



**Kenosha Unified
School District**

ACADEMICS. OPPORTUNITY. SUCCESS.

**REGULAR BOARD MEETING
REVISED**

Tuesday, June 22, 2021

7:00 PM

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

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Regular Board Meeting
 Tuesday, June 22, 2021
 Educational Support Center
 3600 52nd St.
 Kenosha, WI 53144
 7:00 PM

I. Pledge of Allegiance	
II. Roll Call of Members	
III. Introduction, Welcome and Comments by Student Ambassador	
IV. Awards/Recognition	
• Wisconsin State PTA Reflections Creative Arts Competition	
V. Administrative and Supervisory Appointments	
VI. Superintendent's Report	
VII. Legislative Report	
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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

June 22, 2021

The Office of Human Resources recommends the following actions:

ACTION	LAST NAME	FIRST NAME	SCHOOL/DEPT	POSITION	STAFF	DATE	FTE
Appointment	Ade	Elizabeth	Curtis Strange Elementary School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Balian-Lewis	Samantha	Washington Middle School	Science	Instructional	08/26/2021	1
Appointment	Biddle	Analise	Tremper High School	Chemistry	Instructional	08/26/2021	1
Appointment	Bohaczek	Julie	Frank Elementary School	Cross Categorical	Instructional	07/29/2021	1
Appointment	Bosco	Anna	Harborside Academy	Interim Assistant Principal High School	AST	07/01/2021	1
Appointment	Bott	Dana	Pleasant Prairie Elementary School	Grade 4	Instructional	08/26/2021	1
Appointment	Bowen	Jacob	Harborside Academy	Library Media Specialist	Instructional	08/26/2021	1
Appointment	Bower	Heather	Bradford High School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Brookmann	Nathaniel	Department of Special Education	Speech Therapist	Instructional	08/26/2021	1
Appointment	Buntrock	Jennifer	Lance Middle School	Math	Instructional	08/26/2021	1
Appointment	Canfield	Kristin	Washington Middle School	English	Instructional	08/26/2021	1
Appointment	Carter	Stefanie	Roosevelt Elementary School	Grade 5	Instructional	08/26/2021	1
Appointment	Celebre	Haley	Mahone Middle School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Cervantes Contreras	Dulce	Lincoln Middle School	Spanish	Instructional	08/26/2021	1
Appointment	Dalton	Felicia	Office of Student Support	Social Worker	Instructional	08/26/2021	1
Appointment	Denio	Kristen	Whittier Elementary School	Grade 1	Instructional	08/26/2021	1
Appointment	Donovan	Margaret	Prairie Lane/McKinley Elementary Schools	Music	Instructional	08/26/2021	1
Appointment	Dorst	Christian	Lance Middle School	Science	Instructional	08/26/2021	1
Appointment	Duncan	Abigail	Indian Trail HS & Academy	English	Instructional	08/26/2021	1
Appointment	Eschbach	Abigail	McKinley Elementary School	Special Education	ESP	05/25/2021	1
Appointment	Escobedo Auces	Miguel	Bradford High School	Business	Instructional	08/26/2021	0.83
Appointment	Farwell-Sanchez	Lauren	Bradford High School	Famiy and Consumer Ed	Instructional	08/26/2021	1
Appointment	Flannery	Judith	Vernon Elementary School	Intervention Specialist	Instructional	08/26/2021	1
Appointment	Freeman	Aaron	Bullen Middle School	Dual Spanish	Instructional	08/26/2021	1
Appointment	Gaddy	Heather	Lincoln Middle School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Gardner	Nathan	Indian Trail HS & Academy	Instrumental Music	Instructional	08/26/2021	1
Appointment	Gloria	Bianca	KTEC West	Math	Instructional	08/26/2021	1
Appointment	Goedel	Jean	Bullen Middle School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Gonzalez	Mitzi	Lincoln Middle School	ESL Other Language	Instructional	08/26/2021	0.5
Appointment	Gowey	Rebecca	Vernon Elementary School	Grade 4	Instructional	08/26/2021	1
Appointment	Gregory	Alexis	Prairie Lane Elementary	Kindergarten	Instructional	08/26/2021	1
Appointment	Gregory	Hannah	Bradford High School	Chemistry/Biology Life Science	Instructional	08/26/2021	1
Appointment	Haithcock	William	School Leadership	Interim Chief of School Leadership	AST	07/01/2021	1
Appointment	Hale	Kora	Bullen Middle School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Hall	Bradley	Bradford High School	E.D.	Instructional	08/26/2021	1
Appointment	Hall	Leah	Washington Middle School	Science	Instructional	08/26/2021	1
Appointment	Haluska	Christopher	EBSOLA DL	Instructional Coach	Instructional	08/26/2021	1
Appointment	Hanson	Bergen	Lance Middle School	English	Instructional	08/26/2021	1
Appointment	Harbach	Analiesa	Fine Arts	Music	Instructional	07/29/2021	1
Appointment	Helminger	Sara	Office of Student Support	Social Worker	Instructional	08/26/2021	1
Appointment	Hernandez	Tiffany	Brass Community School	Grade 1	Instructional	08/26/2021	1
Appointment	Irwin	Grace	Department of Special Education	Speech Therapist	Instructional	08/26/2021	1
Appointment	Jones	Jared	Lincoln Middle School	Math	Instructional	08/26/2021	1

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The Office of Human Resources recommends the following actions:

Appointment	Jude	Joi	Lincoln Middle School	Math	Instructional	08/26/2021	1
Appointment	Kellner	Paul	Office of Student Support	Guidance/Comprehensive High School	Instructional	08/26/2021	1
Appointment	Kemnitz	Lauren	Jefferson Elementary School	Grade 4	Instructional	08/26/2021	1
Appointment	Kent	Jacey	Tremper High School	Physical Education	Instructional	08/26/2021	1
Appointment	Kern	Jennifer	Department of Special Education	Speech Therapist	Instructional	08/26/2021	1
Appointment	Knautz	Sarah	Southport Elementary School	Grade 1	Instructional	08/26/2021	1
Appointment	Koch	Michaela	McKinley Elementary School	Intervention Specialist	Instructional	08/26/2021	1
Appointment	Kosier	Jasmyn	Harborside Academy	Instrumental Music	Instructional	08/26/2021	1
Appointment	Kuzelka	Karen	Bradford High School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Lammert	Laura	Mahone Middle School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Landre	Lauren	Dimensions of Learning	Administrative Support (12 MO)	ASP	05/26/2021	1
Appointment	Lapcewich	Kathleen	Department of Special Education	Speech Therapist	Instructional	08/26/2021	1
Appointment	Lara	Cynthia	EBSOLA DL	Dual Spanish	Instructional	08/26/2021	1
Appointment	Larsen	Kayla	Bullen Middle School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Leyva	Mayra	EBSOLA DL	Dual Spanish	Instructional	08/26/2021	1
Appointment	Lopez	Maya	Lincoln Middle School	English	Instructional	08/26/2021	1
Appointment	Macareno	Danielle	Indian Trail HS & Academy	Spanish	Instructional	08/26/2021	1
Appointment	Macayeal	Deborah	Jefferson/Vernon Elementary Schools	Art	Instructional	08/26/2021	1
Appointment	Maier	Samuel	Harborside Academy	Biology/Life Science	Instructional	08/26/2021	1
Appointment	Margetson	Carla	Bradford High School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Martin	Jacob	Pleasant Prairie Elementary School	Grade 4	Instructional	08/26/2021	1
Appointment	Mattie	Candice	Grewenow Elementary School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Maxson	Michael	Tremper High School	Science	Instructional	08/26/2021	1
Appointment	Maydaniuk	Quinton	Bradford High School	Secondary School Support	Instructional	08/26/2021	1
Appointment	McDorman	Seth	Indian Trail HS & Academy	History	Instructional	08/26/2021	1
Appointment	Merritt	Allison	Bradford High School	Art	Instructional	08/26/2021	1
Appointment	Millard	Cassandra	Grewenow Elementary School	Grade 4	Instructional	08/26/2021	1
Appointment	Mooney	Kate	EBSOLA DL	Dual Spanish	Instructional	08/26/2021	1
Appointment	Musick	Seth	Hillcrest School	Science	Instructional	08/26/2021	1
Appointment	Nikula	Andrea	Southport Elementary School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Nora	Kristina	Nash Elementary School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Oehlberg	Joan	McKinley Elementary School	L.D.	Instructional	08/26/2021	1
Appointment	Perri	Annette	Grewenow Elementary School	Multi-Age K/1	Instructional	08/26/2021	1
Appointment	Perron	Daniel	Fine Arts	Middle School Orchestra/Elementary Orchestra	Instructional	08/26/2021	1
Appointment	Phillips	Ashley	Indian Trail HS & Academy	C.D.S.	Instructional	08/26/2021	1
Appointment	Poppy	Tahnee	Office of Student Support	Psychologist	Instructional	08/26/2021	1
Appointment	Riley	Alyssa	Grant Elementary School	Night Custodian Second Shift	Facilities	06/02/2021	1
Appointment	Rivera	Heidi	E-School	Night Custodian Second Shift	Facilities	06/01/2021	0.2
Appointment	Rosko	Ryleigh	Frank Elementary School	Grade 2	Instructional	07/29/2021	1
Appointment	Rossi	Daniel	Mahone Middle School	Social Studies	Instructional	08/26/2021	1
Appointment	Ruchti	McKenna	Stocker Elementary School	Grade 3	Instructional	08/26/2021	1
Appointment	Sabourin	Amanda	Lincoln Middle School	Social Studies	Instructional	08/26/2021	1
Appointment	Scewcuk	Marissa	Bullen Middle School	Business	Instructional	08/26/2021	1
Appointment	Schaefer	Lindsay	EBSOLA CA	ESL Other Language	Instructional	08/26/2021	1
Appointment	Schaefer	Halee	Lincoln Middle School	Social Studies	Instructional	08/26/2021	1
Appointment	Schmit	Taylor	Forest Park Elementary School	Elementary Principal	AST	07/01/2021	1

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The Office of Human Resources recommends the following actions:

