59
NATIONAL COUNCIL OF SUPER	\$ 140.00
DOLLAR TREE	\$ 130.28
MARK'S PLUMBING PARTS	\$ 126.81
FIREHOUSE PERFORMANCE	\$ 125.00
AMZ*E-Z TEST POOL SU	\$ 121.96
SPECTRUM	\$ 120.63
JOHNSON PLASTICS PLUS	\$ 120.53
FLOCABULARY	\$ 120.00
DROPBOX SJWJWL5JJJXW	\$ 119.88
IDSUPERSTOR	\$ 118.36
AMAZON.COM*635KP1OS3	\$ 117.03
AMZN MKTP US*MR1EI8KY3	\$ 115.57
KENOSHA APPLIANCE PARTS I	\$ 110.52
IN *AMERICAN LASER MARK I	\$ 106.72
AMZN MKTP US*6E2SP3IT3	\$ 104.45
VANS GAS	\$ 103.06
PY *CESA #1	\$ 100.00
UWGB CAREER SERVICES	\$ 100.00
BESTBUYCOM806424037758	\$ 99.99
OFFICEMAX/DEPOT 6358	\$ 99.78
KAMIHQ.COM	\$ 99.00
INSTACART SUBSCRIPTION	\$ 99.00
V BELT GLOBAL SUPPLY	\$ 98.11
CALENDLY	\$ 96.11
AMERICAN RED CROSS	\$ 96.00
LOWES #02560*	\$ 91.93
RESTROOM DIRECT HAND DRYE	\$ 84.72
CROWN TROPHY	\$ 83.65
HARBOR FREIGHT TOOLS 358	\$ 79.96
SCHOLASTIC EDUCATION	\$ 78.35
FIELDPRINT INC	\$ 78.00
ALL ABOUT LEARNING	\$ 77.75

**KUSD Purchasing Card Program - Individual Cardholders**

## Transaction Summary by Merchant

Billing Cycle Ending March 15, 2021

Merchant Name	Total
KAHOOT! AS	\$ 72.36
SAGE PUBLICATIONS	\$ 70.85
SPIRITSHOP *CUSTOM AP	\$ 70.45
SHERWIN WILLIAMS 703481	\$ 69.65
AMZN MKTP US*1O7446RU3	\$ 69.60
ROCKLER	\$ 67.91
TARGET 00027805	\$ 63.97
ADOBE *800-833-6687	\$ 63.27
MAILCHIMP	\$ 62.99
REI*GREENWOODHEINEMANN	\$ 62.00
DOLLAR TREE, INC.	\$ 61.19
BALLCHARTS.COM	\$ 60.00
2COCOM*REVOUNINSTALLER	\$ 59.93
TOOLS 4 FLOORING	\$ 59.27
AMAZON.COM*PS8843LS3 AMZN	\$ 58.57
AIELLO MIDTOWN FLORIST IN	\$ 58.03
AMAZON.COM*N59ZI8VB3 AMZN	\$ 57.32
HARDWARE DISTRIBUTORS I	\$ 55.65
TARGET 00022517	\$ 54.12
KOHL'S #0212	\$ 53.97
AMZN MKTP US*BS6GY7EC3	\$ 52.74
AMZN MKTP US*535VT3UE3	\$ 52.71
TLF*FLOWERS BY JOSEPH	\$ 50.00
QUIZLET.COM	\$ 47.88
EASYCANVASPRINTS.COM	\$ 47.76
IN *A BEEP, LLC	\$ 47.00
TARGET.COM *	\$ 46.78
EDWEEK PRINT DIGITAL	\$ 44.00
FASTENAL COMPANY 01WIKEN	\$ 42.36
WALMART GROCERY	\$ 42.09
AMZN MKTP US*YC5UN10Y3	\$ 41.86
DISCOUNTSCH 8006272829	\$ 41.66
BATTERIES PLUS #0561	\$ 40.74
PINK CAT STUDIO	\$ 39.99
LW MEYER INC	\$ 39.02
SMK*WUFOO.COM CHARGE	\$ 39.00
ACMETOOLS.COM	\$ 38.49
PARKSIDE TRUE VALUE	\$ 37.98
MID STATE EQUIP SALEM 010	\$ 35.16
AMZN MKTP US*Q90K03MQ3	\$ 33.95
SIMPLYSTAMPS.COM	\$ 32.20
ADOBE STOCK	\$ 31.64
AMZN MKTP US*P79K04XL3	\$ 30.00
PERSONIFY CA QUAL	\$ 29.99
PARTY CITY BOPIS	\$ 29.58
SCREENCASTIFY UNLIMITE	\$ 29.00
SIGHT READING FACTORY	\$ 28.00

**KUSD Purchasing Card Program - Individual Cardholders**

## Transaction Summary by Merchant

Billing Cycle Ending March 15, 2021

Merchant Name	Total
AMZN MKTP US*BT1BJ5QN3 AM	\$ 27.90
AMZN MKTP US*D94I75073	\$ 27.90
SCHOLASTIC, INC.	\$ 27.60
MEIJER # 284	\$ 27.27
REINDERS BRISTOL	\$ 26.30
DOA WISGLP RAFFLE LICENSE	\$ 25.50
AMZN MKTP US*606OF32E3	\$ 25.31
KENOSHA AREA BUSINESS	\$ 25.00
MHE*MCGRW-HILL ECOMM	\$ 25.00
AMAZON.COM*GL44P57W3 AMZN	\$ 24.99
AMZN MKTP US*Z83P44P43 AM	\$ 23.99
WALGREENS #3153	\$ 22.00
AMAZON.COM*TY34L9DB3	\$ 21.17
PARTY CITY 5174	\$ 20.81
PICK N SAVE #856	\$ 18.44
FESTIVAL FOODS	\$ 16.86
AMZN MKTP US*PX6Z98Q33	\$ 15.12
AMAZON.COM*861TX1D73	\$ 13.48
USA CLEAN INC	\$ 13.25
MEIJER # 283	\$ 12.56
AMZN MKTP US*NZ7I76M03	\$ 10.88
AMZN MKTP US*7Y5M36I43	\$ 10.54
WALGREENS #12413	\$ 10.32
WPY*WISCONSIN RAPIDSLINCO	\$ 10.00
LAUNDROMAX	\$ 8.50
AMZN MKTP US*TS7P778Z3	\$ 7.99
WALGREENS #9605	\$ 7.39
AMZN MKTP US*S324Y8VR3	\$ 7.38
AMZN MKTP US*PW7241SC3	\$ 7.15
DSPS E SERVICE FEE COM	\$ 3.00
APPLE.COM/BILL	\$ 2.99
CRICUT	\$ (22.66)
MASTERMIND.COM	\$ (1,497.00)
AMZN MKTP US	\$ (4,899.00)
US Bank Purchasing Card Payment - Individuals	\$ 184,797.10

KENOSHA UNIFIED SCHOOL DISTRICT  
Kenosha, Wisconsin

April 26, 2021

**Administrative Recommendation**

It is recommended that the March 2021 cash receipt deposits totaling \$202,915.10, and cash receipt wire transfers-in totaling \$56,120,001.90, be approved.

Check numbers 600386 through 601478 (net of voided batches) totaling \$4,623,517.30, and general operating wire transfers-out totaling \$3,610,080.23, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the March 2021 net payroll and benefit EFT batches totaling \$15,698,661.66, and net payroll check batches totaling \$8,266.92, 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

April 26, 2021

**RETURN 2020 Plan**

As the nation is responding to the unprecedented challenges brought upon us by the COVID-19 pandemic, thousands of schools have been forced to create virtual learning experiences throughout our communities. Schools and systems across the nation found themselves having to reinvent learning in many new ways. The staff and students of KUSD have been doing just that in these most unprecedented times.

However, understanding the learning and social emotional challenges posed on students requires leadership from all entities including educators, medical professionals, parents, community members, boards of education and other vital stakeholders to come together for the betterment of student learning-academically socially, emotionally and physically. Communities across the country are living through very challenging times, with new information, changing information, at times conflicting information forthcoming almost on a daily basis and are being asked to do so much. It is noted that the amount of dedication and commitment from all staff that had to maneuver and adjust to these unique times is commendable. Staff have continually embraced the constant changes to focus on the needs of every learner.

**Data**

- Quarter 3 Parent Learning Preference Survey Results (by district and school)
- COVID Related KUSD Data
- COVID Trending report with 7-day average

**Timeline**

July 28, 2020/Regular Board Meeting

- The Board moved to return to school in an all-virtual learning environment for students with a return date for in-person to be determined. Motion carried.

August 18, 2020/Special Board Meeting

- The Board moved to approve the original Return 2020 plan presented at the July 28, 2020, meeting which offers an in person or virtual learning option with a school start date of September 14, 2020, and also approve the WIAA's recommendation of a seasonal start date of August 24, 2020, for girls swimming and diving, boys and girls cross country, girls golf and girls tennis and a September 7, 2020, start date for football, boys and girls volleyball and boys soccer. If a COVID surge outbreak shall occur, this issue should be revisited. Motion carried.

November 9, 2020 KCHD Recommendation

- 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.”

#### November 17, 2020/Regular Board Meeting

- The Board moved to transition to 100% virtual instruction for all students except those whose IEPs require in person instruction from Monday, November 30 through 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. Motion carried.

#### **KUSD Threshold**

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. These three thresholds remain.

#### January 6, 2021/Special Board Meeting

- All teachers return to their buildings to work on January 11, 2021
  - Administration recommends no changes to the current approved motion.
- All PreK-5 students return to in person learning on January 11, 2021, if elected as their learning mode prior to November 30, 2020; virtual learning continues for those who elected virtual.
  - Administration recommends no changes to the current approved motion.
- All 6-8 students return to in person learning on January 11, 2021, if elected as their learning mode prior to November 30, 2020; virtual learning continues for those who elected virtual.
  - Administration recommends no changes to the current approved motion.
    - Parents opting from in person to virtual for Quarter 3 would send their students to school for the remaining 8 days while school administration works through new schedules.
- All 9-12 students return to in person learning on January 11, 2021, if elected as their learning mode prior to November 30 or recently elected a different mode for Q3.
  - Rational for a recommended delayed return date of January 25 vs. January 11:

- Impact on finals
  - Majority of the high schools run finals the week of January 19-21
    - This extension allows for the least amount of classroom/course work disruption during finals week.
    - District is closed (no students/staff) on Monday, January 18 for Dr. Martin Luther King Jr. recognition.
    - No students report on Friday, January 22 for teacher work day.
      - The proposed extension is for 8 days from January 11-15 (5 days) and January 19-21 (3 days) for a total of 8 days of continued virtual learning.
      - All 9-12 students return to in person learning, if elected as their learning mode on January 25 which is the start of the 3Q; virtual learning continues for those who elected virtual.

The District understands the 2020-21 school year comes with many varying opinions for many solid reasons. Administration recommends that the Board of Education spend time considering the recommendation below for the remainder of the 2020-2021 school year. And, while doing so keeping in mind the components outlined in the Return 2020 plan in order to make the best decision for all students, staff and families:

- [Return 2020 plan - English](#)
- [Return 2020 plan - Spanish](#)

The Board approved administration's recommendation to extend the virtual learning environment for all 9-12 students (with the exception for students on alternative learning plans) through January 22 with a return to in person learning for those who elected in person learning at the start of Quarter 3, on January 25, 2021, due to impact on finals.

#### January 26, 2021/Regular Board Meeting

- No board action taken

#### February 23, 2021/Regular Board Meeting

- No board action taken

For the Quarter 4 Parent Learning Preference survey, KUSD received a total of 726 requests from parents with 90.2% requesting to go from virtual to in-person.

For comparison:

- Quarter 2 survey had 860 requests, with 57.7% requesting to go from virtual to in-person
- Quarter 3 survey had 611 requests, with 75.3% requesting to go from virtual to in-person
- Quarter 4 survey had 726 requests, with 90.2% requesting to go from virtual to in-person

The parent request trend from the start of quarter 2 has only been to move more students from virtual to in-person learning with each new survey.

### March 23, 2021/Regular Board Meeting

- No board action taken regarding the Return 2020 Plan, however, the Board approved non-conference competition for all spring sports 2021 and for all WIAA sports in 2021-22.

As of Monday, April 12:

- 1,155 staff self-reported they are fully vaccinated
- 539 staff self-reported they received their first dose and are scheduled for their second
- 212 staff self-reported they are scheduled to receive their first dose soon
- 177 staff self-reported they plan to get it but have not yet scheduled an appointment
- 151 staff self-reported that they do not plan to get the vaccine

4<sup>th</sup> Quarter in person and virtual data numbers per grade level.

Quarter 4					
Grade	In-Person		Virtual		Total
1	937	69.5%	411	30.5%	1348
2	871	67.6%	417	32.4%	1288
3	904	65.5%	477	34.5%	1381
4	828	61.0%	529	39.0%	1357
5	811	60.2%	537	39.8%	1348
6	863	59.2%	596	40.8%	1459
7	850	56.6%	651	43.4%	1501
8	807	53.3%	707	46.7%	1514
9	721	47.9%	785	52.1%	1506
10	567	36.9%	969	63.1%	1536
11	520	33.6%	1026	66.4%	1546
12	529	31.2%	1169	68.8%	1698
K4	532	66.4%	269	33.6%	801
KG	859	70.1%	366	29.9%	1225
PK	175	82.9%	36	17.1%	211

For the 2021-2022 school year, KUSD will review CDC, state and local guidelines for changes and adjustments such as the 3ft vs 6ft physical distancing in the classrooms. The monthly Return 2020 Plan board reports will cease after the April 26, 2021, board meeting and an updated plan for the 2021/22 school year will be forthcoming for board consideration.

### **Administrative Recommendation**

There is no new recommendation at this time.

Dr. Sue Savaglio-Jarvis  
Superintendent of Schools

Susan Valeri  
Chief of School Leadership

Kristopher Keckler  
Chief Information Officer



**KENOSHA UNIFIED SCHOOL DISTRICT**  
**Kenosha, Wisconsin**

**April 26, 2021**

**ADOPTION OF GRADES 9 THROUGH 12 SOCIAL STUDIES ELECTIVE COURSES**

**Background**

The Kenosha Unified School District curriculum development cycle supports effective teaching and learning in every classroom. The cycle requires teams of teachers and administrators to collaboratively examine student performance data, to design and implement instruction, and to monitor results. It includes the examination of current curricula and student achievement data to determine necessary improvements. The plan also determines when concepts and standards should be taught and when and how they will be assessed. The assessments of the curricula provide the necessary data to drive ongoing curriculum review, revision, and renewal. The process helps ensure that the curricular expectations of the district and its schools are rigorous, relevant, and public. In addition, it guarantees that the curriculum is aligned with appropriate state and national standards and is preparing and inspiring students to realize their potential.

Secondary social studies electives began year 1 of the 7-year process in 2018 with the formation of a curriculum committee. In fall 2020 an invite was sent to all high schools requesting individuals to serve on the curriculum design team. All individuals that expressed interest were selected to be part of the team.

The Secondary Curriculum Committee is made up of 13 members representing 3 comprehensive high schools, the Office of Special Education and Student Support, Reuther Central High School, and Harborside Academy (Appendix A). Their work began in the fall with a review of the current curriculum and how it would be adjusted with access to new resources. The following high school courses were identified to be included in this adoption cycle:

- ☐ Psychology
- ☐ Sociology
- ☐ Economics
- ☐ AP United States History

## **Rationale for Curriculum Update**

This request to adopt and purchase instructional materials for high school social studies electives aligns with Phase 3 of the Curriculum Development Cycle in Kenosha Unified School District Board of Education Policy 6300: Curriculum Development and Improvement (Appendix B).

## **Social Studies Philosophical Statements**

The social studies teachers of Kenosha Unified School District believe all students should be afforded the opportunity to express themselves in a diverse community supported by a foundation based in equity. They view social studies instruction as an integral and essential part of the students' learning experience and think it can increase critical thinking skills, which foster lifelong learning. Teachers believe their focus on tolerance, acceptance, and perspective will prepare all students to thrive in a society of mixed systems, beliefs, and experiences.

In order to demonstrate success, Kenosha Unified School District social studies students will value and maintain diversity, civility, and individuality while determining their role in society. They will analyze primary sources and contextualize information while using the content to improve higher order thinking and problem-solving skills. They will also learn from the experiences and cultures of others and grow to accept the differences existing in a multicultural society. The goal of Kenosha Unified School District teachers is to graduate students who are good citizens that will positively impact society.

## **Instructional Materials Review Process**

The instructional material review process began in November 2020 with a Request for Proposal, resulting in six responses from publishers. Based on the content of the proposals, all six were selected for an initial review, which was conducted from December 4 through 11, 2020. Based on the findings, three publishers were chosen to provide further samples; and the public viewing was held virtually from January 14 to 31, 2021 (Appendix C). A feedback form (Appendix D) was used for the public to provide input, and four members of the committee offered insight into the selections. The finalists were also invited to provide a full virtual presentation to the design team (including access to the online resources and teacher materials). A rubric was shared with the team during these presentations to collect data and determine the vendor to recommend (Appendix E). Following this presentation the design team took samples back to their schools to share with each social studies teacher. A Google Form was created to allow teachers to provide feedback and help with the final decision. Feedback was collected from teachers, the community, and the design team; and a consensus process was used to make the final decision.

As a result of the in-depth review process, products from McGraw Hill, Savvas, and Perfection Learning were chosen for the high school social studies elective courses in Kenosha

Unified School District. Each of these products aligns fully to the updated Wisconsin Social Studies Standards in a manner that is rigorous, coherent, engaging, and accessible to all learners. The materials provide a truly active classroom experience allowing teachers to cover material through direct instruction, hybrid learning, or in a virtual environment. They encourage students to use inquiry to expand through learning while tapping into engagement, multiple perspectives, and critical thinking. These resources will allow for the creation of strong, student-centered learning environments.

### **Instructional Materials Selected**

The Purchase/Contract Rationale forms include the list of teacher resources and instructional materials (Appendix F).

<b>COURSE</b>	<b>MATERIALS CHOSEN</b>	<b>VENDOR</b>	<b>COST</b>
Sociology	Sociology: A Down-to-Earth Approach	Savvas	\$85,485
Psychology	Understanding Psychology	McGraw Hill	\$62,559
Economics	Economics	Savvas	\$37,264
AP United States History	By the People United States History	Savvas Perfection Learning	\$113,602 \$20,000
<b>TOTAL</b>			<b>\$318,910</b>

### **New Materials Benefits**

Houghton Mifflin Harcourt and Pearson materials offer the perfect mix of print materials and dynamic digital resources. They offer engaging opportunities for students to immerse themselves in learning while addressing the new Wisconsin state standards. With all of the materials available on any device, students and teachers will have increased access to materials, which will make learning and preparing much easier. The materials will empower learning for all students by using:

- ☐ Interactive eText and reading supports to provide literacy support for diverse learners. Students can review lesson objectives, key terms, and academic vocabulary to build comprehension.

- ❑ Interactive galleries to allow close analysis of powerful visuals and primary source images that make the story come to life. These engaging visuals reflect diversity and different perspectives of events and topics.
- ❑ Interactive 3-D models and maps to bring historical locations and iconic landmarks to life while providing opportunities for critical thinking and real-world context.
- ❑ Interactive charts, simulations, and cartoons to provide additional exciting ways to present the content.
- ❑ Interactive primary sources to foster close reading analysis and support social studies thinking and literacy skills.
- ❑ Active classroom strategies to increase in-class participation, energy, and attentiveness while helping students develop historical thinking skills.

### **Implementation**

Purchase of the McGraw Hill and Pearson social studies curriculum resources in May 2021 will allow teachers to access the materials and begin planning prior to leaving for the summer. It will also allow the design team to make the necessary adjustments to documents in order to have a smooth start to the 2021-22 school year. McGraw Hill and Pearson will work with the district to coordinate professional learning opportunities, and the Kenosha Unified School District coordinator of social studies will develop specific training and support throughout the school year.

<b>DATE</b>	<b>TOPIC</b>	<b>AUDIENCE</b>	<b>PROVIDER</b>
May 2021	Delivery of materials	High school social studies teachers	McGraw Hill and Savvas
June 2021- August 2021	Implementing the curriculum and accessing the online resources	High school social studies teachers: large group and grade level/course groups	McGraw Hill and Savvas professional development staff
September 2021- October 2021	Implementation check in	Building level social studies groups	Coordinator of social studies

DATE	TOPIC	AUDIENCE	PROVIDER
October 2021	Introduction to small group coaching	High school elective: large group and grade level/course groups	Coordinator of social studies and McGraw Hill and Savvas professional development staff
October 2021-May 2021	Small group coaching	High school elective teachers	Coordinator of social studies and McGraw Hill and Savvas professional development staff

Secondary social studies teachers will begin Phase 4 of the curriculum development process in September 2021. Throughout the school year, the coordinator of social studies will work with lead teachers, instructional coaches, and principals to monitor the impact of the new instructional resources. The Phase 4 work will include:

- ☐ Assessing student progress using district common assessments,
- ☐ Planning and activating the ongoing program evaluation design, and
- ☐ Collecting teacher feedback.

Phase 5 of the curriculum review cycle will be conducted from September 2022 through June 2025. Phase 5 work includes monitoring the use of the curriculum with the following processes:

- ☐ Analyzing student work on end-of-unit assessments,
- ☐ Analyzing state assessment results,
- ☐ Reviewing data to determine the extent to which curriculum alignment is present,
- ☐ Reviewing and updating curriculum guides and assessments as necessary,
- ☐ Continuing professional learning and monitoring impact, and
- ☐ Evaluating the improvements made.

### **Recommendation**

Administration recommends that the Kenosha Unified School District Board of Education grant approval to purchase secondary social studies curriculum materials as outlined in this report, including Appendix F, showing an estimated purchase cost of \$318,910.00.

Dr. Sue Savaglio-Jarvis  
Superintendent of Schools

Ms. Julie Housaman  
Chief Academic Officer

Mr. Che Kearby  
Coordinator of Social Studies

**APPENDIX A****SECONDARY SOCIAL STUDIES CURRICULUM COMMITTEE**

<b>NAME</b>	<b>SCHOOL</b>	<b>COURSE(S)</b>
Aiello, Michael	Bradford	Sociology Psychology
Beem, Eric	Tremper	Economics
Coey, Scott	Bradford	Sociology
Jager, Hoss	Indian Trail	Economics
Jakubowski, Melissa	Harborside	Sociology Psychology
McKim, Seam	Tremper	Sociology
Modory, Holly	Educational Support Center	Special Education
Ortiz, Pablo	LakeView	Sociology
Post-Chvilicek, Brenda	Educational Support Center	Special Education
Robertson, Deidre	Reuther	Sociology Psychology
Thomas, Robert	Tremper	Psychology
Winget, Megan	Bradford	Economics
Zajicek-Bagenski, Laura	Tremper	Psychology

## POLICY 6300

## CURRICULUM DEVELOPMENT AND IMPROVEMENT

A prekindergarten through twelfth grade curriculum shall be established and maintained in accordance with state law, the needs of society, the local community, and the individual student.

The District's academic content standards adopted by the School Board shall serve as the basis for all curriculum and instructional program development in the District.

A cyclical curriculum development process for all fields of study will provide a comprehensive evaluation of course content, an inclusive curriculum development process, a thoughtful implementation, revisions based on data, and time for program effectiveness to be realized. The cyclical curriculum development process includes five phases encompassing seven years of work. **In Phase 3 the curriculum design team will determine the curriculum resources and professional learning needs that are critical to advance the curriculum development process to Phase 4. A budget assumption will be brought to the school board for approval annually during Phase 3.**

Recommendation for additions or deletions to the established curriculum shall be reviewed by the Assistant Superintendent of Teaching and Learning and provided to the Superintendent of Schools and School Board for approval.

## LEGAL REF: Wisconsin Statutes

- Sections 118.01 (Instructional program goal requirements)
- 118.30 (Academic standards and assessment requirements)
- 120.13 (Board power to do all things reasonable for the cause of education)
- 121.02(1)(k) & (L) (Rules implementing curriculum state standard)
- Wisconsin Administrative Code
- PI 8.01(2)(k) & (l) Rules implementing curriculum program standards

## CROSS REF:

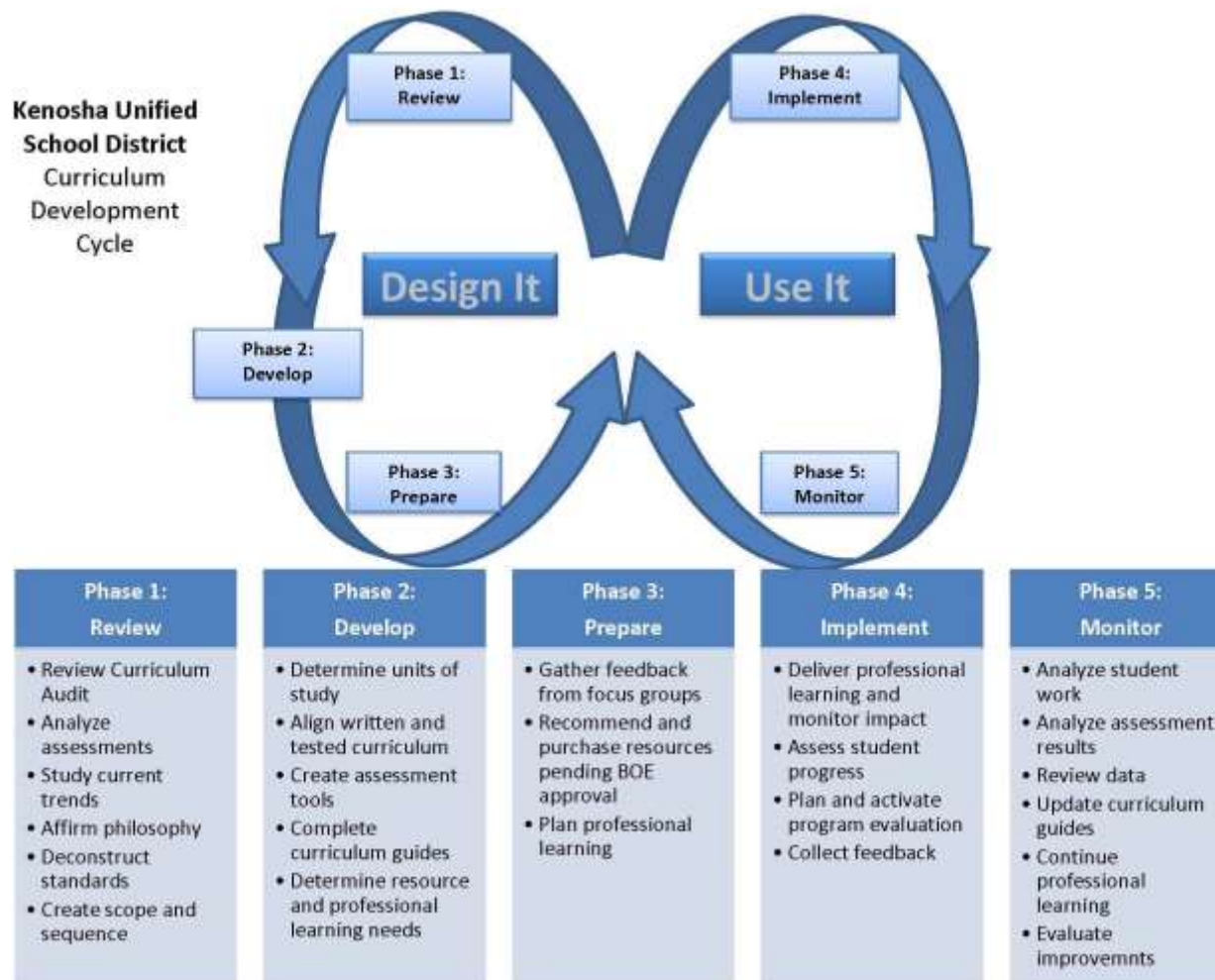
- 6100, Mission, Vision, Core Values and Strategic Directions
- 6310, Elementary School Curriculum
- 6610, Selection of Instructional Materials
- 6620, Library Resources
- Board-Adopted Academic Standards
- District Learning and Content Standards

AFFIRMED: September 24, 1991

REVISED: November 8, 1994  
 October 13, 1998  
 January 29, 2002  
 December 20, 2011  
 June 25, 2013  
 December 15, 2015



RULE 6300  
 CURRICULUM DEVELOPMENT AND IMPROVEMENT



# SOCIAL STUDIES MATERIAL REVIEW JAN. 15-31, 2021

As the KUSD Social Studies Curriculum Team enters the final phase of its instructional materials review for grades 9-12, parents/guardians and community members are invited to review finalists and provide feedback. Due to COVID-19, this will be offered virtually for the safety and well-being of all. To participate, individuals should visit [kUSD.edu/SocialStudiesReview](https://kUSD.edu/SocialStudiesReview) between Friday, Jan. 15, and Sunday, Jan. 31, to review links and submit the feedback via the form embedded on the site. Individuals with questions should contact Che Kearby, KUSD coordinator of social studies at [ckearby@kUSD.edu](mailto:ckearby@kUSD.edu) or 262-359-7391.