Appointment	Schmitt	Eric	Reuther Central High School	Science	Instructional	08/26/2021	1
Appointment	Schoff	Jordan	Tremper High School	Math	Instructional	08/26/2021	1
Appointment	Schroeder	Alexandria	Bradford High School	Physical Education	Instructional	08/26/2021	1
Appointment	Schroeter	Aaron	Lakeview Technology Academy	Math/Biology Life Science	Instructional	08/26/2021	1
Appointment	Scott	Paul	KTEC West	Night Custodian Second Shift	Facilities	05/24/2021	1
Appointment	Sefcik	Brooke	Bullen Middle School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Seigworth	Emily	Brass Community School	Kindergarten	Instructional	08/26/2021	1
Appointment	Shanteau	Allison	Pleasant Prairie Elementary School	Art	Instructional	08/26/2021	1
Appointment	Sivia	William	Washington Middle School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Siwula	Laura	Brass Community School	Grade 4	Instructional	08/26/2021	1
Appointment	Snorek	Carrie	Whittier Elementary School	Kindergarten	Instructional	08/26/2021	1
Appointment	Soto	Taylor	Indian Trail HS & Academy	Biology/Life Science	Instructional	08/26/2021	1
Appointment	Springer	Dustin	Lakeview Technology Academy	Technology Education	Instructional	08/26/2021	0.83
Appointment	Stanfield	Holly	Bradford High School	Theater	Instructional	08/26/2021	0.51
Appointment	Stanko	Patricia	McKinley Elementary School	Library Media Specialist	Instructional	08/26/2021	1
Appointment	Stollenwerk	Megan	Somers Elementary School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Strangberg	Samantha	Nash Elementary School	Multi-Age 4/5	Instructional	08/26/2021	1
Appointment	Su	Beverly	Bradford High School	Art	Instructional	08/26/2021	0.83
Appointment	Sumpter	Ann	Office of Student Support	Guidance	Instructional	08/26/2021	1
Appointment	Swegle	Laurie	Southport Elementary School	Library Media Specialist	Instructional	08/26/2021	1
Appointment	Thomas	Mitchell	Frank Elementary School	Cross Categorical	Instructional	07/29/2021	1
Appointment	Timmer	Sara	Indian Trail HS & Academy	Physics/Chemistry	Instructional	08/26/2021	1
Appointment	Toney	Mercilie	Indian Trail HS & Academy	Assistant Principal High School	AST	07/01/2021	1
Appointment	Tortorella	Josephine	Bullen Middle School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Totin	Mary	Grant/Harvey Elementary Schools	Library Media Specialist	Instructional	08/26/2021	1
Appointment	Turek	Katherine	Lakeview Technology Academy	Math	Instructional	08/26/2021	1
Appointment	Urbanski	Brook	Bullen Middle School	Grade 6	Instructional	08/26/2021	1
Appointment	Vincent	Amanda	Brass Community School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Walberg	Caitlin	Office of Student Support	Guidance	Instructional	08/26/2021	1
Appointment	Walker	Diane	Lincoln Middle School	Science	Instructional	08/26/2021	1
Appointment	Weathersby	Tamara	Lincoln Middle School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Wertzler	Heidi	Whittier Elementary School	Grade 3	Instructional	08/26/2021	1
Appointment	Westhoff	Mark	Lincoln Middle School	Library Media Specialist	Instructional	08/26/2021	1
Appointment	Williams	Aaron	Teaching and Learning	Coordinator of Career and Tech Ed	AST	07/12/2021	1
Appointment	Williams	Mynida	Washington Middle School	Cross Categorical	Instructional	08/26/2021	1
Appointment	Wolchuk	Warren	Indian Trail HS & Academy	C.D.S.	Instructional	08/26/2021	1
Appointment	Worcester	Tamara	McKinley Elementary School	Kindergarten	Instructional	08/26/2021	1
Resignation	Anderson	Dana	Prairie Lane Elementary School	Special Education	ESP	06/08/2021	1
Resignation	Brandies	Rudy	Indian Trail HS & Academy	Night Custodian - Third Shift	Facilities	05/21/2021	1
Resignation	Coghlan	Bridget	Department of Special Education	Physical Therapist	Instructional	06/09/2021	1
Resignation	Darow	James	Tremper High School	Special Education	ESP	06/08/2021	1
Resignation	DeBruin	Katelyn	Office of Student Support	Guidance	Instructional	06/09/2021	1
Resignation	Dishno	Alyssa	Stocker Elementary School	Grade 4	Instructional	06/09/2021	1
Resignation	Duncan	Amanda	Mahone Middle School	Performing Arts	Instructional	06/09/2021	1
Resignation	Erickson	Emily	Office of Student Support	Psychologist	Instructional	06/09/2021	1
Resignation	Halonen	Desiree	Reuther Central High School	Math	Instructional	06/09/2021	1

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The Office of Human Resources recommends the following actions:

Resignation	Haut	Angela	Stocker Elementary School	ESL Other Language	Instructional	06/09/2021	1
Resignation	Heuser	Kristine	Lance Middle School	Science	Instructional	06/09/2021	1
Resignation	Hughes	Kristin	Grant Elementary School	Grade 3	Instructional	06/09/2021	1
Resignation	Lee	Trinity	Lincoln Middle School	Art	Instructional	06/09/2021	1
Resignation	Librizzi	Kortni	Forest Park Elementary School	E.C.	Instructional	06/09/2021	1
Resignation	Marshall	Cortney	Indian Trail HS & Academy	Security	ESP	05/28/2021	1
Resignation	Mellott-Grajera	Jacqueline	Southport Elementary School	Elementary Principal	Instructional	06/30/2021	1
Resignation	Meyer	Brittany	Wilson Elementary School	Grade 2	Instructional	06/09/2021	1
Resignation	Neiweem	Jessica	Harborside Academy	English	Instructional	06/09/2021	1
Resignation	Nelson	Melilssa	Department of Special Education	Speech Therapist	Instructional	06/09/2021	1
Resignation	Papalia-Beatty	Willa	EBSOLA CA	Physical Education	Instructional	06/09/2021	1
Resignation	Plants	Jennifer	Department of Special Education	Occupational Therapy	Instructional	06/09/2021	1
Resignation	Rabelhofer	Traci	Curtis Strange Elementary School	ESL Other Language	Instructional	06/09/2021	1
Resignation	Schilz	Patricia	Grewenow Elementary School	Library Media Specialist	Instructional	06/09/2021	1
Resignation	Schultz	Matthew	Lakeview Technology Academy	Technology Education	Instructional	06/09/2021	1
Resignation	Stone	Amber	Lincoln Middle School	Art	Instructional	06/09/2021	1
Resignation	Ustich	Sydney	Lance Middle School	English	Instructional	06/09/2021	1
Resignation	Weiser	Rebecca	Bullen Middle School	Math	Instructional	06/09/2021	1
Resignation	Welch	Jenna	Frank Elementary School	Special Education	ESP	06/08/2021	1
Resignation	Williamson	Chloe	Vernon Elementary School	E.C.	Instructional	06/09/2021	1
Retirement	Beth	Sharon	Lance Middle School	Intervention Specialist	Instructional	06/09/2021	1
Retirement	Guttormsen	Susan	Mahone Middle School	Grade 6	Instructional	06/09/2021	1
Retirement	Hammelev-Jones	Justine	Wilson Elementary School	Grade 4	Instructional	06/09/2021	1
Retirement	Hansche	Kelly	Information Services	Regional Tech Support Technician	AST	06/30/2021	1
Retirement	Johnson	Paul	Southport Elementary School	Head Custodian	Facilities	06/02/2021	1
Retirement	Johnson	Sylvia	Whittier Elementary School	Administrative Specialist (10 MO)	ASP	09/03/2021	1
Retirement	Marran	Laura	Brass Community School	E.C.	Instructional	06/09/2021	1
Retirement	Parise	Michael	Lakeview Technology Academy	Night Custodian - Second Shift	Facilities	08/23/2021	1
Retirement	Pearson	Diana	Dimensions of Learning	Elementary Principal	AST	06/30/2021	1
Retirement	Shapiro	Elika	Office of Student Support	Psychologist	Instructional	06/09/2021	1
Retirement	Youngerman	Denise	Office of Student Support	Psychologist	Instructional	06/09/2021	1

A SPECIAL MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD MAY 20, 2021

A special meeting of the Kenosha Unified School Board was held on Thursday, May 20, 2021, at 5:30 P.M. in the Board Meeting Room at the Educational Support Center. The purpose of this meeting was for Views and Comments by the Public and Discussion/Possible Action - Face Coverings and/or Quarantine Procedures for Students.

The meeting was called to order at 5:31 P.M. with the following members present: Mr. Price, Mr. Garcia, Mr. Battle, Ms. Stevens, Mrs. Modder, and Ms. Adams. Dr. Savaglio-Jarvis was also present. Mr. Wade was excused.

Ms. Adams, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District No. 1. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Views and comments were made by the public.

Mrs. Modder moved to extend the time allotted for views and comments. Mr. Garcia seconded the motion. Unanimously approved.

Views and comments by the public continued.

Dr. Savaglio-Jarvis introduced Mr. Kristopher Keckler, Chief Information Officer, and he gave a PowerPoint presentation entitled Stakeholder Survey for COVID Feedback which covered the following topics: COVID cases, KUSD COVID trend, COVID survey: participation, and count of responses.

Board members provided their views and comments in regards to facing coverings and quarantine procedures for students.

Mrs. Modder moved to modify the quarantine procedures for staff and students for summer programs as follows:

- When notice of a positive COVID case is received, KUSD will notify those impacted.
 - Those impacted include anyone in a classroom with and/or a close contact to a COVID-positive individual at or during a KUSD activity.
 - Close contact is defined as being within 3 feet of a COVID-positive individual for 15 minutes or more.
- Impacted individuals shall monitor for symptoms for 14 days from the date of exposure.
- Impacted individuals who stay symptom-free may remain in school.
- Impacted individuals who develop symptoms must quarantine for 10 days after symptom onset and will be encouraged to be tested.

Mr. Battle seconded the motion. Unanimously approved.

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

Meeting adjourned at 7:11 P.M.

Stacy Stephens
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD MAY 25, 2021

A special meeting of the Kenosha Unified School Board was held on Tuesday, May 25, 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. Price, Mr. Garcia, Mr. Battle, Ms. Stevens, Mrs. Modder, and Ms. Adams. Mr. Wade was excused. Attorney Lori Lubinsky (virtual) from Axley Brynson, LLP and Mr. Kevin Neir, Interim Chief of Human Resources, were also present.

Ms. Adams, 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.

Ms. Adams announced that an executive session had been scheduled to follow this special meeting for the purpose of Litigation, Personnel: Problems, Position Assignments, and Compensation and/or Contracts.

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

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

1. Litigation

Attorney Lubinsky updated board members on a potential litigation matter and sought direction from the board.

Attorney Lubinsky departed the meeting at 5:48 P.M.

Mr. Brian Knee, Litigation Manager at Community Insurance Corporation, arrived at 5:49 P.M. and updated board members on pending and potential litigation matters.

Mr. Knee departed the meeting at 6:27 P.M.

2. Personnel: Compensation

Mr. Neir updated board members on several compensation matters.

Mr. Hamdan arrived at 6:37 P.M.

Mr. Neir answered questions from board members and sought direction from the board.

Mr. Hamdan departed the meeting at 6:48 P.M.

3. Personnel: Problems

Mr. Neir updated board members on several employee relation cases and answered questions from board members.

Mr. Neir departed the meeting at 6:57 P.M.

Dr. Bethany Ormseth, Principal at LakeView Technology Academy, arrived 6:58 P.M.

Dr. Savaglio-Jarvis updated board members on a personnel matter. Due to time constraints, the Board indicated that the matter would need to be presented at a subsequent meeting.

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

Meeting adjourned at 7:01 P.M.

Stacy Stephens
School Board Secretary

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD MAY 25, 2021

A regular meeting of the Kenosha Unified School Board was held on Tuesday, May 25, 2021, at 7:00 P.M. in the Board Room of the Educational Support Center. Ms. Adams, President, presided.

The meeting was called to order at 7:08 P.M. with the following Board members present: Mr. Price, Mr. Garcia, Mr. Battle, Ms. Stevens, Mrs. Modder, and Ms. Adams. Dr. Savaglio-Jarvis was also present. Mr. Wade was excused.

Ms. Adams, 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.

There was not a student ambassador present.

Mrs. Tanya Ruder, Chief Communications Officer, presented the Future Business Leaders of America (FBLA) Regional and State Conferences awards and the State Cheerleading Event award.

Dr. Savaglio-Jarvis presented the following Administrative Appointments: Ms. Sarah Yee as Principal at Brompton, Mr. Trent Barnhart as Interim Principal at Harborside Academy, and Mr. Jason Creel as Interim Principal at LakeView Technology Academy.

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 Ms. Adams.

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 4/22/21 and 4/26/21 Special Meetings and Executive Sessions, 4/26/21 Organizational Meeting and 4/26/21 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:

“Check numbers 601479 through 602149 (net of voided batches) totaling \$3,182,746.10, and general operating wire transfers-out totaling \$3,710,424.37, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the April 2021 net payroll and benefit EFT batches totaling \$13,499,391.05, and net payroll check batches totaling \$5,400.47, be approved.”

Ms. Stevens moved to approve the consent agenda. Mr. Battle seconded the motion. Discussion followed.

Ms. Stevens requested an addendum be added to the Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations and Separations report to include early retirements and reasons for employees exiting the district. Administration noted the request.

Ms. Stevens’ motion to approve the consent agenda was unanimously approved.

Mrs. Modder presented Resolution 376 - Resolution of Appreciation to Tom Duncan which read as follows:

“WHEREAS, Tom Duncan was elected to the Board of Education of the Kenosha Unified School District in April 2018, and served faithfully and with honor for one, three-year term; and

WHEREAS, he held the positions of Board President and member during his tenure on the Board; and

WHEREAS, during his terms on the Board he chaired the Personnel Committee; as well as led the Planetarium Ad Hoc Committee; and

WHEREAS, under his leadership of the Planetarium Ad Hoc Committee, the rehab of the building was approved in November 2018, the committee fundraised a total of \$11,571 for new chairs and other updates, and the planetarium became a functioning educational tool for students in KUSD and beyond once again; and

WHEREAS, during his term the Board adopted the Board and Superintendent Team Charter; approved the renovation of the Bradford planetarium; approved new salary structures for all hourly employees in 2019; established Board Smart Goals; worked on and approved over the course of a one and a half year process Policies 4111 – Employee Anti-Harassment, 5110.1 – Student Equal Opportunity and Nondiscrimination in Education, 5110.2 – Nondiscrimination Guidelines Related to Students Who Are Transgender and Students Nonconforming to Gender Stereotypes and 5111 – Bullying; approved a Commitment to Equity; navigated a global pandemic through the approval and regular review of the Return 2020 plan; and

WHEREAS, he has been an advocate for the staff, students, families and taxpayers of the Kenosha community as he worked to ensure all students were provided excellent, challenging learning opportunities and experiences that prepare each student for success.