# KUSD Instructional Materials Feedback Form: Social Studies Electives

Kenosha Unified School District would like feedback from the community regarding the instructional materials for High School Social Studies elective courses that are currently being considered.

Please answer the questions below after reviewing the materials.

**\* Required**

Email address \*

Your email

I am a:

Choose

Grade Level/Course Materials Reviewed:

- ☐ Sociology
- ☐ Psychology
- ☐ Economics
- ☐ AP United States History

Savvas



Please rate the Savvas resources on the following criteria

	Excellent	Acceptable	Poor
The textbook and supplementary resources will help me/a student/my child study, understand, and complete homework at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Places to go for help in the materials (online tutorials, etc.) are available and easily found.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The situations are real-world and appropriate for the grade level of the student.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Objectives are clearly aligned to lessons making it easy to find which lessons support specific standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Materials offer support for special student populations: English Learners, Students with Disabilities, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Additional comments:

Your answer



Please rate the HMH resources on the following criteria

	Excellent	Acceptable	Poor
The textbook and supplementary resources will help me/a student/my child study, understand, and complete homework at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Places to go for help in the materials (online tutorials, etc.) are available and easily found.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The situations are real-world and appropriate for the grade level of the student.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Objectives are clearly aligned to lessons making it easy to find which lessons support specific standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Materials offer support for special student populations: English Learners, Students with Disabilities, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Please rate the McGraw resources on the following criteria

	Excellent	Acceptable	Poor
The textbook and supplementary resources will help me/a student/my child study, understand, and complete homework at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Places to go for help in the materials (online tutorials, etc.) are available and easily found.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The situations are real-world and appropriate for the grade level of the student.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Objectives are clearly aligned to lessons making it easy to find which lessons support specific standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Materials offer support for special student populations: English Learners, Students with Disabilities, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Additional Comments:

Your answer



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# Google Forms



Name:							
Content Being Evaluated:	Sociology	Psychology	Economics				
	Vendor 1		Vendor 2		Vendor 3		
Part I: Standards Alignment							
Does this textbook align with Wisconsin Academic Standards or Common Core State Standards	1	2	3	1	2	3	1
Part II: Work Students Do:							
<b>Engaging Prior Knowledge: Review to determine the extent to which the instructional materials include strategies that help students to:</b>							
- Think about their current understanding and functional knowledge as it relates to a core concept	1	2	3	1	2	3	1
- Build on previously learned skills							
Notes:							
<b>Metacognition: Instructional materials include strategies that help students to:</b>							
- Recognize the goals of the chapter/unit as well as their own learning goals	1	2	3	1	2	3	1
- Assess their own learning							
- Reflect, over time, on what and how they have learned							
Notes:							
<b>Concept Development: The development of the concepts, or functional knowledge, for each topic area is essential so that students will achieve the performance outcomes for the selected topic areas. Review textbook material to generally determine if:</b>							
Sufficient information is provided for students to be able to demonstrate competency in each concept	1	2	3	1	2	3	1
Illustrations, graphs, charts, and demonstrations are current, correlated, and accurate and presented in a variety of formats							
The textbook provides objectives as well as review and reinforcement of concepts and vocabulary	1	2	3	1	2	3	1



Essential questions are included in the chapter or lesson to guide students in recognizing “big ideas”	1	2	3	1	2	3	1	2	3
Learning objectives are included in chapters or lessons to guide students in recognizing what they should be able to demonstrate	1	2	3	1	2	3	1	2	3
The textbook materials provide guidance to the student regarding practicing, applying and rehearsing the skill using real life scenarios	1	2	3	1	2	3	1	2	3
The textbook materials provide rigorous exercises that ask students to apply concepts to similar or new situations	1	2	3	1	2	3	1	2	3

**Notes:**

**Skill Development \*Note that every lesson/chapter may not address each of the standards/skills. Review to assure that all standards/skills are addressed throughout the book at some time. Review textbook materials to generally determine if:**

The textbook materials provide information to the students about the skills needed to meet each standard	1	2	3	1	2	3	1	2	3
The textbook materials provide one or more opportunities or activities for students to practice the skills needed to meet the standard	1	2	3	1	2	3	1	2	3
The instructional strategies use interactive, experiential methods that actively engage students in learning to help them personalize the information, such as cooperative learning, group discussions, problem solving, demonstrations and role playing	1	2	3	1	2	3	1	2	3
Textbook provides opportunities to interact with complex informational text	1	2	3	1	2	3	1	2	3

**Notes:**

**Digital Curriculum for Students Review digital curricular textbook materials to generally determine if:**

There are robust digital resources for student learning, practice and assessment	1	2	3	1	2	3	1	2	3
Digital materials are intuitive and engaging	1	2	3	1	2	3	1	2	3
Digital materials provide content that enhances the textbook	1	2	3	1	2	3	1	2	3
Digital materials provide differentiated access to content	1	2	3	1	2	3	1	2	3

**Notes:****Assessment System: Documentation includes a description of the overall system or approach to assessment and includes:**

Description of alignment with national/state standards and research on assessment practices	1	2	3	1	2	3	1	2	3
Include a variety of student assessment strategies									
Provide students with opportunities to demonstrate their understanding of key concepts and apply learned skills to real life or diverse situations	1	2	3	1	2	3	1	2	3
Provide criteria for students regarding learning targets and assessment criteria									
Assessments are designed to focus on learning core concepts, mastering skills, as well as evaluation	1	2	3	1	2	3	1	2	3
Student work informs the design or redesign of teaching strategies or sequences									

**Notes:****Part III: WorkTeachers Do:**

Clear procedures are provided to assist in implementation of materials	1	2	3	1	2	3	1	2	3
Provide opportunities for students to extend, apply and evaluate what they have learned									
Teacher's edition provides suggestions for evaluation, assessment, remediation, acceleration, feedback, and motivational techniques	1	2	3	1	2	3	1	2	3
The textbook materials provide guidance to the teacher regarding practicing, applying and rehearsing the skill using real life scenarios									
The textbook materials provide rigorous exercises that apply concepts to similar or new situations	1	2	3	1	2	3	1	2	3
Learning objectives are included in chapters or lessons to guide teachers in recognizing what students should be able to demonstrate									

**Notes:****Part IV: Content Diversity, Bias, Accessibility**

There are references to different ethnic and cultural traditions, languages, religions, names and clothing.	123	123	123
Diverse ethnicities and nationalities are portrayed – not all Asian families are Chinese, not all Latinx families are Mexican, etc.			
Diverse family structures (ie. single parents, adopted or foster children, same-sex parents, other relatives living with the family, etc.) are represented.	123	123	123
The text is free from bias (e.g., gender, cultural)			
Provide accommodations for individual and cultural differences	123	123	123
Provide accommodations for differences in learning styles and language proficiency			

Notes:						
Rank the Vendors in Order of Preference						
	First		Second		Third	

## 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.

Vendor: McGraw-Hill, Savvas, and Perfection Learning

Purchased Good/Program: ConnectEd, Savvas Realize, and AMSCO

Start Date/Date Needed: June 1, 2021

1. PURPOSE – What is the purpose of the proposed purchase?

Purchases will serve as the core instructional resource for high school social studies electives and AP United States History.

2. FUNDING – What is the total cost of purchase and the funding source?

\$381,910

3. REQUEST FOR PROPOSAL (RFP) – indicate if an RFP has been completed

YES ☒ NO ☐ If no, please request an RFP packet

4. EDUCATIONAL OUTCOME – What is the educational outcome of this purchase?

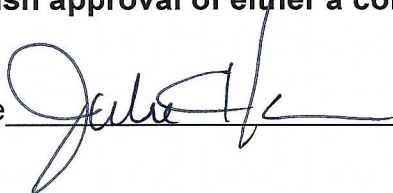
Support effective teaching and learning of social studies in every social studies elective and AP United States History classroom

5. START DATE – When is the anticipated start date?

September 1, 2021

**Your response does not establish approval of either a contract or a purchase order.**

Appropriate Leadership Signature



Date

3/9/2021

KENOSHA UNIFIED SCHOOL DISTRICT  
Kenosha, Wisconsin

April 26, 2021

**Level/tier advancement for all employee groups**

**Background**

In 2016, the Board approved a new teacher salary structure that has levels and tiers built in with the understanding that movement on the structure occurs upon Board approval. In 2018, the Board approved structures for regular full-time equivalent hourly employees that mimic the teacher salary structure and contain levels that also must be approved annually. The administrative, supervisory and technical salary structure remained unchanged, but also contains steps that require Board approval for implementation.

**Recommendation**

Administration recommends that the Board implement the following for the 2021-22 year:

- Level advancements for all regular full-time equivalent employees (i.e. administrative support professionals; administrative, supervisory and technical; community and student support; educational support professionals; facilities; food services; interpreters; and teachers).
- Tier movements for teachers who turn in the required documentation to the Office of Human Resources on or before July 31, 2021.

Dr. Sue Savaglio-Jarvis  
Superintendent of Schools

Tarik Hamdan  
Chief Financial Officer

Kevin Neir  
Chief Human Resources Officer

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**Kenosha Unified School District  
Kenosha, Wisconsin  
April 26, 2021**

**Voluntary Benefit Offerings Renewal**

**Background**

In April 2020, the Board approved KUSD to offer voluntary benefits which resulted in the addition of three coverage options (Accident Insurance, Critical Illness Insurance, Hospital Indemnity Insurance) offered to staff by AFLAC.

Staff-paid group voluntary benefits are optional benefits offered to staff and their family members in the event of an accident, injury, illness or other qualifying event. This benefit is 100% paid by staff and may act as a secondary form of health insurance coverage providing assistance when traditional health insurance doesn't cover deductibles, copays, or out-of-pocket expenses. Offering AFLAC gave staff the ability to have secondary coverage to help manage the financial burden associated with a High Deductible Health Plan (HDHP).

Currently staff have the ability in the three optional benefit offerings (Accident, Critical Illness, Hospital Indemnity). Please see Voluntary Benefit offering board reprint for background information (Attachment 1) and Fig. A for current enrollment numbers.

**Fig. A**

<b>Voluntary Benefit</b>	<b>Number Enrolled*</b>
<b>Accident Insurance</b>	
(Employee Only)	309
(Employee / Spouse)	161
(Employee / Child)	95
(Family)	292
<b>Critical Illness Insurance</b>	
(Employee Coverage)	
\$10,000	312
\$20,000	139
\$40,000	90
<b>Critical Illness Insurance</b>	
(Spouse Coverage)	
\$5,000	129
\$10,000	59
\$20,000	50
<b>Hospital Indemnity Insurance</b>	
(Employee Only)	205
(Employee / Spouse)	82
(Employee / Child)	39
(Family)	92

\* As of 3/17/21

**Recommendation**

Administration recommends the Board approve the continuation of 100% employee-paid group voluntary benefits (Accident Insurance, Critical Illness Insurance, Hospital Indemnity Insurance) offered by Aflac for all District employees.

Sue Savaglio-Jarvis  
Superintendent of Schools

Tarik Hamdan  
Chief Financial Officer

Kevin Neir  
Chief Human Resources Officer



**Kenosha Unified School District  
Kenosha, Wisconsin**

**April 27, 2020**

**Voluntary Benefit Offerings**

**Background**

In March 2019, the District moved to a consumer-driven, high-deductible health plan (HDHP) bundled with a health savings account (HSA). This transition resulted in a significant cost savings for the District, but also created a significant learning curve for staff, which the Office of Human Resources is still addressing today.

The goal of the District is to continue to educate staff and family members about the new health plan and how to navigate its requirements. Thus far, the Office of Human Resources has:

- Provided information to all staff via all user emails
- Uploaded various resources for all staff on the KUSD staff intranet
- Provided information to all staff via the staff e-newsletter, the Torch
- Provided support through the United Healthcare nurse liaison from October 10 through March 13, as well as onsite support from United Healthcare's Sr. Field Account Manager.

To help staff understand and address increasing financial obligations associated with this new HDHP, the Office of Human Resources is working to educate and offer tools that will assist staff as they navigate the new plan.

One option is to provide staff-paid group voluntary benefits. Staff-paid group voluntary benefits are optional benefits offered to staff and their family members in the event of an accident, injury, illness or other qualifying event. This would be 100% paid by staff and act as a secondary form of health insurance coverage to provide payment when traditional health insurance doesn't cover deductibles, copays, or out-of-pocket expenses. The intent of staff-paid group voluntary benefits is to give staff the option to have secondary coverage to help reduce the financial burden generated by a HDHP.

The Office of Human Resources asked our benefits broker, Hays Companies, to conduct a request for proposal (RFP) on voluntary benefit offerings. Four finalists were considered, including AFLAC, VOYA, Unum and Guardian. Based on the review of responses received, Aflac was selected to be a provider of this staff-paid group voluntary benefit plan.

**Why AFLAC?**

- AFLAC is a highly respected organization
- Benefit premiums are the most cost effective of all competitors as determined in the RFP
- Inventors of the voluntary benefit
- Efficient claims processing

Aflac is proposing the following staff-paid group voluntary benefits be offered to our staff:

- **Accident Insurance:** If elected, this type of benefit acts as an extra layer of protection that pays the staff cash when they suffer an unexpected, qualifying accident. For example, if a staff was to be involved in a car accident, and elected accident insurance, Aflac would provide a cash payment to the employee to help pay for expenses associated with the accident. This could be in the form of out-of-pocket expenses, copays, premium deductibles, and prescription costs or other qualified expenses associated with the injury. See Appendix C for the full plan description.
- **Critical Illness Insurance:** If elected, this type of benefit assists the staff in covering medical expenses that may not be covered by the plan. For example, if a staff diagnosed with cancer was prescribed an experimental treatment that was not covered by the insurance plan, Aflac would provide a cash payment which the staff could use to cover expenses associated with that drug treatment or to help pay out-of-pocket expenses, copays, premium deductibles, prescription costs or other qualified expenses associated with the illness. See Appendix D for the full plan description.
- **Hospital Indemnity Insurance:** If elected, this type of benefit helps offset costs associated with a hospital stay if a staff suddenly becomes sick or injured. For example, if a staff is hospitalized due to an illness and exceeds the amount allowable by the insurance company for a hospital stay, hospital indemnity insurance if elected by the staff would assist in paying for expenses above and beyond what the insurance carrier covered related to that stay. Aflac would provide the staff a cash payment which could be used to cover the cost of deductibles, copays, or other qualified expenses associated with the hospital stay like travel to and from the hospital. See Appendix E for the full plan description.
- **Health Screening Benefit:** Each of the three optional benefits listed above (accident, critical illness and hospital indemnity) offer a \$50 payment to participants that elect coverage and complete an annual health screening. For example, a staff who elects all three benefits and completes a screening mammogram will receive \$150 from Aflac (\$50 for each benefit elected). This additional offering further supports the District's desire to educate employees and their family members on the importance of consumer-driven healthcare choices.

These voluntary benefits would be paid 100% by the staff; no cost would be passed to the District. Costs associated with each voluntary benefit are included in the attachments provided but are based on the employees age, coverage amount elected, dependents and number of voluntary benefits elected. There also is a discount applied if a staff elects two or more Aflac voluntary benefits.

See Appendix B including rates by coverage. Note, these rates will be further discounted based on how many coverages the staff elects.

#### **Benefit to Staff**

- **Choice:** The ability to choose the coverage that is right for their medical situation and financial need.
- **Cash pay outs:** Additional funds to help offset the cost of deductibles, copays, prescription costs or other related qualifying expenses either not covered by the medical plan or when plan limits have been reached.
- **Portability:** The ability to take the benefit with them and continue benefits at the group rate if they were ever to leave the District.

- No waiting period: Benefit eligibility is immediate.
- No pre-existing conditions: Pre-existing conditions are not excluded.

#### **Benefits to the District**

- **Staff paid premiums:** The District incurs no cost. The cost is paid 100% by the staff through premium deductions each pay period administered by KUSD payroll.
- **Flexible billing options:** The ability to determine billing criteria is set by the District.
- **Benefit enrollment platform:** As part of the voluntary benefits package, Aflac is offering the District a benefit enrollment platform at no cost. This is cost savings of approximately \$150,000. (Note, the District is currently researching software platforms for benefit enrollment. UHC is currently enrolling staff that are benefit eligible, however, UHC's online platform is being discontinued as of June 17, 2020).
- **Onsite Benefit Enrollers:** What is a benefit enroller? Benefit enrollers are a group of people who enroll staff in voluntary benefits in conjunction with Annual Enrollment either via an online tool, face-to-face meetings or telephonically. The cost for the enrollers is paid by the participants who enroll in voluntary benefits. A portion of the premium amount each enrolled staff has deducted from their pay check goes to pay the enroller's administration fee. The District does not pay for the benefit enroller service.
- **Recruitment and Retention:** Providing voluntary benefits to prospective staff may make the District stand out as an employer of choice. Offering voluntary benefits to current staff also functions as a retention tool, providing current staff benefit options which might not be offered at other districts or with other employers.

The chart below illustrates how open enrollment will be offered with and without a voluntary benefits plan which will be available to employees for the 2020 Open Enrollment period:

2020 Open Enrollment w/o Voluntary Plan	2020 Open Enrollment w/ Voluntary Plan
Town hall style meetings (webinar alternative)	Town hall style meetings (webinar alternative)
FAQs posted to HR benefits page	FAQs posted to HR benefits page
Did you know highlights created by HR	Did you know highlights created by HR
	One-on-one education with an Enroller

**See Appendix A for communication schedule and format**

#### **Next Steps**

1. Rollout all three options; Accident Insurance, Critical Illness Insurance and Hospital Indemnity Insurance offered by Aflac during open enrollment 2020.
2. Educate staff on how the voluntary benefits complement the current medical benefits the District offers, and how they might be used to reduce out-of-pocket costs.
  - a. Education will take the form of "town hall" style meetings (webinar alternative to be available if unable to meet face-to-face) during the open enrollment period where benefit plan representatives will be at each meeting to explain the benefits KUSD is offering staff.
  - b. FAQs will be created and posted on the HR site to explain how the District's benefits work, what action staff will need to take for 2020 open enrollment, and the concept of what an enroller is and how to contact one.

- c. The Office of Human Resources will create a weekly "Did You Know?" highlighting a particular benefit.
  - d. Each benefit eligible staff will meet with an "Enroller" to discuss the full complement of benefits offered by the District and UHC online tools.
3. Prior to the beginning of open enrollment, the concept of "Enrollers" will be explained to staff via all user email notification and the Torch. Staff will be given the opportunity to meet with Enrollers in person at predetermined locations by reserving a designated time slot. Staff will also be able to call a designated toll-free number which will be staffed by enrollers who will be able to walk the staff through the open enrollment process. Staff can ask the enrollers to capture their open enrollment elections, or staff can opt to make their own open enrollment selections through the open enrollment web site. The advantage of having Enrollers is the ability to educate staff on all benefits offered by the District, including the HDHP medical plan, HSA, and optional staff-paid benefits to supplement the plans. See Appendix A for schedule and method of communication to staff.
- a. Enrollers will be prepped and trained on KUSD's priorities. Enrollers will be able to assist with decision-support type questions using available tools from clients (spreadsheets, formal tools, or simple math), if any. This can be discussed on the front-end. However, because only one health plan is available now, counselors will be able to help staff plan for dollars to save into an HSA (as opposed to choosing between health plans, unless they are evaluating a spouse's plan). They can also be educated on, for instance, discussing family make-up and activities to help staff determine if, for instance, an Accident Plan or Hospital Indemnity plan might be better for them.
  - b. Staff who use enrollers can ask as few or many questions as they want.
  - c. Staff do not have to use the enrollers. We strongly encourage use of enrollers to provide the additional education piece our staff have expressed needing over the last year.
  - d. A web-based self-service option can be made available for staff who wish to enroll without enrollers. This will be an active enrollment and iBenefit will be creating the enrollment solution, therefore staff will use the tool provided by iBenefit to enroll.
4. An ongoing review of staff experience with the enrollers and the open enrollment process will be conducted via survey format. HR will review the survey results weekly during open enrollment. Following open enrollment, a survey will be conducted to solicit feedback about the 2020 open enrollment process as a whole.

#### **Recommendation**

Administration recommends the Board approve the addition of employee-paid group voluntary benefits offered by Aflac for all District employees for the 2020-21 benefit plan year.

Sue Savaglio-Jarvis  
Superintendent of Schools

Tarik Hamdan  
Chief Financial Officer

Lindsey O'Connor  
Chief of Human Resources

Kevin Neir  
HR coordinator

# Appendices

## A-E

## Appendix A

### Schedule of Staff Communication

Date	Communication Type
4/30/2020	Email to all staff regarding open enrollment and informational webinars
4/30/2020	Distribute flyers to the locations (if we are onsite)
4/30/2020	Open enrollment section on Intranet including webinar schedule and deadlines for enrollment is available for staff
5/6/2020	Email to all staff regarding open enrollment and informational webinars
5/6/2020	Video - what is an enroller? Available May 6 forward. Can be used for Open enrollment and new enrollments.
5/6/2020	Video - open enrollment - what changed? Available May 6 forward. Can be used for Open enrollment and new enrollments.
5/6/2020	Video - how does my health plan work? What is a HSA? Available May 6 forward. Can be used for Open enrollment and new enrollments.
5/8/2020	Intranet - open enrollment section updated
5/11/2020	Mailing to homes of all staff with open enrollment information
5/11/2020	Post on KUSD facebook
5/15/2020	Intranet - open enrollment section updated
5/18/2020	Email to all staff - Open Enrollment begins
5/18/2020	Post on KUSD facebook
5/22/2020	Intranet - open enrollment section updated
5/22/2020	Mailing to homes of all staff with open enrollment information
5/22/2020	Post on KUSD facebook
5/26/2020	Email to all staff - two more weeks of Open Enrollment
5/29/2020	Intranet - open enrollment section updated
5/29/2020	Post on KUSD facebook
6/1/2020	Email to all staff - last week of Open enrollment
6/4/2020	Post on KUSD facebook
6/4/2020	Email to all staff - deadline for open enrollment approaching
6/5/2020	Email to all staff - deadline for open enrollment approaching

## Critical Illness

## Appendix B

### Premium Rates

#### Employee Uni-Tobacco Monthly Premiums

Age	\$10,000	\$20,000	\$40,000
18-25	\$6.88	\$10.74	\$18.46
26-30	\$8.25	\$13.47	\$23.93
31-35	\$9.27	\$15.51	\$28.01
36-40	\$11.35	\$19.88	\$36.34
41-45	\$13.16	\$23.30	\$43.59
46-50	\$15.25	\$27.49	\$51.95
51-55	\$22.36	\$41.89	\$80.38
56-60	\$22.08	\$41.15	\$79.27
61-65	\$42.25	\$81.47	\$159.93
66+	\$71.98	\$140.94	\$278.85

#### Spouse Uni-Tobacco Monthly Premiums

Age	\$5,000	\$10,000	\$20,000
18-25	\$4.65	\$8.28	\$9.54
26-30	\$5.33	\$7.64	\$12.27
31-35	\$5.84	\$8.66	\$14.31
36-40	\$6.88	\$10.75	\$18.48
41-45	\$7.79	\$12.58	\$22.10
46-50	\$8.84	\$14.65	\$26.28
51-55	\$12.39	\$21.75	\$40.49
56-60	\$12.25	\$21.48	\$39.94
61-65	\$22.33	\$41.64	\$80.27
66+	\$37.20	\$71.38	\$139.73

## Accident Insurance

### Premium Rates

#### Monthly Premiums

Coverage	Premium
Employee	\$6.80
Employee and Spouse	\$12.00
Employee and Child(ren)	\$17.44
Family	\$22.64

## Appendix B

### Hospital Indemnity

#### Premium Rates

##### Monthly Premiums

Coverage	Premium
Employee	\$20.04
Employee and Spouse	\$40.22
Employee and Child(ren)	\$32.42
Family	\$52.60



## Benefits Proposal

This proposal has been  
prepared for:

Kenosha Unified School District

Presented by:

Aflac Group

Proposal State:

Wisconsin

Presentation Date:

03/20/2020

Expires on 06/30/2020



**Continental American Insurance Company (CAIC)**  
**A proud member of the Aflac family of insurers.**  
**Policy Form Series C70000**

## Plan Description

The Aflac Group Accident plan provides cash benefits *directly to your employees* (unless otherwise assigned) that help with out-of-pocket expenses - medical and nonmedical - associated with treatment in the event of a covered accident.