NOW, THEREFORE, BE IT RESOLVED, that the Kenosha Unified School District formally acknowledges and extends profound appreciation to Tom Duncan for his years of service and continued support of educating the children of our community; and

BE IT FURTHER RESOLVED, that a true copy of this resolution be spread upon the official minutes of the Board of Education, and that a signed copy be presented to Tom Duncan in recognition of his service to the Kenosha Unified School District.”

Ms. Stevens moved to approve Resolution 376 - Resolution of Appreciation to Tom Duncan. Mrs. Modder seconded the motion. Unanimously approved.

Mr. Price presented Resolution 377 – Resolution in Recognition of Juneteenth Independence Day 2021 which read as follows:

“WHEREAS, President Abraham Lincoln issued the Emancipation Proclamation on January 1, 1863, proclaiming all individuals enslaved in Confederate territory to be forever free, and ordered the Army and all parts of the executive branch to treat as free all those enslaved; and

WHEREAS, news of the end of slavery did not reach the State of Texas and other Southwestern states until months after the conclusion of the Civil War; and

WHEREAS, on June 19, 1865, Union soldiers, led by Major General Gordon Granger, arrived in Galveston, Texas, and enforced President Lincoln’s order, freeing slaves two and a half years after it was first decreed; and

WHEREAS, enslaved African Americans celebrated their freedom and June 19 became known as Juneteenth Independence Day and has served as inspiration and encouragement to future generations for more than 150 years – the oldest commemoration of history of abolition throughout the nation; and

WHEREAS, 46 states, the District of Columbia and countries throughout the world have designated Juneteenth Independence Day as a special day remembrance, reflection, and celebration across the state and the nation, a day to honor the elimination of slavery and to celebrate the proclamation of freedom; and

WHEREAS, the day honors the sacrifices made to realize freedom and educates others about the roles that African Americans have played in history and the ongoing fight for equality; and

NOW, THEREFORE, BE IT RESOLVED that the Kenosha Unified School Board recognizes the importance of Juneteenth Independence Day and supports the annual celebrations and the lessons they teach regarding the significant role African Americans have played in the history of the United States.

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

Ms. Stevens moved to approve Resolution 377 – Resolution in Recognition of Juneteenth Independence Day 2021. Mr. Battle seconded the motion. Unanimously approved.

Chris Smessaert and Michael Neuberger from Hays Companies gave a Benefit and Renewal Update via a PowerPoint presentation which covered the following topics: benefit overview, health plan overview, health plan renewal update, and additional considerations.

Dr. Savaglio-Jarvis presented the Adoption of Instructional Materials for Early Education submitted by Ms. Luanne Rohde, Director of Early Education; Mrs. Julie Housaman, Chief Academic Officer; and Dr. Savaglio-Jarvis, excerpts follow:

“This request to adopt and purchase early education instructional materials for early education aligns with Phase 3 of the Curriculum Development Cycle in Kenosha Unified School District Board of Education Policy 6300: Curriculum Development and Improvement (Appendix C).

The instructional materials review process began in February 2021 with a Request for Purchase, resulting in 11 responses from publishers. Based on the content of the proposals, seven were chosen for initial review, which was conducted February 19, 2021, through March 5, 2021. An invitation was sent to all early education teachers to review the materials and provide feedback. The Consumers Report was also reviewed (Appendix D) for each curriculum.

Based on the data from the in-depth review, two programs were selected as finalists. Representatives from both finalist programs were invited to present their program to early education teachers on April 16 and 23, 2021. Publishers also provided electronic links for the community to provide feedback using an electronic form from April 16 through April 25, 2021. Instructional staff members of the Curriculum/Program Standing Committee and community members were invited, via the Kenosha Unified media outlets and the Kenosha News, to review the materials and provide feedback (Appendix F). Early education staff were also provided electronic access to both programs and invited to submit their feedback using an electronic form (Appendix G).

After the community review period was complete, the team reviewed the feedback collected from the community and early education staff. A consensus process was used to make the final selection.

As a result of the in-depth review process, Creative Curriculum was selected as the core instructional program for the Kenosha Unified School District Early Education program. Creative Curriculum is a comprehensive early education program that provides developmentally appropriate instruction to the district’s youngest learners. Creative Curriculum has five fundamental principles that directly align with the Early Education Philosophy.

Creative Curriculum is a research-based curriculum that allows for learning across all domains of development and learning: social-emotional, physical, language, cognitive, literacy, math, social studies, science, and technology. There are ready-made units of study around topics that are meaningful and relevant to the children in the Early Education program. To support the teacher in providing an engaging and enriching learning experience for all children, each unit of study includes these materials: Intentional Teaching Experiences, Mighty Minutes, children's books, and book discussion cards. There are also many resources provided on line to support teachers with materials, resources, and professional development, which includes e-books and 14 additional studies that teachers can choose from. In addition, the digital library is constantly being updated to include more diverse representation of children and families.

Administration recommends that the Board of Education grant approval to purchase Creative Curriculum materials as outlined in this report (including Appendix G, showing that the purchase of 55 curriculum kits at a price of \$4,500 per curriculum kit and a seven-year teacher subscription for an estimated cost of \$247,500)."

Ms. Stevens moved to approve the purchase of the Creative Curriculum materials as outlined in the report (including Appendix G, showing the purchase of 55 curriculum kits at a price of \$4,500 per curriculum kit and a seven-year teacher subscription for an estimated cost of \$247,500). Mr. Garcia seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the COVID-19 Grade 12 Community Service Waiver submitted by Mrs. Kim Fischer, Regional Coordinator of Secondary Schools; Mr. Kristopher Keckler, Chief Information Officer; Ms. Susan Valeri, Chief of School Leadership; and Dr. Savaglio-Jarvis, excerpts follow:

"For the current school year, Kenosha Unified has worked to implement multiple educational offerings and considerations to best meet the needs of students and staff. Ensuring all students received a quality education was a primary objective, while still being mindful of the COVID related physical conditions and protocols. A year ago, KUSD implemented a number of COVID related waivers to address graduation concerns, similar to most every district in Wisconsin. These waivers benefited students in the midst of a global pandemic. One of those waivers was related to the 10 hours of community service each student must complete to graduate. As the 2020-21 academic year progressed, many of the typical and historical outlets did not have the opportunities for students to earn nor complete the Board required 10 hours of community service. The severely reduced service options has placed a strain on the ability for students to complete this requirement, though at no fault of their own. The Administration wishes to lift this burden for our students.

With graduation fast approaching, it would be prudent and reasonable to request a waiver related to the following: KUSD Policy 6456 Graduation Requirements; Minimum of 10 hours of Community Service for Cohort 2021 students or older.

This requirement is only a local KUSD requirement, meaning it is not driven by any state requirement, but would still need a Board approved waiver. Since this requirement was implemented years ago, no KUSD student has been denied a diploma solely on this item. As of April 14, 2021, there were only 801 of the 1,698 (47.2%) respective grade 12 students who had this requirement verified as completed. The full graduation policy can be located

here: (<https://www.kusd.edu/sites/default/files/documentlibrary/english/6456.pdf>), as well as attached as Appendix A.

High School Counselors will indicate this waiver (where applicable) for cohort 2021 (or older) students within the student information system. High schools will share this message with all respective students and parents.

Administration recommends that the School Board approve the waiver request for KUSD Policy 6456 Graduation Requirements: Minimum of 10 hours of Community Service for Cohort 2021 students or older at the May 25, 2021, regular School Board meeting.”

Ms. Stevens moved to approve the waiver request for Policy 6456 - Graduation Requirements: minimum of 10 hours of community service for cohort 2021 students or older. Mrs. Modder seconded the motion. Unanimously approved.

Mr. Hamdan presented the Fiscal 2021-2022 Budget Update submitted by himself and Dr. Savaglio-Jarvis, excerpt follow:

“While preliminary and subject to change as we navigate through this unprecedented time in our operations, the administration is providing the Board of Education with an early projected budget position for the upcoming FY 2021-22 budget with the information that we currently have available to us (Attachment A).

This preliminary projection conservatively assumes that relevant items contained in the pending State biennial budget will remain unchanged. However, proposed legislative actions may impact our district and they will be evaluated as the budget debate progresses.

At the State level, the Joint Committee on Finance (JCF) has started the process of reworking the budget introduced by Governor Evers. When the JCF’s work is done, the budget bill will move to each legislative house (Assembly and Senate) for additional amendments and approval. If the legislative houses can agree on a final version, it will then be sent back to the Governor. If the houses fail to agree, then a special conference committee made up of leaders from both houses will be formed to work out a compromise.

Once the final bill is in the Governor’s hands, he may sign it; let it take effect without signing it; veto it entirely, or use partial veto power to reduce spending or strike out language in the bill. Finally, the lawmakers have the opportunity to override the Governor’s vetoes by a two thirds vote. We hope for a final adopted State budget before the July 1st fiscal year start date, however, that is looking to be unlikely in the current environment.

In addition to potential legislative changes, variance in the projected student enrollment count will have an impact on our revenue limit authority and we will be demonstrating a few examples during the meeting this evening.

This preliminary projection assumes the following major items:

- Continued declining enrollment at 140 less FTE in the next 3rd Friday count;
- Health insurance premium increases by 9.5%;
- Salary schedule advancements for all regular FTE staff; and

- Consumer Price Index (CPI) increases of 1.23% for all FTE staff.
 - For illustrative purposes only as this item has yet to be determined.

This update is being provided to the Board of Education as an informational item only. The administration will continue to monitor the situation and will provide additional updates as needed.”

Mr. Hamdan demonstrated a few examples of potential legislative changes and how a variance in the projected student enrollment count would impact the revenue limit authority for board member awareness.

No action was taken on this item as it was presented for informational purposes only.

Dr. Savaglio-Jarvis presented the Open Enrollment Applications for School Year 2021-2022, submitted by Ms. Rohde; Mrs. Jenny Schmidt, Director of Special Education and Student Support; Ms. Valeri; Mrs. Housaman; Mr. Keckler; and Dr. Savaglio-Jarvis, excerpts follow:

“The Wisconsin Department of Public Instruction (DPI) requires school districts to allocate open enrollment allocations prior to the start of the open enrollment application period. The Wisconsin open enrollment application period began on February 1, 2021, and closed on April 30, 2021. Once the regular Open Enrollment process is over, students from a non-resident district may continue to apply for immediate admittance to a non-resident district if he/she meets one of the criteria as noted by the Alternative Open Enrollment Application process only if the board did not limit spaces for that applicable grade level.

At the January 26, 2021, Board of Education Regular Meeting the Kenosha Unified School Board formally affirmed the availability of spaces for both general and special education students seeking entrance into the Kenosha Unified School District under the Open Enrollment Statute for School Year 2021-22. The School Board affirmed the availability of a total 195 spaces, 40 of which were designated for selected special education programs/services.

After receiving applications from the state’s Open Enrollment Applications Log (OPAL) the Offices of Educational Accountability, School Leadership, Special Education/Student Support and Early Childhood conferred to match available District spaces to the application pool of requests made by candidates seeking entrance into KUSD. Additionally, guidelines concerning student enrollment preferences and sibling preferences were also revisited.

With the close of this year’s open enrollment application window by DPI on April 30, 2021, all students in the OPAL system were listed on a master roster in alphabetical order. Each student was then assigned an applicant sequence number with the first person listed on the roster being tagged as number one and the remaining students who were on the OPAL listing were also assigned a sequence number.