### Features and Plan Provisions (specific benefit provisions may vary by situs state)

<b>Benefit Amounts</b>	See Premium Rates and Plan Benefits for available options
<b>Coverage</b>	Non-Occupational
<b>Covered Insureds</b>	Available for all family members Spouse-only and Child-only coverage is not available
<b>Guaranteed-Issue</b>	The base accident product is always offered on a guaranteed-issue basis
<b>Enrollment Assumptions</b>	Enrollments take place once each 12-month period. Late enrollees cannot enroll outside of an annual enrollment period.
<b>Requirement for Group Billing</b>	To establish group billing, 25 distinct individuals must be paying premiums
<b>Payment Method</b>	Payroll Deducted
<b>Waiting Period</b>	There is no waiting period
<b>Benefit Reductions</b>	No reduction at any age
<b>Rate Guarantee</b>	3 Years
<b>Portability</b>	2019 Portability
<b>Eligibility</b>	Employees must be actively-at-work on the application date and the effective date. They must work at least 16 hours per week and have been continuously employed for the duration set by the employer. Seasonal and temporary employees are not eligible. Dependents are eligible, but only if the employee is eligible and participates.
<b>Successor Insured</b>	Included
<b>Successor Insured Waiver of Premium</b>	Not Included
<b>Issue Ages</b>	Employee: 18+ Spouse: 18+ Children: Under age 26
<b>Termination Age</b>	None
<b>Certificate Effective Date</b>	Coverage is effective on the billing effective date Note: Benefits are not payable for accidents that occurred prior to the effective date of coverage

## Plan Benefits

(Benefit provisions may vary by situs state)

Initial Accident Treatment Category - Mid (Custom)				Employee	Spouse	Child
<b>Initial Treatment - once per accident, within 7 days of the accident</b>						
ER/Urgent Care				\$150	\$150	\$150
ER/Urgent Care with X-Ray				\$200	\$200	\$200
Doctor's Office				\$75	\$75	\$75
Doctor's Office with X-Ray				\$100	\$100	\$100
<b>Ambulance - within 90 days of the accident</b>						
<b>Maximum number of payments per covered accident: No Maximum</b>						
Ground				\$300	\$300	\$300
Air				\$900	\$900	\$900
<b>Major Diagnostic Testing - within six months of the accident</b>						
<b>Maximum number of diagnostic tests per covered accident: 1</b>						
Blood/Plasma/Platelets - within six months of the accident				\$250	\$250	\$250
<b>Maximum number of days per covered accident: 3</b>						
Concussion - once per accident, within six months of the accident				\$100	\$100	\$100
Coma - once per accident				\$250	\$250	\$250
<b>We will pay the amount shown if the insured is in a coma lasting 30 days or more as a result of a covered accident</b>						
				\$5,000	\$5,000	\$5,000
<b>Burns - once per accident, within six months of the accident</b>						
<b>Second Degree Burns</b>						
Less than 10%				\$40	\$40	\$40
At least 10%, but less than 25%				\$80	\$80	\$80
At least 25%, but less than 35%				\$200	\$200	\$200
35% or more				\$400	\$400	\$400
<b>Third Degree Burns</b>						
Less than 10%				\$400	\$400	\$400
At least 10%, but less than 25%				\$2,000	\$2,000	\$2,000
At least 25%, but less than 35%				\$4,000	\$4,000	\$4,000
35% or more				\$8,000	\$8,000	\$8,000
<b>Emergency Dental Work - once per accident, within six months of the accident</b>						
Repair with Crown				\$120	\$120	\$120
Extraction				\$30	\$30	\$30
Eye Injury - removal of a foreign body				\$175	\$175	\$175
<b>Dislocations - once per accident, within 90 days of the accident</b>						
Dislocation Schedule	Open Reduction			Closed Reduction		
	Employee	Spouse	Child	Employee	Spouse	Child
Hip	\$4,500	\$4,500	\$4,500	\$2,250	\$2,250	\$2,250
Knee	\$2,925	\$2,925	\$2,925	\$1,462.50	\$1,462.50	\$1,462.50
Shoulder	\$2,250	\$2,250	\$2,250	\$1,125	\$1,125	\$1,125
Foot/Ankle	\$1,800	\$1,800	\$1,800	\$900	\$900	\$900
Hand	\$1,575	\$1,575	\$1,575	\$787.50	\$787.50	\$787.50
Lower Jaw	\$1,350	\$1,350	\$1,350	\$675	\$675	\$675
Wrist	\$1,125	\$1,125	\$1,125	\$562.50	\$562.50	\$562.50
Elbow	\$900	\$900	\$900	\$450	\$450	\$450
Finger/Toe	\$360	\$360	\$360	\$180	\$180	\$180
<b>Lacerations - once per accident, within 7 days of the accident</b>						
<b>Lacerations requiring stitches</b>						
Under 5 centimeters				\$75	\$75	\$75
5 to 15 centimeters				\$300	\$300	\$300
Over 15 centimeters				\$800	\$800	\$800
<b>Lacerations not requiring stitches</b>						
				\$37.50	\$37.50	\$37.50

Fracture - once per covered accident, within 90 days of the accident

Fracture Schedule	Open Reduction			Closed Reduction		
	Employee	Spouse	Child	Employee	Spouse	Child
Hip/Thigh	\$4,500	\$4,500	\$4,500	\$2,250	\$2,250	\$2,250
Vertebrae/Sternum	\$4,050	\$4,050	\$4,050	\$2,025	\$2,025	\$2,025
Pelvis	\$3,600	\$3,600	\$3,600	\$1,800	\$1,800	\$1,800
Skull (Depressed)	\$3,375	\$3,375	\$3,375	\$1,687.50	\$1,687.50	\$1,687.50
Leg	\$2,700	\$2,700	\$2,700	\$1,350	\$1,350	\$1,350
Forearm/Hand/Wrist	\$2,250	\$2,250	\$2,250	\$1,125	\$1,125	\$1,125
Foot/Ankle/Kneecap	\$2,250	\$2,250	\$2,250	\$1,125	\$1,125	\$1,125
Shoulder Blade/Collar Bone	\$1,800	\$1,800	\$1,800	\$900	\$900	\$900
Lower Jaw	\$1,800	\$1,800	\$1,800	\$900	\$900	\$900
Skull (Simple)	\$1,575	\$1,575	\$1,800	\$787.50	\$787.50	\$787.50
Upper Arm/Upper Jaw	\$1,575	\$1,575	\$1,575	\$787.50	\$787.50	\$787.50
Facial Bones (except teeth)	\$1,350	\$1,350	\$1,350	\$675	\$675	\$675
Vertebral Processes/Sacrum	\$900	\$900	\$900	\$450	\$450	\$450
Coccyx/Rib/Finger/Toe	\$360	\$360	\$360	\$180	\$180	\$180

Outpatient Surgery and Anesthesia (per day) - within one year of the accident

Performed in a Hospital or Ambulatory Surgical Center

\$200 \$200 \$200

Maximum number of payments per covered accident: No Maximum

Performed in a Doctor's Office, Urgent Care Facility or Emergency Room

\$25 \$25 \$25

Maximum number of payments per covered accident: 2

Inpatient Surgery and Anesthesia (per day) - within one year of the accident

\$500 \$500 \$500

Maximum number of payments per covered accident: No Maximum

Transportation - within six months of the accident

Maximum number of payments per covered accident: 3

Minimum Required Distance (miles): 100

Plane

\$250 \$250 \$250

Any ground transportation

\$100 \$100 \$100

(Surgical procedures may include, but are not limited to, surgical repair of: ruptured disc, tendons/ligaments, hernia, rotator cuff, torn knee cartilage, skin grafts, joint replacement, internal injuries requiring open abdominal or thoracic surgery, exploratory surgery (with or without repair), etc., unless otherwise noted due to an accidental injury.)

Hospitalization Category - Mid (Custom)	Employee	Spouse	Child
Hospital Admission (per confinement) - once per accident, within six months of the accident	\$900	\$900	\$900
Maximum number of admissions per covered accident: 1			
Hospital Confinement (per day) - within 6 months of the accident	\$150	\$150	\$150
Maximum days of confinement per covered accident: 365			
Hospital Intensive Care (per day) - within 6 months of the accident	\$150	\$150	\$150
Maximum days of confinement per covered accident: 30			
Family Member Lodging (per day) - within six months of the accident	\$150	\$150	\$150
Maximum days of lodging per covered accident: 30			
Minimum Required Distance (miles): 100			

After Care Category - Low-LT (Custom)	Employee	Spouse	Child
<b>Appliances - within six months of the accident</b>			
Cane	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Ankle Brace	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Walking Boot	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Walker	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Crutches	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Leg Brace	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Cervical Collar	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Wheelchair	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Knee Scooter	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Body Jacket	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
Back Brace	\$25	\$25	\$25
Maximum number of appliances per covered accident: No Maximum			
<b>Accident Follow-Up Treatment - within 6 months of the accident</b>			
Initial treatment is received within 7 days of the accident	\$25	\$25	\$25
Maximum number of visits per covered accident: 2			
<b>Rehabilitation Unit (per day)</b>			
Maximum number of days per confinement: 31	\$50	\$50	\$50
No more than 62 days total per calendar year for each insured			
<b>Therapy - beginning within 90 days of the accident</b>			
Initial treatment is received within 7 days of the accident	\$25	\$25	\$25
Maximum number of visits per covered accident: 10			

Life Changing Events Category - Low-LT (Custom)	Employee	Spouse	Child
<b>Paralysis - once per accident, diagnosed by a doctor within six months of the accident</b>			
Paraplegia	\$2,500	\$2,500	\$2,500
Quadriplegia	\$5,000	\$5,000	\$5,000
<b>Prostheses - once per accident</b>			
Maximum number of prosthetic devices per covered accident: 2	\$500	\$500	\$500
<b>Prosthesis Repair/Replacement - once per prosthetic device, within three years of initial Prosthesis payment</b>			
Residence/Vehicle Modification - once per accident, within one year of the accident	\$500	\$500	\$500

Wellness Rider - Low-LT	Employee	Spouse	Child
Amount paid will be based on the certificate year in which the wellness test was performed:			
Maximum number of payments per calendar year, per insured: 1			
Year 1 - Once per calendar year	\$30	\$30	\$30
Year 2 - Once per calendar year	\$30	\$30	\$30
Year 3 - Once per calendar year	\$30	\$30	\$30
Year 4 - Once per calendar year	\$30	\$30	\$30
Year 5 - Once per calendar year	\$30	\$30	\$30
Year 6+ - Once per calendar year	\$30	\$30	\$30

Organized Athletic Activity Rider	Employee	Spouse	Child
We will pay an additional percentage of the benefit amount payable under the Aflac Group Accident plan for covered accidental injuries sustained while participating in an organized athletic event.	10%	10%	10%

Please request a sample policy for full benefit provisions and descriptions.

## Premium Rates

### Monthly Premiums

#### Coverage

#### Premium

Employee	\$8.80
Employee and Spouse	\$12.00
Employee and Child(ren)	\$17.44
Family	\$22.64

## Multi-product Discount Premium Rates

### If two Aflac Group products are sold:

Premiums	
Coverage	Premium
Employee	\$8.58
Employee and Spouse	\$11.59
Employee and Dependent Child(ren)	\$16.82
Family	\$21.83

### If three or more Aflac Group products are sold:

Premiums	
Coverage	Premium
Employee	\$6.37
Employee and Spouse	\$11.22
Employee and Dependent Child(ren)	\$16.28
Family	\$21.14

The premium and product availability indicated in this proposal are subject to change as a result of final underwriting.



## Benefits Summary

*(Benefit provisions vary by state)*

### Initial Accident Treatment Category – Base Plan

#### Initial Treatment

Payable for initial treatment received under the care of a doctor. This benefit is not payable for treatment via telemedicine services.

#### Ambulance

Payable when an insured receives transportation by a professional ambulance service.

#### Major Diagnostic Testing

Payable when one of the following exams is performed in a hospital, doctor's office, medical diagnostic imaging center, or an ambulatory surgical center:

- Computerized Tomography (CT/CAT scan)
- Magnetic Resonance Imaging (MRI)
- Electroencephalography (EEG)

#### Emergency Room Observation

Payable when an insured receives treatment in a hospital emergency room and is held in a hospital for observation without being admitted as an inpatient.

#### Prescriptions

Payable when a prescription is filled that is ordered by a doctor, dispensed by a licensed pharmacist, and medically necessary for the care and treatment of the insured. Certain items are excluded from this benefit. See Master Policy for details.

#### Pain Management

Payable when an insured is prescribed and receives, in a doctor's office, a nerve ablation and/or block, or an epidural injection administered into the spine. This benefit is not payable for an epidural administered during a surgical procedure.

#### Blood/Plasma/Platelets

Payable when an insured receives blood, plasma, or platelets.

#### Concussion

Payable when an insured is diagnosed by a doctor with a concussion.

#### Traumatic Brain Injury (TBI)

Payable when an insured is diagnosed by a neurologist with a TBI. To qualify as a TBI, the neurological deficit must require treatment by a neurologist, and a prescribed course of physical, speech, and/or occupational therapy under the direction of a neurologist.

#### Burns

Payable when an insured is burned and then treated by a doctor. This benefit is payable according to the percentage of body burned.

#### Emergency Dental Work

Payable when an insured has an accidental injury to natural teeth.

#### Eye Injury

Payable for eye injuries requiring the removal of a foreign body by a doctor, with or without anesthesia.

#### Lacerations

Payable when an insured receives a laceration that is repaired by a doctor. Liquid skin adhesive will be paid as stitches.

#### Fractures

Payable when an insured fractures a bone and is treated by a doctor. For multiple fractures (more than one bone fractured in one accident), we will pay a maximum of 200% of the benefit amount for the bone fractured that has the highest dollar amount.

For a chip fracture (a piece of bone that is completely broken off near a joint), we will pay 25% of the amount for the affected bone. This benefit is not payable for stress fractures.

#### Dislocations

Payable when an insured dislocates a joint and is treated by a doctor. We will pay benefits only for the first dislocation of a joint. We will not pay for recurring dislocations of the same joint. If the insured dislocated a joint before the effective date of his certificate and then dislocates the same joint again, it will not be covered by the plan. For multiple dislocations (more than one dislocated joint in one accident), we will pay a maximum of 200% of the benefit amount for the joint dislocated that has the highest dollar amount. For a partial dislocation (joint is not completely separated, including subluxation), we will pay 25% of the amount for the affected joint.

#### Outpatient Surgery and Anesthesia

Payable for each day that an insured has an outpatient surgical procedure performed by a doctor in one of the facilities listed.

Surgical procedure does not include laceration repair. If an outpatient surgical procedure is covered under another benefit in the plan, we will pay the higher benefit amount.

#### Facilities Fee for Outpatient Surgery

Payable once per each Outpatient Surgery and Anesthesia Benefit (in a hospital or ambulatory surgical center).

#### Inpatient Surgery and Anesthesia

Payable for each day that an insured has an inpatient surgical procedure performed by a doctor. The surgery must be performed while the insured is confined to a hospital as an inpatient. If an inpatient surgical procedure is covered under another benefit in the plan, we will pay the higher of that benefit amount.



### **Transportation**

Payable for transportation when an insured is injured and requires doctor-recommended hospital treatment or diagnostic study that is not available in the insured's resident city.

## **Hospitalization Category**

### **Hospital Admission**

Payable when an insured is admitted to a hospital and confined as an inpatient. This benefit is not payable for confinement to an observation unit, for emergency room treatment, or for outpatient treatment.

### **Hospital Confinement**

Payable for each day that an insured is confined to a hospital as an inpatient. This benefit is payable for only one hospital confinement at a time even if caused by more than one covered accidental injury. This benefit is not payable for confinement to an observation unit or a rehabilitation facility.

### **Hospital Intensive Care**

Payable for each day an insured is confined in a hospital intensive care unit. We will pay benefits for only one confinement in a hospital intensive care unit at a time; even if it is caused by more than one covered accidental injury. This benefit is payable in addition to the Hospital Confinement Benefit.

### **Intermediate Intensive Care Step-Down Unit**

Payable for each day an insured is confined in an intermediate intensive care step-down unit. We will pay benefits for only one confinement in an intermediate intensive care step-down unit at a time, even if it is caused by more than one covered accidental injury. This benefit is payable in addition to the Hospital Confinement Benefit.

### **Family Member Lodging**

Payable for each night's lodging in a motel/hotel/rental property for an adult member of the insured's immediate family when the insured is confined to a hospital under the insured's treating doctor.

*If confinement benefits are paid, and the insured becomes confined again within six months because of the same or a related condition, it will be treated as the same period of confinement.*

## **After Care Category**

### **Appliances**

Payable when a doctor advises the insured to use a listed medical appliance as an aid in personal locomotion.

### **Accident Follow-Up Treatment**

Payable for doctor-prescribed follow up treatment for injuries received in a covered accident. Follow-up treatments may not include physical, occupational, or speech therapy, chiropractic and/or acupuncture procedures. See Master Policy for details.

### **Post-Traumatic Stress Disorder (PTSD)**

Payable when an insured is diagnosed with PTSD. An insured must meet the diagnostic criteria for PTSD, stipulated in the Diagnostic and Statistical Manual of Mental Disorders IV (DSM IV-TR), and be under the active care of either a psychiatrist or Ph.D.-level psychologist.

### **Rehabilitation Unit**

Payable when an insured receives treatment as an inpatient at a rehabilitation facility following an inpatient hospital confinement. This is not payable for the same days that the hospital confinement benefit is paid. The highest eligible benefit will be paid.

### **Therapy**

Payable when an insured has a covered doctor-prescribed therapy treatment.

### **Chiropractic or Alternative Therapy**

Payable when an insured has a covered therapy treatment due to injuries received in a covered accident.

## **Life Changing Events Category**

### **Dismemberment**

Payable when an insured loses a hand, foot or sight as the result of a covered accident. For Dismemberment definitions, see Master Policy. If the Dismemberment Benefit is paid and the insured later dies as a result of the same covered accident, we will pay the appropriate death benefit (if available), less any amounts paid under this benefit.

### **Paralysis**

Payable when an insured has permanent loss of movement of two or more limbs for more than 90 days (30 days in Utah) as the result of a covered accidental injury.

### **Prosthetics**

Payable when an insured receives a prosthetic device, prescribed by a doctor, as a result of a covered accidental injury. Prosthetic Device/Prosthetics means an artificial device designed to replace a missing part of the body. This benefit is not payable for hearing aids, wigs, or dental aids (to include false teeth), repair or replacement of prosthetic devices\* and/or joint replacements.

### **Prosthetics Repair/Replacement**

\* We will pay this benefit again once to cover the replacement of a prosthetic for which a benefit has been paid, provided the replacement takes place within three years of the initial benefit payment.

**Residence/Vehicle Modification**

Payable for a permanent structural modification to an insured's primary residence or vehicle when the insured suffers total and permanent or irrevocable loss of the sight of one eye, the use of one hand/arm, or the use of one foot/leg.

**Wellness Rider**

Payable when an insured has a covered test performed as the result of preventive care, including tests and diagnostic procedures ordered in connection with routine examinations.

**Organized Athletic Activity Rider**

With this rider, an additional percentage of the benefit amount is payable for covered accidental injuries sustained while participating in an organized athletic event. See Master Policy for Organized Athletic Activity definition.

## Limitations and Exclusions

*We will not pay benefits for accidental injury, disability, or death contributed to, caused by, or resulting from:*

- **War** - voluntarily participating in war, any act of war, or military conflicts, declared or undeclared, or voluntarily participating or serving in the military, armed forces, or an auxiliary unit thereto, or contracting with any country or international authority. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes voluntary participation in an insurrection, riot, civil commotion or civil state of belligerence. War does not include acts of terrorism.
  - In California: voluntarily participating in war, any act of war, or military conflicts, declared or undeclared, or voluntarily participating or serving in the military, armed forces, or an auxiliary unit thereto, or contracting with any country or international authority. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes voluntary participation in an insurrection or riot.
  - In Connecticut: voluntarily participating in war, any act of war, or military conflicts, declared or undeclared, or voluntarily participating or serving in the military, armed forces, or an auxiliary unit thereto, or contracting with any country or international authority. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes voluntary taking part in an insurrection, riot, civil commotion, or civil state of belligerence. (A riot can be defined as a public uproar, disturbance, or outbreak.) War does not include acts of terrorism.
  - In Idaho: participating in any war or act of war, declared or undeclared, or participating or serving in the armed forces or units auxiliary thereto. War also includes participation in a riot or an insurrection.
  - In Illinois: the statement "war does not include acts of terrorism" is not applicable
  - In Michigan: voluntarily participating in war or any act of war. War also includes voluntary felonious participation in an insurrection, riot, civil commotion, or civil state of belligerence. War does not include acts of terrorism.
  - In New Hampshire: voluntarily participating in war any act of war, declared or undeclared, or serving in the armed forces or an auxiliary unit thereto. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes voluntary participation in an insurrection or riot. War does not include acts of terrorism.
  - In North Carolina: War - voluntarily participating in war, any act of war, or military conflicts, declared or undeclared, or voluntarily participating or serving in the military, armed forces, or an auxiliary unit thereto, or contracting with any country or international authority. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes civil participation in an active riot. War does not include acts of terrorism.
- **Suicide** - committing or attempting to commit suicide, while sane or insane.
  - In Montana: committing or attempting to commit suicide, while sane
  - In Illinois, Michigan, and Minnesota: this exclusion does not apply
- **Sickness** - having any disease or bodily/mental illness or degenerative process. We also will not pay benefits for:
  - Allergic reactions
  - Any bacterial, viral, or microorganism infection or infestation or any condition resulting from insect, arachnid, or other arthropod bites or stings
    - In Illinois: any bacterial infection, except an infection which results from an accidental injury or an infection which results from accidental, involuntary, or unintentional ingestion of a contaminated substance; any viral or microorganism infection or infestation; or any condition resulting from insect, arachnid, or other arthropod bites or stings
    - In North Carolina: any viral or microorganism infestation or any condition resulting from insect, arachnid, or other arthropod bites or stings
  - An error, mishap, or malpractice during medical, diagnostic, or surgical treatment or procedure for any sickness
  - Any related medical/surgical treatment (in New Hampshire, medical/surgical care) or diagnostic procedures for such illness
- **Self-inflicted injuries** - injuring or attempting to injure oneself intentionally.
  - In Idaho: intentionally self-inflicting injury.
  - In Montana: injuring or attempting to injure oneself intentionally, while sane
  - In Michigan: this exclusion does not apply
- **Racing** - riding in or driving any motor-driven vehicle in a race, stunt show or speed test in a professional or semi-professional capacity.
  - In Idaho: this exclusion does not apply
- **Illegal Occupation** - voluntarily participating in, committing, or attempting to commit a felony or illegal act or activity, or voluntarily working at, or being engaged in, an illegal occupation or job.
  - In California, Nebraska and Tennessee: voluntarily participating in, committing, or attempting to commit a felony or voluntarily working at, or being engaged in, an illegal occupation or job.
  - In Connecticut: Felonious Occupation - voluntarily participating in, committing, or attempting to commit a felony.
  - In Illinois and Pennsylvania: committing or attempting to commit a felony or being engaged in an illegal occupation
  - In Michigan: voluntarily participating in, committing, or attempting to commit a felony, or being engaged in an illegal occupation
  - In New Hampshire: voluntarily participating in, committing, or attempting to commit a felony
  - In Idaho and South Dakota: this exclusion does not apply
  - In Ohio: Commission of or attempt to commit a felony, or being engaged in an illegal occupation.

- **Sports** - participating in any organized sport in a professional or semi-professional capacity for pay or profit.
  - In California and Idaho: participating in any organized sport in a professional capacity for pay or profit
- **Cosmetic Surgery** – having cosmetic surgery or other elective procedures that are not medically necessary or having dental treatment except as a result of a covered accident.
  - In Alaska, Massachusetts, and Montana: having cosmetic surgery, other elective procedures, or dental treatment except as a result of a covered accident.
  - In California: having cosmetic surgery or other elective procedures that are not medically necessary ("cosmetic surgery" does not include reconstructive surgery when the service is related to or follows surgery resulting from a covered accident); or having dental treatment except as a result of a covered accident..
  - In Idaho: having cosmetic surgery or other elective procedures that are not medically necessary or having dental treatment except as a result of a covered accident. Cosmetic surgery shall not include reconstructive surgery because of a Congenital Anomaly of a covered Dependent Child.
  - In New Hampshire: Cosmetic Surgery – having cosmetic surgery or other elective procedures that are not medically necessary except that "cosmetic surgery" shall not include reconstructive surgery, when such service is incidental to or follows surgery resulting from injury; or having dental care except as a result of a covered accident
- **Felony (In Idaho only)** – participation in a felony

**For 24-Hour Coverage, the following exclusions will not apply:**

- An injury arising from any employment.
- An injury or sickness covered by worker's compensation.
  - In North Carolina: services or supplies for the treatment of an occupational injury or sickness which are paid under the North Carolina workers' compensation act only to the extent such services or supplies are the liability of the employee, employer, or workers' compensation insurance carrier according to a final adjudication under the North Carolina Workers' Compensation Act or an order of the North Carolina Industrial Commission approving a settlement agreement under the North Carolina Workers' Compensation Act.

"Contributed to" language doesn't apply in Illinois

**Catastrophic Accident Rider Limitations and Exclusions**

We will pay the Catastrophic Accident Benefit once per lifetime for each insured covered under this rider. Refer to your certificate for other exclusions applicable to this coverage.

**Outpatient Doctor Treatment Benefit Rider**

The sickness exclusion above does not apply to this benefit.

**Sickness Rider Limitations and Exclusions**

**Pre-existing Condition Limitation**

We will not pay benefits for any loss resulting from or affected by a pre-existing condition if the loss occurs within the 12-month period after the rider effective date.

We will pay the Catastrophic Accident Benefit once per lifetime for each insured covered under this rider. Refer to your certificate for other exclusions applicable to this coverage.

Pregnancy is a "Pre-existing Condition" if conception was before an insured's effective date (except in Florida, North Carolina, Montana, and Wyoming)

**Pre-existing Condition Limitation in North Carolina**

We will not reduce or deny a claim for benefits for any loss that occurred more than twelve months after the effective date of coverage.

Coverage for these pre-existing conditions will only be excluded for a maximum period of twelve months from the effective date.

**Exclusions**

We will not pay benefits for a loss that is wholly or partly caused by or results from:

- Mental or emotional disorders without demonstrable organic disease.
  - In Montana, mental or emotional disorders, except for mental illness, without demonstrable organic disease.
- Alcoholism, drug addiction, or chemical dependency.

**Organized Athletic Activity Rider Limitation**

The Organized Athletic Activity Benefit is not payable for accidental injuries that are caused by or occur as a result of an insured's participating in any sport or sporting activity for wage, compensation, or profit, including officiating or coaching; or racing any type vehicle in an organized event (in Idaho, in a professional capacity). This benefit is also not payable for accidental injuries which occur during or are due to physical education classes (except in Idaho).

## Notices

This proposal is a brief description of coverage, not a contract. Read your policy and riders (as applicable) carefully for exact plan language, terms, and conditions.

If this coverage will replace any existing individual policy, please be aware that it may be in your employees' best interest to maintain their individual guaranteed-renewable policy.

For residents of New Mexico, we are required to administer some coverages in accordance with the minimum applicable standards of New Mexico law.

**Notice to Consumer:** The coverages provided by Continental American Insurance Company (CAIC) represent supplemental benefits only. They do not constitute comprehensive health insurance coverage and do not satisfy the requirement of minimum essential coverage under the Affordable Care Act. CAIC coverage is not intended to replace or be issued in lieu of major medical coverage. It is designed to supplement a major medical program. Lack of major medical coverage (or other minimum essential coverage) may result in an additional payment with your taxes.

Continental American Insurance Company (CAIC), a proud member of the Aflac family of insurers, is a wholly-owned subsidiary of Aflac Incorporated and underwrites group coverage. CAIC is not licensed to solicit business in New York, Guam, Puerto Rico, or the Virgin Islands. For groups situated in California, group coverage is underwritten by Continental American Life Insurance Company. For groups situated in New York, coverage is underwritten by American Family Life Assurance Company of New York. Continental American Insurance Company, Columbia, South Carolina

## Benefits Proposal

This proposal has been  
prepared for:  
Kenosha Unified School District

Presented by  
Aflac Group

Proposal State:  
Wisconsin

Presentation Date:  
01/24/2020

Expires on 06/30/2020



**Continental American Insurance Company (CAIC)**  
**A proud member of the Aflac family of insurers.**  
**Policy Form Series C21000**

## Plan Description

The Aflac Group Critical Illness Plan provides cash benefits when an insured person is diagnosed with a covered critical illness and these benefits are paid *directly to your employees* (unless otherwise assigned). The plan provides a lump-sum benefit to help with out-of-pocket medical expenses and the living expenses that can accompany a covered critical illness. It is also H.S.A.-compatible.