As allowed by Wisconsin statute and Board policy, preference was given to students currently attending Kenosha Unified and their siblings. Each student was provided a lottery

ranking even though a student's denial may have been recommended in the application review process. This is done because some special education or expulsion records may not have been received from the resident district at the time of the selection process. A lottery ranking selection process was conducted separately for each grade. If there are more applicants than spaces available at a given grade then lottery rank is used to select which student gets their preference. School placements are also made on a random basis when no school preference or restriction is indicated on the OPAL application.

On May 17, 2021, an enrollment lottery was conducted in the Office of Educational Accountability to assign petitioning students to available District spaces. A representative from the Kenosha Unified Information Services Department served as the "unbiased" witness to the student assignment process and drew lots during the lottery process.

Administration recommends approval of applicants identified as numbers: 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 13, 14, 15, 16, 17, 19, 21, 22, 24, 25, 26, 27, 30, 31, 32, 35, 38, 39, 43, 45, 47, 52, 54, 58, 59, 60, 63, 65, 66, 67, 68, 70, 74, 77, 78, 79, 80, 82, 83, 84, 85, 86, 87, 88, 93, 94, 95, 96, due to available space at the grade level, school requested and special education or related services required by the IEP.

Administration recommends denial of applicants identified as numbers: 8, 18, 20, 29, 33, 41, 44, 53, 55, 56, 69, 72, 73, 89, due to one of the following reasons: overcapacity at the grade level, special education related services required by the IEP, limitation of school requested, age ineligibility, habitual truancy, or expulsion in the current or preceding two years."

Mrs. Modder moved to approve applicants identified as numbers: 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 13, 14, 15, 16, 17, 19, 21, 22, 24, 25, 26, 27, 30, 31, 32, 35, 38, 39, 43, 45, 47, 52, 54, 58, 59, 60, 63, 65, 66, 67, 68, 70, 74, 77, 78, 79, 80, 82, 83, 84, 85, 86, 87, 88, 93, 94, 95, 96, due to available space at the grade level, school requested and special education or related services required by the IEP and deny applicants identified as numbers: 8, 18, 20, 29, 33, 41, 44, 53, 55, 56, 69, 72, 73, 89, due to one of the following reasons: overcapacity at the grade level, special education related services required by the IEP, limitation of school requested, age ineligibility, habitual truancy, or expulsion in the current or preceding two years. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Wireless Network High Density Expansion Project submitted by Ms. Angela Becker, Network Manager; Mr. Keckler; and Dr. Savaglio-Jarvis, excerpts follow:

"Kenosha Unified continues to support and improve the overall wireless network posture and coverage across all locations. The launch of the 1:1 program and increased need to have additional options for large open areas that support wireless connectivity have generated multiple building level requests for expansion. Namely, schools would like the ability to have a location that could handle more than a typical classroom number of students and mobile devices. Referred to as a high density area, where as each school and ESC will designate an area (i.e. auditorium, gym, multi-purpose room, etc.) that can physically handle a large number of students. This project will support the process of completing an on-site wireless audit, purchase the respective network devices, technical configurations, and installation. There are multiple benefits to outfitting such a space, but mainly to provide

schools and teachers and students with spacing and logistic alternatives beyond a classroom. Some of these benefits would allow students to join together for peer learning, support different staffing variations, launch large scale professional learning and deployment of assessments to larger groups of students.

The RFP was launched in March, and closed on March 19, 2021. Bids were reviewed and the selection was based on the vendor who could provide the best way to devise and build out these high density locations. Once board approved, each building administrator will identify one location within their campus for a high density wireless solution. The final cost is based on the hardware, the wireless audit and the installation. All of which depends on identification and resolving any installation obstacles.

The implementation of these high density locations and their opportunities correspond with recently available federal and state monies, some of which repeatedly speak to addressing increased networking needs at educational locations. 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 Network High Density Expansion Project in the amount of \$121,000, but could ultimately be \$210,000 based on identification of all installation obstacles.”

Ms. Stevens moved to approve the purchase contract with Advanced Wireless, Inc., for the Wireless Network High Density Expansion Project in the amount of \$121,000, but could ultimately be \$210,000 based on identification of all installation obstacles. Mr. Price seconded the motion. Unanimously approved.

Mrs. Modder presented the Donations to the District.

Mrs. Modder moved to approve the donations to the district as presented. Ms. Stevens seconded the motion. Unanimously approved.

Ms. Adams 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.

Ms. Stevens moved to adjourn the meeting. Mrs. Modder seconded the motion. Unanimously approved.

Meeting adjourned at 9:12 P.M.

Stacy Stephens
School Board Secretary

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Kenosha Unified School District
Kenosha, Wisconsin
Summary of Cash Receipts and Disbursements
June 22, 2021

CASH RECEIPTS	reference	total
May 2021 Wire Transfers-In, to Johnson Bank from:		
WI Department of Public Instruction	state aids register receipts	\$ 1,222,874.86
District Municipalities	tax settlement - May payment	12,126,331.75
Johnson Bank	account interest	145.19
Bankcard Services (MyLunchMoney.com)	food services credit card receipts (net of fees)	776.57
Bankcard Services (ShowTix4U)	fine arts ticket sales receipts (net of fees)	2,068.99
Bank (RevTrak)	district web store receipts (net of fees)	32,537.82
Retired & Active Leave Benefit Participants	premium reimbursements	26,531.14
Various Sources	small miscellaneous grants / refunds / rebates	31,337.12
Total Incoming Wire Transfers		13,442,603.44
May 2021 Deposits to Johnson Bank - All Funds:		
General operating and food services receipts	(excluding credit cards)	633,547.90
TOTAL MAY CASH RECEIPTS		\$ 14,076,151.34

CASH DISBURSEMENTS	reference	total
May 2021 Wire Transfers-Out, from Johnson Bank to:		
<i>Payroll & Benefit wires</i>		
Individual Employee Bank Accounts	net payrolls by EFT (net of reversals)	\$ 8,018,098.10
WI Department of Revenue	state payroll taxes	536,449.79
WI Department of Revenue	state wage attachments	2,444.73
IRS	federal payroll taxes	2,732,433.08
Delta Dental	dental insurance premiums	236,006.33
Diversified Benefits Services	flexible spending account claims	11,869.07
Employee Trust Funds	wisconsin retirement system	1,569,818.96
NVA	vision insurance premiums	20,849.98
Aflac	insurance premiums	46,813.93
Optum	HSA	327,479.60
Various	TSA payments	381,185.21
<i>Subtotal</i>		13,883,448.78
<i>General Operating Wires</i>		
US Bank	purchasing card payment-individuals	178,634.93 *
Kenosha Area Business Alliance	LakeView lease payment	16,666.67
Johnson Bank	banking fees	958.98
United Healthcare	health insurance premiums	3,399,773.76
<i>Subtotal</i>		3,596,034.34
Total Outgoing Wire Transfers		\$ 17,479,483.12
May 2021 Check Registers - All Funds:		
Net payrolls by paper check	Register# 01009DP, 01010DP 01811DP	\$ 36,349.02
General operating and food services	Check# 602150 thru Check# 603193 (net of void batches)	3,385,312.62
Total Check Registers		\$ 3,421,661.64
TOTAL MAY CASH DISBURSEMENTS		\$ 20,901,144.76

*See attached supplemental report for purchasing card transaction information

KUSD Purchasing Card Program - Individual Cardholders**Transaction Summary by Merchant**

Billing Cycle Ending May 17, 2021

Merchant Name	Total
FILTRATION CONCEPTS INC	\$ 12,872.63
RESTAURANTS & CATERING	\$ 12,854.51
3654 INTERSTATE	\$ 8,240.75
BUILDERS HARDWARE AND HOL	\$ 6,977.00
MARK'S PLUMBING PARTS	\$ 6,855.20
BUTTERS-FETTING	\$ 5,448.02
EVERWHITE CORPORATION	\$ 4,152.60
GRANITE VALLEY FOREST PRO	\$ 3,822.25
FOUNDATION BLDG 270	\$ 3,487.45
ULINE *SHIP SUPPLIES	\$ 3,191.21
HAJOCA KENOSHA PC354	\$ 3,135.93
MENARDS KENOSHA WI	\$ 3,008.40
KENOSHA HEATING AND COOLI	\$ 3,000.00
HIGHWAY C SERVICE INC	\$ 2,761.66
JOHNSON CONTROLS SS	\$ 2,690.58
INDUSTRIAL CONTROLS	\$ 2,500.28
INSTACART	\$ 2,447.64
B&H PHOTO 800-606-6969	\$ 2,319.77
DALE L PRENTICE CO.	\$ 2,259.61
GRAINGER	\$ 2,239.17
PBBS EQUIPMENT CORP	\$ 2,189.95
IN *A BEEP, LLC	\$ 2,077.20
KIMBALL MIDWEST PAYEEZY	\$ 1,891.03
HALLMAN LINDSAY PAINTS -	\$ 1,825.42
HILTI INC	\$ 1,796.01
HALOGEN SUPPLY COMPANY IN	\$ 1,692.76
PAT S SERVICES INC	\$ 1,625.00
FIRST SUPPLY KENOSHA	\$ 1,622.36
IN *EAGLE SPORTSCHAIRS LL	\$ 1,610.00
AIR FLOW INC	\$ 1,605.00
SAN-A-CARE	\$ 1,580.00
AMVAN, LLC	\$ 1,565.62
PROVANTAGE	\$ 1,516.64
HUDL	\$ 1,500.00
VEHICLE MAINT. & FUEL	\$ 1,494.57
VIRTUAL GAME SHOW	\$ 1,436.75
JOHNSTONE SUPPLY - RACINE	\$ 1,411.37
4IMPRINT	\$ 1,392.14
HYDRO-FLO PRODUCTS INC	\$ 1,389.45
YETI 1-833-225-9384	\$ 1,367.52
MYSTERY SCIENCE	\$ 1,249.00
STERICYCLE	\$ 1,245.11
SHIFFLER EQUIPMENT	\$ 1,126.62
LOWES #02560*	\$ 1,020.58
ALL STAR SPORTSWEAR	\$ 1,019.40
AMERICAN OUTFITTERS LTD	\$ 874.80
FASTENAL COMPANY 01WIKEN	\$ 865.02

KUSD Purchasing Card Program - Individual Cardholders**Transaction Summary by Merchant**

Billing Cycle Ending May 17, 2021

Merchant Name	Total
MICRO FORMAT	\$ 835.75
SHOWTIX4U* KENOSHA UNI	\$ 830.00
SWEETWATER SOUND	\$ 821.11
TOOLSOURCE.COM	\$ 809.06
TEACH 4 THE HEART	\$ 795.00
MARTIN PETERSEN COMPANY I	\$ 783.00
CAROLINA BIOLOGIC SUPPLY	\$ 761.35
SAMSClub.COM	\$ 737.34
THELEN MATERIALS LLC	\$ 730.17
CHESTER ELECTRONIC SUPPLY	\$ 711.11
SOLUTION TREE INC	\$ 706.91
KITCHEN CUBES	\$ 695.92
SAMS CLUB #6331	\$ 695.59
NAVIGATE360 LLC	\$ 695.00
WM SUPERCENTER #1167	\$ 670.05
PRAIRIE SIDE ACE HDWR	\$ 650.76
AMZN MKTP US*2L3CC3Y71	\$ 649.75
SHERWIN WILLIAMS 703481	\$ 640.42
MENARDS E-COMMERCE	\$ 637.21
COSTCO WHSE #1198	\$ 622.97
ROCKLER	\$ 589.71
CENTRAL SAW & MOWER	\$ 575.00
BAUDVILLE INC.	\$ 573.46
IN *AMERICAN LASER MARK I	\$ 573.40
KENOSHA PUB MUSEUM	\$ 568.00
DISCOUNTMUGS.COM	\$ 562.35
USPS.COM POSTAL STORE	\$ 544.55
HONORS GRADUATION	\$ 539.71
US CARGO CONTROL	\$ 513.70
WAL-MART #1167	\$ 504.16
BSN SPORTS LLC	\$ 486.70
KNOX COMPANY	\$ 486.00
IN *IMAGINE U, LLC	\$ 480.00
BESTBUYCOM806451922595	\$ 474.74
TRANE SUPPLY-116407	\$ 454.60
VIKING ELECTRIC-MILWAUKEE	\$ 452.62
CONCRETE SOLUTIONS AND SU	\$ 448.20
FASTSIGNS 301101	\$ 447.20
TOPPER MANUFACTURING	\$ 439.44
L2G*QUILL AND SCROLL- MEM	\$ 423.98
GFS STORE #1919	\$ 417.72
L AND S ELECTRIC INC	\$ 417.00
SQ *THE LETTERING MACHINE	\$ 409.20
AMZN MKTP US*AN5YQ84N3	\$ 402.16
SAMSClub #6331	\$ 396.55
IN *NC3	\$ 395.00
THE MATH LEARNING CENTER	\$ 390.00