### Features and Plan Provisions (specific benefit provisions may vary by situs state)

<b>Benefit Amounts</b>	See Premium Rates and Plan Benefits for available options
<b>Spouse Coverage</b>	Up to 50% of the face amount elected by the employee
<b>Child Coverage</b>	Up to 50% of the face amount elected by the employee
<b>Guaranteed Issue Amounts</b>	<b>Employee:</b> Up to \$40,000 <b>Spouse:</b> Up to \$20,000 <b>Participation Requirement:</b> 0% <b>Guaranteed for 3 years</b>
<b>Requirement for Group Billing</b>	To establish group billing, 25 distinct individuals must be paying premiums
<b>Payment Method</b>	Payroll Deducted
<b>Pre-existing Condition Exclusion</b>	None
<b>Waiting Period</b>	There is no waiting period
<b>Benefit Reductions</b>	No reduction at any age
<b>Rate Guarantee</b>	3 Year(s)
<b>Portability/Continuation</b>	2019 Portability
<b>Rate Type</b>	Attained Age
<b>Eligibility</b>	<b>Work Week Hours:</b> Employee must work at least 16 hours per week <b>Length of Employment:</b> No minimum requirement; set by employer
<b>Waiver of Premium</b>	After 90 days of total disability for an employee due to a covered critical illness, we will fully waive all premiums for the duration specified in the certificate
<b>Successor Insured Waiver of Premium</b>	Not Included
<b>Separation Period - Additional Diagnosis/ Reoccurrence</b>	<b>Additional Diagnosis:</b> 6 consecutive months <b>Reoccurrence:</b> 6 consecutive months <i>(an insured must always be in complete remission and 12 months treatment-free to be eligible for the cancer benefit)</i>
<b>Successor Insured</b>	Included
<b>Issue Ages</b>	<b>Employee:</b> 18+ <b>Spouse:</b> 18+ <b>Children:</b> Under age 26
<b>Termination Age</b>	None
<b>Certificate Effective Date</b>	Coverage is effective on the billing effective date

## Plan Benefits

(Benefit provisions may vary by state)

Base Benefits	
Heart Attack (Myocardial Infarction)	100%
Sudden Cardiac Arrest	100%
Coronary Artery Bypass Surgery	25%
Major Organ Transplant*	100%
Bone Marrow Transplant (Stem Cell Transplant)	100%
Kidney Failure (End-Stage Renal Failure)	100%
Stroke (Ischemic or Hemorrhagic)	100%
*25% of this benefit is payable for Inaureds placed on a transplant list for a major organ transplant	
Cancer Benefits	
Cancer (Internal or Invasive)	100%
Non-Invasive Cancer	25%
Skin Cancer	\$250 per calendar year
Health Screening Benefit	
Health Screening (payable for employee and spouse only)	\$100 per calendar year
Additional Benefits	
Coma	100%
Severe Burns	100%
Paralysis	100%
Loss of Sight	100%
Loss of Speech	100%
Loss of Hearing	100%
Optional Benefits Rider	
Advanced Alzheimer's Disease	100%
Advanced Parkinson's Disease	100%
Benign Brain Tumor	25%
Progressive Diseases Rider	
Amyotrophic Lateral Sclerosis (ALS)	100%
Multiple Sclerosis (MS)	100%
Childhood Conditions Rider	
Cystic Fibrosis, Cerebral Palsy, Cleft Lip or Cleft Palate, Down Syndrome, Phenylalanine Hydroxylase Deficiency Disease (PKU), Spina Bifida, Type I Diabetes	50% of employee benefit
Autism Spectrum Disorder	\$3000

Please request a sample policy for full benefit provisions and descriptions.



## Premium Rates

### Employee Uni-Tobacco Monthly Premiums

Age	\$10,000	\$20,000	\$40,000
18-25	\$8.88	\$10.74	\$18.48
26-30	\$8.25	\$13.47	\$23.93
31-35	\$9.27	\$15.51	\$28.01
36-40	\$11.35	\$19.68	\$38.34
41-45	\$13.16	\$23.30	\$43.59
46-50	\$15.25	\$27.49	\$51.95
51-55	\$22.38	\$41.88	\$80.38
56-60	\$22.08	\$41.15	\$79.27
61-65	\$42.25	\$81.47	\$159.93
66+	\$71.98	\$140.94	\$278.88

### Spouse Uni-Tobacco Monthly Premiums

Age	\$5,000	\$10,000	\$20,000
18-25	\$4.85	\$8.28	\$8.54
26-30	\$5.33	\$7.64	\$12.27
31-35	\$5.84	\$8.08	\$14.31
36-40	\$6.88	\$10.75	\$18.48
41-45	\$7.79	\$12.58	\$22.10
46-50	\$8.84	\$14.65	\$26.28
51-55	\$12.39	\$21.75	\$40.48
56-60	\$12.25	\$21.48	\$39.94
61-65	\$22.33	\$41.94	\$80.27
66+	\$37.20	\$71.38	\$139.79

## Multi-product Discount Premium Rates

If two Aflac Group products are sold:

### Employee Uni-Tobacco Monthly Premiums

Age	\$10,000	\$20,000	\$40,000
18-25	\$6.67	\$10.42	\$17.91
26-30	\$8.00	\$13.07	\$23.21
31-35	\$8.99	\$15.05	\$27.17
36-40	\$11.01	\$19.09	\$35.28
41-45	\$12.77	\$22.91	\$42.28
46-50	\$14.80	\$28.68	\$50.40
51-55	\$21.89	\$40.44	\$77.86
56-60	\$21.42	\$39.91	\$76.60
61-65	\$40.88	\$79.03	\$155.13
66+	\$69.82	\$138.71	\$270.49

### Spouse Uni-Tobacco Monthly Premiums

Age	\$5,000	\$10,000	\$20,000
18-25	\$4.51	\$6.09	\$9.25
26-30	\$5.17	\$7.42	\$11.60
31-35	\$5.87	\$8.40	\$13.88
36-40	\$6.88	\$10.43	\$17.82
41-45	\$7.66	\$12.18	\$21.44
46-50	\$8.57	\$14.21	\$25.49
51-55	\$12.02	\$21.10	\$39.27
56-60	\$11.88	\$20.84	\$38.74
61-65	\$21.88	\$40.40	\$77.86
66+	\$38.08	\$69.23	\$135.84

## Multi-product Discount Premium Rates

If three or more Aflac Group products are sold:

### Employee Uni-Tobacco Monthly Premiums

Age	\$10,000	\$20,000	\$40,000
18-25	\$6.47	\$10.10	\$17.36
26-30	\$7.75	\$12.67	\$22.49
31-35	\$8.71	\$14.68	\$26.33
36-40	\$10.67	\$18.50	\$34.17
41-45	\$12.37	\$21.91	\$40.97
46-50	\$14.34	\$25.84	\$48.84
51-55	\$21.02	\$39.19	\$75.54
56-60	\$20.76	\$38.69	\$74.62
61-65	\$36.71	\$76.59	\$150.33
66+	\$67.66	\$132.48	\$262.12

### Spouse Uni-Tobacco Monthly Premiums

Age	\$5,000	\$10,000	\$20,000
18-25	\$4.37	\$6.90	\$8.97
26-30	\$5.01	\$7.19	\$11.53
31-35	\$5.46	\$8.16	\$13.45
36-40	\$6.47	\$10.10	\$17.37
41-45	\$7.32	\$11.61	\$20.77
46-50	\$8.31	\$13.77	\$24.71
51-55	\$11.84	\$20.45	\$38.09
56-60	\$11.62	\$20.19	\$37.66
61-65	\$20.99	\$39.16	\$76.46
66+	\$34.97	\$67.09	\$131.36

The premium and product availability indicated in this proposal are subject to change as a result of final underwriting.

## Benefits Summary

*(Benefit provisions vary by state)*

Where applicable, covered conditions must be caused by underlying diseases as defined in the plan. Benefits will be based on the face amount in effect on the critical illness date of diagnosis.

### **Initial Diagnosis+**

An insured may receive up to 100% of his face amount upon the diagnosis of a covered critical illness.

### **Additional Diagnosis+**

Once benefits have been paid for a covered critical illness, we will pay benefits for each different critical illness when the date of diagnosis is separated by at least 6 consecutive months.

### **Reoccurrence+**

Once benefits have been paid for a covered critical illness, benefits are payable for that same critical illness when the date of diagnosis is separated by at least 6 consecutive months.

+If the claim is for a cancer diagnosis, the insured must be treatment-free from cancer for at least 12 months and must be in complete remission before the date of a subsequent cancer diagnosis.

### **Health Screening Benefit**

The Health Screening Benefit is payable once per calendar year for health screening tests performed as the result of preventive care, including tests and diagnostic procedures ordered in connection with routine examinations. This benefit is payable for the covered employee and spouse. This benefit is not paid for dependent children. See Master Policy for the full list of covered health screening tests.

### **Additional Benefits**

Benefits for burns are only payable for burns due to, caused by, or attributed to, a covered accident.

Benefits for Coma, Paralysis, and Loss of Sight, Hearing or Speech are payable for loss due to a covered underlying disease or a covered accident.

### **Progressive Diseases Rider**

Benefits are payable if an insured is diagnosed with one of the diseases listed.

### **Childhood Conditions Rider**

Benefits are payable if a dependent child is diagnosed with one of the conditions listed.

\*Plan designs vary and appearance of benefit provisions here does not guarantee coverage.

## Limitations & Exclusions

### Cancer Diagnosis Limitation

Benefits are payable for cancer and/or non-invasive cancer as long as the insured:

- is treatment-free from cancer for at least 12 months before the diagnosis date; and
- is in complete remission prior to the date of a subsequent diagnosis, as evidenced by the absence of all clinical, radiological, biological, and biochemical proof of the presence of the cancer.

### Exclusions

We will not pay for loss due to:

- **Self-Inflicted Injuries** - injuring or attempting to injure oneself intentionally or taking action that causes oneself to become injured
- **Suicide** - committing or attempting to commit suicide, while sane or insane
- **Illegal Acts** - participating or attempting to participate in an illegal activity, or working at an illegal job
- **Participation in Aggressive Conflict** of any kind, including:
  - War (declared or undeclared) or military conflicts
  - Insurrection or riot
  - Civil commotion or civil state of belligerence
- **Illegal substance abuse**, which includes the following:
  - Abuse of legally-obtained prescription medication
  - Illegal use of non-prescription drugs

Diagnosis, treatment, testing, and confinement must be in the United States or its territories.

All benefits under the plan, including benefits for diagnoses, treatment, confinement and covered tests, are payable only while coverage is in force.

## Notices

This proposal is a brief description of coverage, not a contract. Read your policy and riders (as applicable) carefully for exact plan language, terms, and conditions.

If this coverage will replace any existing individual policy, please be aware that it may be in your employees' best interest to maintain their individual guaranteed-renewable policy.

For residents of New Mexico, we are required to administer some coverages in accordance with the minimum applicable standards of New Mexico law.

**Notice to Consumer:** The coverages provided by Continental American Insurance Company (CAIC) represent supplemental benefits only. They do not constitute comprehensive health insurance coverage and do not satisfy the requirement of minimum essential coverage under the Affordable Care Act. CAIC coverage is not intended to replace or be issued in lieu of major medical coverage. It is designed to supplement a major medical program.

**In Nevada:** This limited plan provides supplemental benefits only. It does not constitute comprehensive health insurance coverage (often referred to as "major medical coverage") and does not satisfy the requirement of minimum essential coverage under the Affordable Care Act.

**In New Mexico:** This type of plan is NOT considered "minimum essential coverage" under the Affordable Care Act and therefore does NOT satisfy the individual mandate that you have health insurance coverage. If you do not have other health insurance coverage, you may be subject to a tax penalty. Please consult your tax advisor.

**In Washington DC: NOTICE TO CONSUMER: THIS IS A SUPPLEMENTAL TO HEALTH INSURANCE AND IS NOT A SUBSTITUTE FOR MAJOR MEDICAL COVERAGE. LACK OF MAJOR MEDICAL COVERAGE (OR OTHER MINIMUM ESSENTIAL COVERAGE) MAY RESULT IN AN ADDITIONAL PAYMENT WITH YOUR TAXES. ALSO, THE BENEFITS PROVIDED BY THIS POLICY CANNOT BE COORDINATED WITH THE BENEFITS PROVIDED BY OTHER COVERAGE. PLEASE REVIEW THE BENEFITS PROVIDED BY THIS POLICY CAREFULLY TO AVOID A DUPLICATION OF COVERAGE.**

## Benefits Proposal

This proposal has been  
prepared for:

Kenosha Unified School District

Presented by:

Aflac Group

Proposal State:

Wisconsin

Presentation Date:

01/24/2020

Expires on 06/30/2020



**Continental American Insurance Company (CAIC)**  
**A proud member of the Aflac family of insurers.**  
Policy Form Series C80000

## Plan Description

The Aflac Group Hospital Indemnity Plan provides cash benefits *directly to your employees* (unless otherwise assigned) that help pay for some of the costs - medical and nonmedical - associated with a covered hospital stay due to a sickness or accidental injury.

### Features and Plan Provisions (specific benefit provisions may vary by situs state)

<b>Benefit Amounts</b>	See Premium Rates and Plan Benefits for available options
<b>Coverage</b>	Available for all family members Spouse-only and Child-only coverage is not available
<b>Guaranteed Issue Amounts</b>	Guaranteed-issue coverage is offered to all eligible applicants during the initial enrollment and for new hires thereafter. At the group's first anniversary, late enrollees are eligible to enroll on a guaranteed-issue basis.
<b>Enrollment Assumptions</b>	Enrollments take place once each 12-month period. Late enrollees cannot enroll outside of an annual enrollment period.
<b>Requirement for Group Billing</b>	To establish group billing, 25 distinct individuals must be paying premiums
<b>Payment Method</b>	Payroll Deducted
<b>Pre-existing Condition Exclusion</b>	12/12
<b>Pregnancy Limitation</b>	Yes
<b>Waiting Period</b>	There is no waiting period
<b>Benefit Reductions</b>	No reduction at any age
<b>Rate Guarantee</b>	3 Years
<b>Portability/Continuation</b>	2019 Portability
<b>Eligibility</b>	Employees must be actively-at-work on the application date and the effective date. They must work at least 16 hours per week. Seasonal and temporary employees are not eligible. Dependents are eligible, but only if the employee is eligible and participates.
<b>Successor Insured</b>	Included
<b>Successor Insured Waiver of Premium</b>	Not Included
<b>Issue Ages</b>	Employee: 18+ Spouse: 18+ Children: Under age 26
<b>Termination Age</b>	None
<b>Certificate Effective Date</b>	Coverage is effective on the billing effective date



## Plan Benefits

*(Benefit provisions may vary by situs state)*

### Hospitalization Benefits - Mid (Custom)

Hospital Admission (per confinement)	\$1,200
Once per covered sickness or accident per calendar year	
Hospital Confinement (per day)	\$150
Maximum confinement period: 31 days per covered sickness or covered accident	
Hospital Intensive Care (per day)	\$150
Maximum confinement period: 10 days per covered sickness or covered accident	

### Health Screening Benefit

Health Screening Benefit	\$50
Payable once per calendar year per insured.	