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending May 17, 2021

Merchant Name	Total
ZOOM.US 888-799-9666	\$ 382.10
AMZN MKTP US*NI7TD8473	\$ 334.20
IN *ADS DISPOSAL	\$ 320.00
FEEL-GOOD TEACHING	\$ 319.92
ARNIES SCREEN PRINTING	\$ 315.00
THEROCKTOURNAMENTS.COM	\$ 311.70
SECURED ACCOUNT	\$ 309.93
AMZN MKTP US*AN79P7IA3	\$ 295.15
AMZN MKTP US*AM73I75Y3	\$ 288.00
AMAZON.COM*JS8C47IR3	\$ 286.10
LUBECLEAN SPENCER INTERN	\$ 275.01
BATTERIES PLUS #0561	\$ 273.56
NASSP PRODUCT & SERVICE	\$ 266.00
AMZN MKTP US*NT15104E3	\$ 263.86
AMZN MKTP US*GA5X39D23	\$ 250.60
GREENHECK FAN CORP	\$ 248.14
IKEA.COM 383062963	\$ 244.59
PAYPAL *GO4THEGOAL	\$ 240.00
SCHOLASTIC, INC.	\$ 236.32
AMZN MKTP US*SQ6434I73	\$ 230.00
STEIN'S GARDEN & HOME 14	\$ 220.75
GOLFDISCOUNT.COM	\$ 219.99
SOCIETYFORHUMANRESOURCE	\$ 219.00
SUPPLYHOUSE.COM	\$ 217.12
AT&T*BILL PAYMENT	\$ 215.35
FESTIVAL FOODS	\$ 215.24
AMERLIBASSOC ECOMMERCE	\$ 210.00
VISTAPR*VISTAPRINT.COM	\$ 206.51
NEW DIRECTIONS IN EDUC	\$ 199.00
BADGER THERMAL UNLIMITED	\$ 195.37
ISTE	\$ 195.00
JON DON ECOMM #999	\$ 189.79
SPEEDY METALS LLC	\$ 188.92
SQ *KENDORE LEARNIN	\$ 185.67
FACEBK ZVCT4Z6882	\$ 184.95
AIELLO MIDTOWN FLORIST IN	\$ 180.00
SHOWMARK MEDIA	\$ 178.50
STATE SUPPLY	\$ 175.64
GOODWAY TECHNOLOGIES	\$ 175.00
AMZN MKTP US*MY65F4H33	\$ 171.90
NAESP-PEAP	\$ 170.88
AMERICAN RED CROSS	\$ 170.00
WALMART.COM AX	\$ 169.85
TCT*ANDERSON'S	\$ 163.27
GARD SPECIALISTS CO INC	\$ 157.75
IN *KAIN ENERGY CORPORATI	\$ 149.35
AMAZON.COM*I17B41273 AMZN	\$ 144.96

KUSD Purchasing Card Program - Individual Cardholders**Transaction Summary by Merchant**

Billing Cycle Ending May 17, 2021

Merchant Name	Total
AMAZON.COM*P79WM1YC3	\$ 139.84
SPECTRUM	\$ 137.46
AMZN MKTP US*HP18S3RC3	\$ 137.14
PERSONALIZATION MALL	\$ 136.00
TARGET 00001529	\$ 132.70
MARSHALLS #0516	\$ 130.57
VIKING ELECTRIC - KENOSHA	\$ 130.22
PAYPAL *WISCONSINAS	\$ 128.00
GRAND APPLIANCE KENOSHA	\$ 128.00
ANIMOTO INC	\$ 126.00
JOSTENS EVENT MANAGEMT	\$ 125.00
HOTEL	\$ 124.00
UPBEAT MUSIC APP	\$ 124.00
AMZN MKTP US*LZ3IR6VV3	\$ 123.72
PICK N SAVE #874	\$ 123.34
SPOTIFY AD STUDIO	\$ 120.09
CROWN TROPHY	\$ 119.40
AMZN MKTP US*2L12D3EW2	\$ 119.18
AMAZON PRIME*SO4T72193	\$ 119.00
MEIJER # 292	\$ 118.94
PICK N SAVE #5874	\$ 118.35
SP * THE HONOR CORD CO	\$ 117.60
NAEYC	\$ 112.50
MOTION INDUSTRIES WI08	\$ 108.98
SMARTSIGN	\$ 107.85
EB WIBOSCOC TRAINING	\$ 107.72
MIDTOWN FLORIST	\$ 107.43
WWW.SHINDIGZ.COM	\$ 102.19
PIONEER FLORAL	\$ 100.23
BESTBUYCOM806451389544	\$ 99.16
STANFORD SCPD	\$ 99.00
WALMART.COM AU	\$ 98.50
SPORTSINFOMEDIA	\$ 98.00
IN *DOVER FLAG LLC	\$ 97.00
FIELD EDVENTURES (WWF)	\$ 90.00
AMZN MKTP US*2L00L6Z31	\$ 87.15
MENARDS KIRKSVILLE MO	\$ 84.78
E-CONOLIGHT	\$ 83.93
PAYPAL *LETTERINGMA	\$ 83.61
AMZN MKTP US*JK8SJ27H3	\$ 82.70
MICHAELS STORES 5018	\$ 82.44
KENOSHA APPLIANCE PARTS I	\$ 82.20
CVS/PHARMACY #08777	\$ 80.04
CDW GOVT #D126774	\$ 79.52
DESIGN AIR	\$ 78.78
PAYPAL *WISMATH WISMATH	\$ 75.00
CONCORD THEATRICALS CORP.	\$ 75.00

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending May 17, 2021

Merchant Name	Total
TITAN DISTRIBUTORS INC	\$ 74.99
AIRGAS USA, LLC	\$ 74.28
PLAYBILLONLINE	\$ 70.00
HOBBY LOBBY #350	\$ 69.80
BESTBUYCOM806453353694	\$ 68.56
AMZN MKTP US*F27PB9X13	\$ 67.92
SP * LUTEMA	\$ 66.56
PARKSIDE TRUE VALUE	\$ 65.20
WEBCONNEX LLC	\$ 64.35
ADOBE STOCK	\$ 63.28
MAILCHIMP	\$ 62.99
IN *KAPP KONCEPTS, INC./L	\$ 61.00
WALMART GROCERY	\$ 59.97
SP * SHELTER FITNESS	\$ 59.95
KRANZ INC.	\$ 59.71
AMZN MKTP US*ZY4AH8ZQ3	\$ 59.49
NSPRA	\$ 59.00
CERAMIC.SCHOOL	\$ 59.00
AVERY PRODUCTS CORPORATIO	\$ 56.25
AMZN MKTP US*2R9118LQ1	\$ 55.96
WRIST-BAND* WRIST-BAND	\$ 54.99
PIGGLY WIGGLY #344	\$ 53.57
PARTY CITY BOPIS	\$ 50.18
WAL-MART #1551	\$ 50.13
WPY*WISCONSIN ALLIANCE FO	\$ 50.00
UMSL MIMH	\$ 49.00
MSC	\$ 42.86
PARTY CITY 5174	\$ 42.44
DOLLAR TREE	\$ 42.22
AMZN MKTP US*SI5IV90C3	\$ 42.15
AMZN MKTP US*SI95F71M3	\$ 40.06
GLEN ERIN GOLF CLUB	\$ 40.00
BEST BUY 00011916	\$ 39.99
FIELDPRINT INC	\$ 39.00
SMK*WUFOO.COM CHARGE	\$ 39.00
MARSHALLS #155	\$ 38.92
BATH & BODY WORKS 4239	\$ 37.00
NNA SERVICES LLC	\$ 36.93
IN *THE POTTER'S SHOP	\$ 36.00
KENOSHA KINGFISH	\$ 36.00
AMZN MKTP US*2L0EH8SE0	\$ 35.84
CDW GOVT #9449044	\$ 35.60
SHERWIN WILLIAMS 703180	\$ 35.41
MPIX	\$ 35.32
OFFICEMAX/DEPOT 6358	\$ 35.20
PICK N SAVE #871	\$ 33.36
SQ *GORDON FOOD SERVICE S	\$ 31.99

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending May 17, 2021

Merchant Name	Total
V BELT GLOBAL SUPPLY	\$ 29.80
HOERNEL LOCK & KEY INC-KE	\$ 29.70
STATSMEDIC.COM	\$ 29.00
MEIJER # 284	\$ 27.50
USPS.COM CLICKNSHIP	\$ 26.35
MENARDS PLAINFIELD IL	\$ 26.35
ADOBE EXPORTPDF SUB	\$ 23.88
AMZN MKTP US*F29ED57M3	\$ 23.72
MIDCO 800-536-0238	\$ 23.21
FERGUSON ENT #1020	\$ 22.88
AMZN MKTP US*AV11X48J3	\$ 22.52
MUSIC GO ROUND #40112	\$ 19.99
SP * INSECT LORE	\$ 16.78
REGAL AWARDS UNLIMITED	\$ 15.08
AMZN MKTP US*NN3ST8OP3	\$ 13.70
TOWN & COUNTRY GLASS	\$ 11.62
TARGET.COM *	\$ 9.95
GROUPGREETING	\$ 4.99
APPLE.COM/BILL	\$ 2.99
AMZN MKTP US	\$ (44.30)
SQ *ANDREW MEIER PH	\$ (422.00)
EVERGREENEDGROUP	\$ (1,200.00)
US Bank Purchasing Card Payment - Individuals	\$ 178,634.93

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

June 22, 2021

Administrative Recommendation

It is recommended that the May 2021 cash receipt deposits totaling \$633,547.90, and cash receipt wire transfers-in totaling \$13,442,603.44, be approved.

Check numbers 602150 through 603193 (net of voided batches) totaling \$3,385,312.62, and general operating wire transfers-out totaling \$3,596,034.34, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the May 2021 net payroll and benefit EFT batches totaling \$13,883,448.78, and net payroll check batches totaling \$36,349.02, 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**

June 22, 2021

Head Start State Supplemental Grant – 2021-2022 School Year

The Head Start program provides comprehensive services in the areas of health, education, social services, and parent involvement for low-income preschool children and their families. This state grant provides funding for 59 high-risk children that will be three or four years of age on or before September 1, 2021. Funding for the Head Start State Supplemental Grant for the 2021-2022 school year is \$323,866. Funds will be utilized to serve the children and their families in all program component areas as required in the Head Start Act and the Head Start Performance Standards.

Grant Title

Head Start State Supplemental Grant

Funding Source

State of Wisconsin

Department of Public Instruction

Grant Time Period

July 1, 2021 to June 30, 2022

Purpose

This grant serves the social/emotional, academic, and health needs of low-income three and four year old children and their families. Children who qualify must reside within the boundaries of Kenosha Unified School District. Head Start provides the foundation for implementing systemic and integrated comprehensive child development services and family engagement efforts that lead to school readiness for young children and families. This supports stronger attendance rates, academic performance, and higher graduation rates in later years.

Number of Students Served

59 Eligible Head Start Students

Relationship to District Goals

The Head Start Approach to School Readiness means that children are ready for school, families are ready to support their children's learning, and schools are ready for children. Regulation 45 CFR Chapter XIII Part 1307 requires programs to establish school readiness goals that are appropriate for the ages and development of enrolled children. School readiness goals are defined as "the expectations of children's status and progress across the domains of language and literacy development, cognition and general knowledge, approaches to learning, physical health and well-being and motor development, and social and emotional development that will improve readiness for kindergarten goals" (Part 1307.2).