Please request a sample policy for full benefit provisions and definitions.

## Premium Rates

### Monthly Premiums

Coverage	Premium
Employee	\$20.04
Employee and Spouse	\$40.22
Employee and Child(ren)	\$32.42
Family	\$52.60

## Multi-product Discount Premium Rates

### If two Aflac Group products are sold:

Monthly Premiums	
Coverage	Premium
Employee	\$19.30
Employee and Spouse	\$39.00
Employee and Dependent Child(ren)	\$31.24
Family	\$60.94

### If three or more Aflac Group products are sold:

Monthly Premiums	
Coverage	Premium
Employee	\$18.80
Employee and Spouse	\$37.76
Employee and Dependent Child(ren)	\$30.54
Family	\$49.50

The premium and product availability indicated in this proposal are subject to change as a result of final underwriting.

## Benefits Summary

*(Benefit provisions may vary by state)*

### Hospitalization Benefits

#### Hospital Admission

Payable when an insured is admitted to a hospital and confined as an inpatient because of a covered accidental injury or because of a covered sickness. Not payable for confinement to an observation unit, or for emergency room treatment or outpatient treatment.

#### Hospital Confinement

Payable for each day that an insured is confined to a hospital as an inpatient as the result of a covered accidental injury or because of a covered sickness. If we pay benefits for confinement and the insured becomes confined again within six months because of the same or related condition, we will treat this confinement as the same period of confinement. This benefit is payable for only one hospital confinement at a time even if caused by more than one covered accidental injury, more than one covered sickness, or a covered accidental injury and a covered sickness.

#### Hospital Intensive Care

Payable for each day that an insured is confined in a hospital intensive care unit because of a covered accidental injury or because of a covered sickness. We will pay benefits for only one confinement in a hospital's intensive care unit at a time, even if it is caused by more than one covered accidental injury, more than one covered sickness or a covered accidental injury and a covered sickness. If we pay benefits for confinement in a hospital's intensive care unit and an insured becomes confined to a hospital's intensive care unit again within six months because of the same or related condition, we will treat this confinement as the same period of confinement. *This benefit is payable in addition to the Hospital Confinement Benefit.*

#### Intermediate Intensive Care Step-Down Unit

Payable for each day that an insured is confined in an intermediate intensive care step-down unit because of a covered accidental injury or because of a covered sickness. We will pay benefits for only one confinement in an intermediate intensive care step-down unit at a time, even if it is caused by more than one covered accidental injury, more than one covered sickness or a covered accidental injury and a covered sickness. If we pay benefits for confinement in a hospital's intermediate intensive care step-down unit and an insured becomes confined to a hospital's intermediate intensive care step-down unit again within six months because of the same or related condition, we will treat this confinement as the same period of confinement.

*This benefit is payable in addition to the Hospital Confinement Benefit.*

*Residents of Massachusetts are eligible for Hospital Admission, Hospital Confinement, Hospital Intensive Care, and Intermediate Intensive Care Step-Down Unit Benefits only.*

### Health Screening Benefit

Payable for health screening tests performed as the result of preventive care, including tests and diagnostic procedures ordered in connection with routine examinations. This benefit is payable for each insured.

## Limitations and Exclusions

*We will not pay for loss due to:*

- **War** - voluntarily participating in war, any act of war, or military conflicts, declared or undeclared, or voluntarily participating or serving in the military, armed forces, or an auxiliary unit thereto, or contracting with any country or international authority. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes voluntary participation in an insurrection, riot, civil commotion or civil state of belligerence. War does not include acts of terrorism (except in Illinois).
  - In California: voluntarily participating in war, any act of war, or military conflicts, declared or undeclared, or voluntarily participating or serving in the military, armed forces, or an auxiliary unit thereto, or contracting with any country or international authority. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes voluntary participation in an insurrection, or riot.
  - In Connecticut: a riot is not excluded.
  - In Idaho: participating in any war or act of war, declared or undeclared, or participating or serving in the armed forces or units auxiliary thereto. War also includes participation in a felony, riot, or insurrection.
  - In New Hampshire: voluntarily participating in war any act of war, declared or undeclared, or serving in the armed forces or an auxiliary unit thereto. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War also includes voluntary participation in an insurrection or riot. War does not include acts of terrorism.
  - In New Jersey: **WARNING:** Any person who includes any false or misleading information on an application for an insurance policy is subject to criminal and civil penalties
  - In Oklahoma: War, or any act of war, declared or undeclared, when serving in the military, armed forces, or an auxiliary unit thereto. (We will return the prorated premium for any period not covered by the certificate when the insured is in such service.) War does not include acts of terrorism.
- **Suicide** - committing or attempting to commit suicide, while sane or insane.
  - In Colorado, Missouri, Montana, and Vermont: committing or attempting to commit suicide, while sane.
  - In Idaho: committing or attempting to commit suicide, while sane or insane, or intentionally self-inflicting injury.
  - In Minnesota and Ohio: this exclusion does not apply.
- **Self-inflicted Injuries** - injuring or attempting to injure oneself intentionally.
  - In Missouri: injuring or attempting to injure oneself intentionally which is obviously not an attempted suicide.
  - In Colorado and Vermont: injuring or attempting to injure oneself intentionally, while sane.
  - In Idaho and Ohio: this exclusion does not apply
- **Racing** - riding in or driving any motor-driven vehicle in a race, stunt show or speed test in a professional or semi-professional capacity.
  - In Idaho and New Hampshire: this exclusion is not applicable
- **Illegal Occupation** - voluntarily participating in, committing, or attempting to commit a felony or illegal act or activity, or voluntarily working at, or being engaged in, an illegal occupation or job.
  - In California, Ohio, Nebraska and Tennessee: voluntarily participating in, committing, or attempting to commit a felony or voluntarily working at, or being engaged in, an illegal occupation or job.
  - In Connecticut and New Hampshire: voluntarily participating in, committing, or attempting to commit a felony.
  - In Illinois: committing or attempting to commit a felony or being engaged in an illegal occupation.
  - In Pennsylvania: committing or attempting to commit a felony, or being engaged in an illegal occupation.
  - In South Dakota: voluntarily committing a felony.
  - In Idaho and Maryland: this exclusion does not apply
- **Sports** - participating in any organized sport in a professional or semi-professional capacity.
  - In California: participating in any organized sport in a professional capacity
  - In Idaho: participating in any professional organized sport.
- **Custodial Care** - this is non-medical care that helps individuals with the basic tasks of everyday life, the preparation of special diets, and the self-administration of medication which does not require the constant attention of medical personnel.
  - In New Hampshire: this exclusion is not applicable

- **Treatment for being overweight, gastric bypass or stapling, intestinal bypass, and any related procedures, including any resulting complications.**
  - In Idaho and New Hampshire: this exclusion is not applicable
- **Services performed by a family member.**
  - In Idaho: Services performed by an immediate family member
  - In Arizona, New Hampshire and South Dakota: this exclusion does not apply.
- **Services related to sex or gender change, sterilization, in vitro fertilization, vasectomy or reversal of a vasectomy, or tubal ligation.**
  - In California, Washington D.C. and Washington: Services related to sterilization, in vitro fertilization, vasectomy or reversal of a vasectomy, or tubal ligation.
  - In Idaho and New Hampshire: this exclusion is not applicable
- **Elective Abortion - an abortion for any reason other than to preserve the life of the person upon whom the abortion is performed.**
  - In Tennessee, or if the pregnancy was the result of rape or incest, or if the fetus is non-viable.
  - In New Hampshire: this exclusion is not applicable
- **Dental Services or Treatment.**
  - In New Hampshire: this exclusion is not applicable
- **Cosmetic Surgery, except when due to:**
  - **Reconstructive surgery, when the service is related to or follows surgery resulting from a covered accidental injury or a covered sickness, or is related to or results from a congenital disease or anomaly of a covered dependent child.**
  - **Congenital defects in newborns**
    - In California: Cosmetic surgery, except when due to:
      - Reconstructive surgery, when the service is related to or follows surgery resulting from a covered accidental injury or a covered sickness or when it is performed to correct or repair abnormal structures of the body caused by congenital defects, developmental abnormalities, trauma, infection, tumors, or disease
      - Reconstructive surgery, when the service is related to or follows mastectomy or lymph node dissection. This includes surgery to restore and achieve symmetry for the patient incidental to a mastectomy.
    - In New Hampshire: this exclusion is not applicable
- In Maryland only: We will not pay benefits for any claim that the appropriate regulatory board determines were provided as a result of a prohibited referral as defined in 1-302 of the Health Occupations Article.
- In New Jersey, an Insured refers to a covered person
- **Pre-Existing Conditions Limitation**
  - Pre-existing Condition is a sickness or physical condition that existed within the 12-month period before the Insured's effective date. For the condition to be considered pre-existing, it must have resulted in the Insured's receiving advice, diagnosis, or treatment from a medical professional during this preceding time period. We will not pay benefits for any loss resulting from or affected by a Pre-existing Condition if the loss occurs within the 12-month period after the Insured's effective date. We will not reduce or deny a claim for benefits for any loss that occurred more than 12 months after the Insured's effective date on the grounds that it is caused by a Pre-Existing Condition.
- **Pregnancy Limitation**
  - Within the first nine months of the effective date of coverage, we will not pay benefits for a loss or injury that is caused by, or occurs as a result of, the Insured's pregnancy or childbirth. Loss or injury due to complications of pregnancy will be covered to the same extent as a covered sickness. After this coverage has been in force for nine months from the effective date of coverage, benefits for a loss or injury that is caused by, or occurs as a result of, the Insured's pregnancy or childbirth will be payable.

## Notices

This proposal is a brief description of coverage, not a contract. Read your policy and riders (as applicable) carefully for exact plan language, terms, and conditions.

If this coverage will replace any existing individual policy, please be aware that it may be in your employees' best interest to maintain their individual guaranteed-renewable policy.

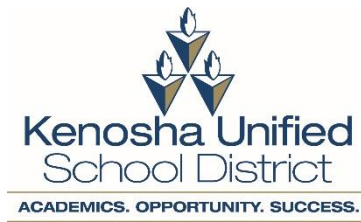
For residents of New Mexico, we are required to administer some coverages in accordance with the minimum applicable standards of New Mexico law.

**Notice to Consumer:** The coverages provided by Continental American Insurance Company (CAIC) represent supplemental benefits only. They do not constitute comprehensive health insurance coverage and do not satisfy the requirement of minimum essential coverage under the Affordable Care Act. CAIC coverage is not intended to replace or be issued in lieu of major medical coverage. It is designed to supplement a major medical program. Lack of major medical coverage (or other minimum essential coverage) may result in an additional payment with your taxes.

Continental American Insurance Company (CAIC), a proud member of the Aflac family of insurers, is a wholly-owned subsidiary of Aflac Incorporated and underwrites group coverage. CAIC is not licensed to solicit business in New York, Guam, Puerto Rico, or the Virgin Islands. For groups situated in California, group coverage is underwritten by Continental American Life Insurance Company. For groups situated in New York, coverage is underwritten by American Family Life Assurance Company of New York. Continental American Insurance Company, Columbia, South Carolina

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Monday, April 26, 2021

## DONATION TO THE DISTRICT

The District has received the following donation:

1. Norm Gentry donated plants, plant stands and flowers to the Indian Trail High School & Academy for their Graduation Ceremony. The estimated value of this donation is \$1, 171.

### 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

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Kenosha Unified School District  
Kenosha, Wisconsin

April 26, 2021

**Evaluation of Board of Education's Adherence to its Operating Principles**

Have we, by our actions tonight via our board operating principles, forwarded the mission, vision and goals of the district?

- Were we open and honest and used straight talk to increase clarity and focus?
- Did we: start/end on time, have a clear purpose/interactions/timeframe?
- Did we actively solicit others' ideas/perspectives and listen to each other with intent of understanding and learning?
- Did we agree to interrupt the negativity by: noting what is working, speaking what we have accomplished and acknowledging the contributions and accomplishments of others?
- Did we: check our alliances, disagreements, unhelpful stories at the door; assume a positive predisposition toward one another; and commit to our own participation?

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KENOSHA UNIFIED SCHOOL DISTRICT  
Kenosha, Wisconsin

April 26, 2021

**Tentative Schedule of Reports, Events,  
and Legal Deadlines for School Board**  
**April-May**

**April**

- April 2-11, 2021 – Spring Recess – Schools Closed
- April 13, 2021 – Standing Committee Meetings – 5:00, 6:00, 7:00 & 8:00 P.M. in ESC Boardroom and Virtual
- April 26, 2021 – Organizational Meeting & Regular School Board Meeting – 6:30 & 7:00 P.M. in ESC Boardroom & Virtual

**May**

- May 25, 2021 - Regular School Board Meeting – 7:00 P.M. in ESC Boardroom & Virtual
- May 28, 2021 – Half Day for Students and Instructional Staff
- May 31, 2021 – Memorial Day – District Closed

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