The school readiness goals for the Kenosha Unified School District Head Start are:

- Approaches to Learning: children will increasingly demonstrate self-control including controlling impulses, maintaining attention, persisting with activities, and using flexible thinking.
- Social and Emotional Development: children will appropriately express and respond to a broad range of emotions, including concern for others.
- Language and Literacy: children will increasingly match the amount and use of language required for different social situations and follow social and conversational rules.
- Cognition: children will demonstrate understanding of number names and order of numerals, the order of size or measures, the number of items in a set and use math concepts and language regularly during every day experiences.
- Perceptual, Motor and Physical Development: children will demonstrate use of small muscles for purposes such as using utensils, self-care, building, writing and manipulation.

Success in these areas will support each child's readiness for kindergarten. School readiness goals will be measured using the research-based assessment system My Teaching Strategies.

Fiscal Impact

See Attachment A: Fiscal Impact Statement.

Program Services

Funding received through the 2021-2022 Head Start State Supplement Grant will remain the same as the previous year. At this time no revisions to program services are anticipated. The number of Head Start children served will remain at 59 children. This state grant will cover the cost for:

- 1.6 teachers (percentages based upon Head Start vs. 4K enrollment in each class)
- 3 educational support professionals
- 1 family service provider
- 10% of the Data Specialist position
- Supplies

Evaluation Plan

- Semi-annual Program Report to the Policy Council and School Board.
- Progress toward KUSD Head Start school readiness goals will be monitored and included in the Semi-annual Program Report to the Policy Council and School Board.
- Semi-annual Program Plan Report to the Head Start Region V office in Chicago.
- Head Start monthly reports (HS 22) to the Policy Council and School Board.

Staff Persons Involved in Preparation of the Grant Application:

Luanne Rohde, Director of Early Education

Alex Haubrich, ERSEA Coordinator

Samantha McGovern, Education and Disabilities Coordinator

Sabrina Crouse, Health Coordinator
Katelyn DeBruin, Mental Health Coordinator

Administrative Recommendation

Administration recommends that the school board approve the 2021-2022 Head Start State Supplemental Grant in the amount of \$323,866.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Ms. Susan Valeri
Chief of School Leadership

Mr. Martin Pitts
Regional Coordinator of Leadership
and Learning Elementary

Ms. Luanne Rohde
Director of Early Education

Fiscal, Facilities and Personnel Impact Statement

Title: Head Start State Supplemental Grant

Budget Year: 2021-2022

Department: Early Education

Budget Manager: Luanne Rohde

REQUEST

Approval from the Board of Education is requested to submit and implement the Head Start State Supplemental Grant for the 2021-2022 school year. The funding for this grant is \$323,866. It is designed to supplement operating costs for the Kenosha Unified School District Head Start Program.

RATIONALE/ INSTRUCTIONAL FOCUS

This grant serves the social/emotional, academic, and health needs of low-income three and four year old children and their families. Children who qualify must reside within the boundaries of Kenosha Unified School District. The Head Start approach provides a foundation for implementing systemic and comprehensive child development services and family engagement efforts that lead to school readiness for young children. This supports stronger attendance rates, academic performance, and higher graduation rates in later years.

IMPACT

This supplemental grant will provide:

- Funding for staffing (1.6 teachers, 3 educational support professionals) to serve 59 children within the requirements of the Head Start Performance Standards and Head Start Act.
- Funding for Head Start support staff (1 Family Service Provider) for Head Start families
- Funding 10% of Data Specialist to track data on State Head Start students
- Funding for supplies for Head Start children (ie diapers, classroom materials, paper, copy costs, field trip costs)

BUDGET IMPACT

Object Level	Descriptive	Amount
100's	Salaries	\$196,735
200's	Fringes	\$126,093
300's	Purchased Services	\$0.00

400's	Non-Capital Objects	\$1,038
500's	Capital Objects	\$0.00
	TOTAL	\$323,866

This is a ☐ one-time or a ☒ recurring expenditure

FUNDING SOURCES

Select Funding Sources:

Head Start State Supplemental Grant

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KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

June 22, 2021

EDUCATION FOR EMPLOYMENT PLAN

Background

The Wisconsin Department of Public Instruction (DPI) has revised the Education for Employment (E4E) administrative rule (or Chapter PI 26) (Appendix A). The purpose of Education for Employment programs is to prepare elementary and secondary pupils for employment, to promote cooperation between business and industry and public schools, and to establish a role for public schools in the economic development of Wisconsin. School boards and districts must adhere to the following guidelines:

- Provide academic and career planning (ACP) services to students in grades 6 through 12.
- Develop an Education for Employment plan with the school district staff and community stakeholders.
- Publish the plan on the school district's website.
- Review the plan annually.

The E4E plan shall include:

- Local, regional, and state labor market needs.
- Education and training requirements for occupations that will fill labor market needs.
- Process to engage parents regarding ACP services provided and opportunities to participate.
- Description of career and technical (CTE) programming available, staff professional development for ACP delivery, and how the school district will meet E4E program requirements.
- Strategy to engage business, postsecondary education, and workforce development.

The services shall provide information and opportunities that lead to:

- Career awareness in elementary school.
- Career exploration in middle and high school.
- Career planning and preparation in high school that includes:
 - Career research;
 - School-supervised work-based learning experiences;
 - Career decision making;
 - Application of academic skills, technologies, economics, and entrepreneurship;
 - Personal financial literacy;
 - CTE opportunities;
 - Labor market information; and
 - Employability skills.

The district ACP leadership team had provided guidance on the implementation and input on marketing and communication information to schools, students, and families. In 2020 the leadership shifted to school teams. School teams were led by a school administrator and assembled at each middle and high school with the expectation to meet four times annually and to document meeting minutes.

This review is an information update to the school board about Kenosha Unified School District's Education for Employment Plan as required by Wisconsin Administrative Code PI 26.03.

Kenosha Unified School District Education for Employment Plan

Kenosha's plan provides students, parents, and community members with an understanding of learning outcomes and the implementation of E4E programs and services in the district. The objectives listed in the related legislation (WI PI 26.03) include:

- Preparing all students for future employment;
- Ensuring technical literacy to promote lifelong learning;

- Promoting good citizenship;
- Promoting cooperation among business, industry, labor, post-secondary schools, and public schools; and
- Establishing a role for public schools in the economic development of Wisconsin.

A student's pathway to a career includes all relevant learning experiences that help to inform his/her investment in postsecondary education or training; and it positions the student for success in a career of interest.

As Kenosha Unified School District continues to update its Education for Employment plan each year, the economic growth in Kenosha County (regionally and in the state) is studied. Some of the major developments in Kenosha are industrial, healthcare, housing, and retail. It is important that economic development continues to be shared with staff and students so that students are being educated about labor market needs and educational and training requirements for occupations that will fill those needs.

Kenosha Unified School District's E4E plan aligns with the required components in WI PI 26.03 (Appendix B).

E4E Plan Highlights from 2020-21

- One high school created a survey for students in October 2020 to identify future career plans and questions that led to counselor minisessions where information was tailored for the career or college the student was interested in. Also, virtual Friday sessions were offered for seniors about college planning steps, including info sessions on scholarships and college application help.
- Middle schools provided 4 virtual career symposiums featuring all 16 career clusters with all students throughout the course of the school year. They had the opportunity to attend Middle School Gateway Career Day.
- The elementary schools utilized Exploring the World of Work and the Explore Career Game to make connections between student strengths and why education will prepare them for future employment goals.
- The Kenosha Area Business Alliance organized three virtual career events for students in manufacturing, finance, and supply chain management.
- Three Why Apprenticeship? nights were held in the tricounty area with speakers from Gateway Technical College, Racine Area Manufacturers and Commerce, Kenosha Unified School District, and the Wisconsin Department of Workforce Development.

- Virtual Reality Check days were completed both semesters at Bradford High School and spring semester at Tremper High School.
- Career Pathways teams developed and updated regional career pathways based on labor market needs, including advanced manufacturing, healthcare (patient care), advanced manufacturing, digital technology, business management, and construction pathways.
- Training occurred for all middle and high school counselors about the updated features for Xello in March 2021.
 - XELLO end-of-year report:
 - 32,400 student logins so far in 2021 (up by over 3,000 from 2020)
 - 71 percent use of Xello for career exploration
 - 3,900 educator logins (up by over 300 from 2020)
 - 1,900 student lessons completed (up by over 500 from 2020)
 - 699 transcripts sent so far in 2021
- In April 2021 Kenosha County Job Center and Kenosha Unified School District partnered to offer a virtual youth job fair.
- Gateway Technical College hosted a technical college signing day for students that will attend a technical college in fall 2021. Thirty-one students attended this virtual event, and sixty-eight have completed applications to attend Gateway Technical College after high school.
- Career and Technical Student Organizations were able to compete virtually at the district, state, and national levels.
- A total of 132 students participated in Youth Apprenticeship opportunities. This is down from last year (2019-20: 136 students, 2018-19: 47 students, and 2017-18: 13 students) due to less businesses hiring during the pandemic.
 - Business partners included:
 - (The) Addison;
 - Adidas;
 - Advocate Aurora Health, Inc.;
 - Air Flow Technology;
 - American Eagle;
 - (The) Bay at Sheridan;
 - BioFab;
 - Bliffert Lumber and Hardware;
 - Brookside Care Center;
 - Calvin Klein;

- Chiappetta's Shoes;
- Chick-Fil-A;
- Colbert Packaging;
- Crawford & Wright Orthodontics;
- Culvers;
- Doctors of PT;
- Don's Auto Parts;
- Double D Construction;
- Familia Dental;
- Festival Foods;
- Floortech Interiors;
- Froedtert South (Kenosha Medical Center);
- Froedtert South (Pleasant Prairie Hospital);
- Gap;
- Goodwill;
- International Mold;
- JCPenney;
- Jeranek Chiropractic;
- Journeys;
- Kenosha Lakeshore Veterinary Clinic;
- Kenosha Unified School District;
- Kentucky Fried Chicken;
- Kohl's;
- LMI Packaging Solutions;
- La Fogota;
- Levi's;
- Mars Cheese Castle;
- Mason's Eatery;
- McDonalds;
- Medtorque;
- Mike Jefferson Electric;
- Milhouse Auto;
- Nothing Bundt Cakes;
- Old Navy;
- POP Manufacturing;
- PUMA;
- Paxxon Healthcare;
- Pizza Hut;
- Pleasant Prairie Animal Hospital;
- Pleasant Prairie RecPlex;
- Puratos;
- Reebok;
- Rejig Pacific;
- Ruffalo's Hair Studio;
- Sneaker Arena;

- Southern Lakes Credit Union;
 - Subway;
 - Theodore's Hair Design;
 - Toolamation;
 - United Parcel Service;
 - Valeo's Pizza;
 - Walgreens;
 - Wendy's; and
 - Willowbrook.
- Students earned multiple industry certifications through their CTE courses including:
 - A*S*K—Marketing;
 - Abusive Head Trauma;
 - American Hotel and Lodging—Certified Guest Service Professional;
 - Child Care Basics;
 - Dremel 3D Idea Builder;
 - Introductory Industry 4.0;
 - Maintenance Fabrication Technical Diploma;
 - Mechanical Maintenance Technician;
 - Nurse's Aide;
 - Nursing Assistant Technical Diploma;
 - Sawblade;
 - ServeSafe;
 - Snap-on Meters;
 - Starrett Angle Measurement;
 - Starrett Caliper Measurement;
 - Starrett Dial Gauge Measurement;
 - Starrett Gage Measurement;
 - Starrett Micrometer Measurement;
 - Starrett Tape and Rule Measurement;
 - Structural Steel Welding;
 - Welding; and
 - Youth Apprenticeship.

This is an informational report.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Ms. Julie Housaman
Chief Academic Officer

Ms. Jenny Schmidt
Director of Special Education and Student Support

Ms. Cheryl Kothe
Coordinator of Career and Technical Education

Mr. Edward Kupka
Coordinator of Student Support

Chapter PI 26

EDUCATION FOR EMPLOYMENT PLANS AND PROGRAM

PI 26.01 Applicability and purpose.
 PI 26.02 Definitions.
 PI 26.03 Education for employment program.

PI 26.04 General requirements for school boards.
 PI 26.05 Program approval.

Note: Chapter PI 26 was repealed and recreated by CR 15–025 Register November 2015 No. 719, eff. 12–1–15.

PI 26.01 Applicability and purpose. (1) Under s. 121.02 (1) (m), Stats., every school board shall provide access to an education for employment program approved by the state superintendent. Under s. 115.28 (59), Stats., the state superintendent shall ensure that every school board is providing academic and career planning services to pupils enrolled in grades 6 to 12 in the school district beginning in the 2017–18 school year.

(2) This chapter establishes the requirements for education for employment programs. The purpose of education for employment programs is to do all of the following:

- (a) Prepare elementary and secondary pupils for future employment.
- (b) Ensure technological literacy; to promote lifelong learning.
- (c) Promote good citizenship.
- (d) Promote cooperation among business, industry, labor, postsecondary schools, and public schools.
- (e) Establish a role for public schools in the economic development of Wisconsin.

(3) The purpose of academic and career planning services is to assist pupils with planning and preparing for opportunities after graduating from high school. These opportunities may include postsecondary education and training that leads to careers. This chapter describes school districts' academic and career planning responsibilities while allowing school districts to determine how they meet those responsibilities.

History: CR 15–025; cr. Register November 2015 No. 719, eff. 12–1–15.

PI 26.02 Definitions. In this chapter:

(1) “Academic and career plan” means a comprehensive plan developed and maintained by a pupil that includes the pupil’s academic, career, personal, and social goals and the means by which the pupil will achieve those goals both before and after high school graduation.

(2) “Academic and career planning services” means the activities, instruction, resources, and opportunities provided by a school district to assist a pupil with developing and implementing an academic and career plan.

(3) “Academic and career planning software tool” means the computer software program procured by the department under s. 115.28 (59) (b), Stats., to provide academic and career planning services, or a similar computer software program that allows pupils to download their academic and career plan.

(4) “Child with a disability” has the meaning given in s. 115.76 (5), Stats.

(5) “Department” means the Wisconsin department of public instruction.

(6) “Education for employment program” means the program under s. 121.02 (1) (m), Stats.

(7) “Individualized education program” has the meaning given in s. 115.76 (9), Stats.

(8) “Parent” includes a guardian.

(9) “Pupil postsecondary outcomes” means the activities a pupil pursues after high school graduation, which may include: pursuing postsecondary education and training, including at a technical college, college, or university; entering the workforce; serving in the armed forces; or undertaking other personal growth and development activities.

(10) “School board” has the meaning given in s. 115.001 (7), Stats.

(11) “State superintendent” means the state superintendent of public instruction.

History: CR 15–025; cr. Register November 2015 No. 719, eff. 12–1–15.

PI 26.03 Education for employment program.

(1) An education for employment program shall include a long-range plan approved by the school board and developed by a team of school district staff and community stakeholders, which may include businesses, postsecondary education institutions, and workforce development organizations. The long-range plan shall include all of the following:

(a) An analysis of local, regional, and state labor market needs and the educational and training requirements for occupations that will fill those needs.

(b) A process used to engage parents in academic and career planning. The process shall do all of the following:

1. Inform parents in each school year about what academic and career planning services their child receives.
2. Provide parents with multiple opportunities during each school year to participate in their child’s academic and career planning.
3. Update parents throughout the school year on the progress of their child’s academic and career planning.

(c) A description of all of the following:

1. How, in each year of the plan, the school district will support pupils in academic and career planning, including meeting the requirements under subs. (2) and (3).
2. The career and technical education provided in the school district.
3. The professional development provided to staff to assist staff with delivering academic and career planning services to pupils in grades 6 to 12.
4. How the education for employment program will meet the requirements of s. 121.02 (1) (m), Stats.

(d) A strategy to engage businesses, postsecondary education institutions, and workforce development organizations in implementing the education for employment program.

(2) An education for employment program shall provide pupils with information and opportunities that lead to all of the following:

(a) Career awareness at the elementary grade levels, including developing an understanding of the following:

1. Why people work.
2. The kinds of conditions under which people work.
3. The levels of training and education needed for work.
4. Common expectations for employees in the workplace.

5. How expectations at school are related to expectations in the world of work.

(b) Career exploration at the middle school grade levels, including developing an understanding of the continuum of careers across work environments, duties, and responsibilities and how a pupil's personal interests and skills relate to those careers. Career exploration may also include work-based learning experiences and career research identifying personal preferences in relation to occupations and careers pupils may pursue.

(c) Career planning and preparation at the high school grade levels, which shall include the following:

1. Conducting career research to identify personal preferences in relation to specific occupations.
2. School-supervised, work-based learning experiences.
3. Instruction in career decision making.
4. Instruction that provides for the practical application of academic skills, applied technologies, economics, including entrepreneurship education and personal financial literacy.
5. Pupil access to career and technical education programs, including programs at technical colleges.
6. Pupil access to accurate national, regional, and state labor market information, including labor market supply and demand.
7. Instruction and experience in developing and refining the skills and behaviors needed by pupils to obtain and retain employment.

(3) Beginning in the 2017-18 school year, an education for employment program shall provide pupils in grades 6 to 12 with academic and career planning services, including providing each pupil with all of the following:

(a) Individualized support, appropriate to the pupil's needs, from school district staff to assist with completing and annually updating an academic career plan.

(b) If a pupil is a child with a disability, the pupil's academic and career plan shall be made available to the pupil's individual education program team. The pupil's individualized education program team may, if appropriate, take the pupil's academic and

career plan into account when developing the pupil's transition services under s. 115.787 (2) (g), Stats.

(c) Access to an academic and career planning software tool that allows pupils to engage in career exploration and career planning and preparation.

(d) Access to a formal process for connecting pupils to teachers and other school staff for assistance with the development and implementation of each pupil's academic and career plan.

History: CR 15-025: cr. Register November 2015 No. 719, eff. 12-1-15.

PI 26.04 General requirements for school boards.

The school board shall do the following:

(1) Indicate on a pupil's transcript the name of each course completed by the pupil, the number of high school credits earned for each course, whether a course is eligible for postsecondary credit, and, if applicable, a course's participating postsecondary institution.

(2) Annually review and, if necessary, update the long-range plan and education for employment program under s. PI 26.03. This review shall evaluate pupil postsecondary outcomes. At the conclusion of the review, the school board shall prepare a report on the school district's education for employment program. The report shall describe the education for employment program's current progress and future goals related to improving pupil postsecondary outcomes.

(3) Publish its long-range plan under s. PI 26.03 (1) and the report under sub. (2) on the school district's website.

(4) Annually notify parents of its education for employment program. The notice shall inform parents of the information and opportunities available to pupils under s. PI 26.03 (2) and (3), including the availability of programs at technical colleges.

History: CR 15-025: cr. Register November 2015 No. 719, eff. 12-1-15; correction in (4) made under s. 35.17, Stats., Register November 2015 No. 719.

PI 26.05 Program approval. A program shall be approved by the state superintendent as long as the program complies with all of the requirements of this chapter and ss. 115.28 (59) and 121.02 (1) (m), Stats.

History: CR 15-025: cr. Register November 2015 No. 719, eff. 12-1-15.

Kenosha Unified School District Education for Employment Plan

APPENDIX B

2018-2021

WI PI 26.03 Requirements	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
1 (a)	Analyze local, regional, and state labor market needs.	Increase knowledge of administration, counselors and Career & Technical Education (CTE) teachers about industries and careers with high demand in the projected labor market.	Create knowledge and use survey for counselors, administrators and CTE staff	August 2018	Survey	CTE & Student Support Coordinators	KABA presentation May 2021 / Survey to staff after presentation
			Gather labor market data from KABA, US Census Data, US Labor Statistics, WI Labor Market Information and Community Workplace Profiles	July annually		CTE Coordinator	
			Presentation by KABA to school administrators about the state of Kenosha County labor market	June Annually	Pre- and Post-survey	School Leadership	KABA presentation May 2021 / Survey to staff after presentation
			Conduct business visits by all school administrators	Summer Annually	Focus group feedback	CTE Coordinator	Tours cancelled due to COVID-19
			Train school counselors on the use of labor market data found on the Department of Workforce Development (DWD) site	April Annually	Pre- and Post-survey	CTE & Student Support Coordinators w/ DWD rep	KABA presentation May 2021 / Survey to staff after presentation
			Conduct business visits by all school counselors	April Annually	Focus group feedback	KABA, CTE & Student Support Coordinators	Tours cancelled due to COVID-19
			Train new CTE staff on the use of labor market data found on the Department of Workforce Development (DWD) and DPI site	August annually as needed	Pre- and Post-survey	CTE Coordinator	KABA presentation May 2021 / Survey to

WI PI 26.03 Requirements	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
			Presentation by KABA to CTE staff and business partners about the state of Kenosha County labor market	August annually	Focus group feedback	CTE Coordinator	staff after presentation KABA presentation May 2021 / Survey to staff after presentation
1 (b)	Develop a process to engage parents in academic and career planning including: 1. Inform about ACP services. 2. Multiple opportunities to participate in ACP planning.	Provide ACP programs and services that are valued by parents and help them better understand and support their student’s goals and action plans.	Parents/guardians will be introduced to the parent portal of Career Cruising during 6 th grade	October annually	Parent Participation report in Career Cruising	Counselors	When Career Cruising changed to Xello, it does not have a separate parent portal. A parent portal is being developed for release in fall 2021.
			A minimum of one formal parent meeting with student and counselor in 8th and 10th grade	Annually	Counselor Meeting Completion report	Counselors & school ACP teams	Schools continue to conduct virtual parent meetings, including a survey of parent appreciation of the meeting.
			Develop a parent feedback survey to gather feedback on the meeting process	September 2018	Parent survey	Student Support Coordinator	
	3. Update parents throughout the year.	Information is provided through parent newsletters 2 times per year	Annually	School websites, event calendars, newsletters	School ACP teams, Student Support Coordinator	August information sent through school newsletters.	
		School robocalls about school-level opportunities and updates a minimum of 2 times per year	Annually			Robocalls continue for virtual tour opportunities.	
			School and district website updates about ACP events as needed	August annually			

WI PI 26.03 Requirements	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
							Every school website is updated and linked to the district ACP website info.
			Include parent and student focus groups to help inform the ongoing communication plan for the district ACP implementation team	March annually	Focus group feedback	Student Support Coordinator	Focus groups were cancelled due to COVID-19
1 (c)	<p>A description of all of the following:</p> <p>1. How, in each year of the plan, the school district will support pupils in academic and career planning.</p>	<p>Provide age-appropriate ACP instruction, programs and services to students in grades 6-12 that are valued by students, help them better understand themselves, set goals, and develop action plans that prepare them for life after high school.</p>	Counselors introduce ACP via Career Cruising to all students through guided activities annually	May annually	ACP completion report in Career Cruising	Student Support Coordinator	All activities and lessons were updated into the Xello platform including system updates and training for counselors on new features in March 2021.
			All grade-level outcomes are supported by lesson plans created by the district ACP leadership team and reviewed annually for summer updates	August annually	ACP feedback survey with counselors	Student Support Coordinator	Lessons are created and uploaded in Xello.
			The ACP for students identified as Special Education is shared with their IEP team and the ACP is considered in overall goal setting and action planning to support all special needs the student may have	On-going	Post Transition Plan (PTP) in annual IEP updates.	Case Managers	All PST and transition coordinators are trained in Xello .
	2. The Career and Technical Education (CTE) provided in the	Ensure all students are provided with a strong CTE foundation and have awareness of the	<p>The following activities are part of the CTE department:</p> <ul style="list-style-type: none"> Partnerships with industry and post- 	August annually	Career and Technical Education Enrollment	Coordinator of Career & Technical Education	CTEERS completed January 2021

WI PI 26.03 Requirements	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
	school district.	opportunities available both inside and outside of the district to explore and/or prepare for stated career interests.	<div>secondary education to guide curriculum/programming and provide student mentorship</div> <ul style="list-style-type: none">● Foundational skills that support clusters/pathways● Industry and career exposure● Course progressions that support clusters/pathways of interest● Opportunity for project and/or work based learning aligned to cluster/pathway● Opportunity to earn industry credentials aligned to cluster/pathway of interest● Post-secondary guidance aligned to cluster/pathway(s) of interest● Opportunity to earn post-secondary credits aligned to cluster/pathway(s) of interest		Report System (CTEERS)		<div>Graduate follow-up study (CTE concentrators) cancelled by DPI for 2020 grads.</div> <div>Gateway Technical College provides New Students Specialists (NSS) who work in the high schools one day per week.</div> <div>Gateway Technical College grant in Certified Nursing Assistant. Mentorship provided to our CTE staff.</div> <div>Gateway Technical College transcribed credits for CTE students in 44 sections.</div> <div>WI Career Pathways held 3 meetings. KUSD attends each meeting with CTE staff,</div>

WI PI 26.03 Requirem ents	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
							<p>administrators, counselors, Coordinator of CTE. Pathways maps have completed in patient care, advanced manufacturing, digital technology, business management and construction pathways.</p> <p>Students have the opportunity to participate in Career and Technical Student Organizations (DECA, FBLA, FCCLA, HOSA and SkillsUSA)</p> <p>Business tours cancelled due to COVID-19. Students had an opportunity for virtual career events with KABA and other resources around the state.</p>

WI PI 26.03 Requirements	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
							<p>2020 seniors completed 205 qualified ACT 59 certifications.</p> <p>31 KUSD students participated in Gateway Technical Signing Day</p> <p>AAYI students participated in a construction and manufacturing shadow in May.</p>
	3. The professional development provided to staff to assist them with delivering academic and career planning services to pupils in grades 6 to 12.	School administration will ensure that all staff understand the value of ACP and how to connect students and their families to resources that can help inform a student's ACP.	<p>School ACP teams will select the training appropriate for their staff.</p> <ul style="list-style-type: none"> Career Cruising/Inspire training Staff meeting presentations from Coordinators of Student Support and CTE Small group presentations from Coordinators of Student Support and CTE Wisconsin School Counselors Association (WSCA) Conference 	On-going	Frontline Surveys	CTE & Student Support Coordinators	<p>Inspire is no longer supported in Kenosha county.</p> <p>Counselors attended the virtual CESA Community of Practice sessions and received recordings as well.</p>
			Administrators and school staff new to the district or ACP will be provided with Xello accounts and receive training to	November annually	Career Cruising Advisor Reports	Counselors & Student	Xello training was provided

WI PI 26.03 Requirements	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
			use this tool with proficiency			Support Coordinator	by peers to any new counselor.
	4. How the education for employment program will provide access to applied curricula; guidance and counseling services, technical preparation, youth apprenticeship and instruction in skills relating to employment.	During high school, all students will research post-secondary and career options, revise their course plan to include an alignment to post-secondary education/training, and prepare for their transition to life after high school.	Counseling Services are available to all students	June annually	KUSD counselor assignments	Student Support Coordinator	Counselors have connected with students via Xello.
			Youth Apprenticeship (YA)-School supervised work-based learning	August annually	YA End of Year report outcomes	CTE Coordinator	2020-21 Grant written for 150 students. We had 132 students placed in YA. Many businesses did not hire due to COVID. 46 Youth Apprenticeship Mentors trained
			Students have an opportunity to operate a school based enterprise (school store)	June annually	Course Offering	Marketing Teacher	School stores were operational in 2 of 3 locations
			Industry based certifications	September annually	ACT 59 report	CTE Coordinator	2020 seniors completed 418 certifications. 155 seniors completed more than one certification.

WI PI 26.03 Requirements	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
			<p>Advanced standing and transcribed credit coursework</p> <p>Start College Now (SCN) classes at Gateway Technical College</p>	<p>June annually</p> <p>July annually</p>	<p>Gateway Technical College (GTC) report to high schools</p> <p>Report of all students in SCN courses</p>	<p>CTE Coordinator</p> <p>Coordinator of Talent Development</p>	<p>205 were submitted for ACT 59 funding.</p> <p>Gateway Technical College transcribed credits for CTE students in 44 sections. Students earned advanced standing in 5 sections.</p> <p>Students took over 60 SCN courses</p>
1 (d)	Implement a strategy to engage businesses, post-secondary education institutions, and workforce development in overall planning in alignment with projected needs.	Local businesses, post-secondary partners and workforce development will meet with KUSD staff to plan for future needs.	<p>Businesses will be invited to the August CTE staff meeting to discuss curriculum, current employment needs, industry trends, etc.</p> <p>Participate in the Gateway Technical College Career Prep Consortium</p> <p>KUSD CTE staff are members of Gateway Technical College's advisory</p>	<p>Annually in August</p> <p>Monthly meetings September-May</p> <p>Twice yearly</p>	<p>Meeting evaluation</p> <p>Outlook calendar</p> <p>Meeting minutes</p>	<p>Coordinator of CTE</p> <p>Coordinator of CTE</p> <p>Various CTE Staff</p>	<p>Did not hold due to COVID.</p> <p>Coordinator of CTE attended monthly Career Prep Consortium meetings</p> <p>KUSD staff are members of the</p>

WI PI 26.03 Requirements	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
			committees Develop a Business Partnerships website page for an overview of the ways in which the business community can get involved	July 2021	KUSD webpage snapshot	CTE staff / ACP/Inspire Leadership Team	manufacturing and culinary advisory committees In development and will be made public for August meeting
2 (a)	Provide career awareness at the elementary levels. Specifically: 1.Why people work. 2. The conditions under which people work. 3. The levels of training and education needed for work. Common expectations for employees in the workplace. 5. How expectations at school are related to expectations in the world of work.	By completion of the 5 th grade, students will understand that there are a wide variety of career opportunities available and that it takes hard work, education and training to do them well.	Career and skills exploration activities are conducted in each elementary grade level in the month of May	May annually	Career feedback survey	Elementary School Counselors	Discussions continue and elementary counseling curriculum was updated to align with the career and interest exploration modules for elementary students, particularly concentrated in grades 4 and 5.

WI PI 26.03 Requirements	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
2 (b)	<p>Provide career exploration at the middle school levels. Specifically:</p> <ol style="list-style-type: none"> 1. Continuum of careers. 2. Alignment of personal interests/skills relate to those careers. 3. Work-based learning in high school. 4. Career research to identify personal preferences. 	By completion of the 8 th grade, students will understand how to align their personal skills and interests to a wide variety of careers and research how to effectively prepare for careers of interest.	<p>Students are introduced to Xello and complete grade level skill profile expectations...</p> <p>Grade 6: Career Matchmaker, My Skills and explore career clusters</p> <p>Grade 7: Learning Styles Inventory, inventory assessment and document activities</p> <p>Grade 8: Career selector, explore careers of interest, outline high school course planner and share portfolio with parent/counselor meeting</p> <p>Youth Apprenticeship presentation will be created as an ACP lesson for 8th grade</p>	<p>May annually</p> <p>December 2018</p>	Portfolio Completion Standards report in Career Cruising	<p>Counselors & Student Support Coordinator</p> <p>CTE Coordinator</p>	<p>Middle school lessons have been uploaded and updates are in process based on student and counselor feedback. This work will be completed each summer.</p> <p>Google presentation shared with counselors.</p>

WI PI 26.03 Requirements	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
2 (c)	Provide career planning and preparation at the high school levels. Specifically: 1. Career research to identify personal preferences for specific occupations. 2. School supervised work-based learning experiences 3. Career decision making 4. Application of academic skills, applied tech, economics, entrepreneurship and personal financial literacy. 5. Pupil access to career and technical education programs, including programs at	All high school students will research post-secondary options, revise their course plan to include an alignment to post-secondary education/training, understand the relevance of assessments, develop a financial plan, and prepare for their transition to life after high school.	Students continually refine and revise their ACP through grade level skill profile completion: Grade 9: Career Matchmaker, My Skills, Learning Styles Inventory, Careers of Interest, School of Interest and School Selector. Also update 4-year education plan Grade 10: Career Matchmaker, My Skills, Learning Styles Inventory, Careers of Interest, School of Interest and School Selector. Update 4-year education plan, document activities and present portfolio to counselor and parent in formal meeting Grade 11: Career Matchmaker, My Skills, School of Interest, School Selector and Financial Aid selector Grade 12: School of interest, school selector and financial aid selector	May annually	Portfolio completion standards report in Career Cruising	Counselors & Student Support Coordinator	During this year's block schedule and virtual Friday formats, counselors were able to provide lessons at every high school in an advisory format rather than through class time.
			High school students participate in the Business in Education Partnership Program (BEPP) to visit local colleges and businesses that provides career exploration connected with the labor market needs	March annually	Participation exit survey	Student Support Coordinator & Chamber of Commerce	BEPP was cancelled this year due to COVID-19
			Students are able to apply what they are learning through:	August annually	Career and Technical	Coordinator of CTE	Offerings have been refined to
			55				

WI PI 26.03 Requirements	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
	technical colleges. 6. Pupil access to accurate national, regional and state labor market information, including labor market supply and demand. 7. Instruction and experience in developing and refining the skills and behaviors needed by pupils to obtain and retain employment.		<ul style="list-style-type: none"> Career and Technical Education courses Elective coursework (i.e. economics, entrepreneurship, etc.) Youth Apprenticeship (YA)-School supervised work-based learning teaches students the skills and behaviors needed to obtain and retain employment Advanced Standing and Transcribed Credit coursework is available to high school students through CTE courses Start College Now (SCN) courses at Gateway Technical College are available during the fall and spring semester 		Education Enrollment Report System (CTEERS)		include counselor input with the interests of students to streamline career path access in all components of this initiative.
			KUSD requires financial literacy as a graduation requirement for all students (can be obtained by taking Personal Finance, Economics or Marketing)	June annually	Graduation requirements	Counselors	New financial literacy competencies will be coming out from DPI. Will be reviewed summer 2020.
			Students and their families are provided information regarding financial aid and the Gateway Promise	May annually	Evening with the counselors feedback survey	Counselors & New Student Specialist (GTC)	Every school has a calendar to present these resources to students and their families.
3 (a)	Provide academic and career planning services including individualized support appropriate to the pupil's needs	Refer to 1 (c)					

WI PI 26.03 Requirements	Description	KUSD Objectives	Initiatives to Achieve Objectives	Completion Date	Measurement Tool	Person Responsible	2020-21 Status Update
	from the district staff to complete and annually update a career plan.						
3 (b)	Individualized education team may take a pupil's academic and career plan into account when developing the pupil's transition plan.	Refer to 1 (c)					
3 (c)	Access to an academic and career planning software tool that allows pupils to engage in career exploration and career planning and exploration.	Refer to 1 (c)					
3 (d)	Access to a formal process for connecting pupils to teachers and other school staff for assistance with the development and implementation of each pupil's academic plan.	Refer to 2 (b) and 2 (c)					

**Kenosha Unified School District
Kenosha, Wisconsin**

June 22, 2021

**POLICY 6300—CURRICULUM DEVELOPMENT AND IMPROVEMENT—AND
POLICY 6610—SELECTION OF INSTRUCTIONAL MATERIALS**

Background

In November 2015 the board approved updates to Kenosha Unified School District Board Policy 6300 to include a systematic curriculum development cycle and Policy 6610 to establish a seven-year curriculum review cycle. The updates transformed the curriculum selection process from a matter of textbook purchasing into a process of continuous improvement. The revised process incorporates ongoing review and revision of curriculum and instruction.

In the 2019-20 school year, members of the Office of Teaching and Learning participated in a five-part professional learning series focused on the selection, adoption, and implementation of high-quality instructional materials provided by the Wisconsin Department of Public Instruction in conjunction with Instruction Partners. This learning affirmed that it is critical to select high quality instructional resources, provide initial and ongoing training, and support teachers with targeted coaching in order for them to implement district curriculum successfully and equitably.

Instruction Partners has delved into significant action research and identified the critical elements for successful implementation. The organization developed a structure for districts to follow. The Instruction Partners structure, known as the Curriculum Implementation Framework, includes three phases and outlines each phase step by step. The secondary English Curriculum Team, secondary Math Curriculum Team, and Elementary Curriculum Team have or are engaged in using the framework. Given the positive outcomes generated from use of the tools, the proposed update to Kenosha Unified School District Board Policy 6300 will include a three-phase systematic curriculum development framework (Appendix A) and Policy 6610 will include a seven-year curriculum review cycle (Appendix B).

Curriculum Implementation Framework

School board Policy 6300 (Appendix A) has been updated to include a proposed curriculum development framework that includes the essential steps involved in selecting, preparing for, and using new instructional materials. While the existing curriculum development cycle has been effective, the new framework decreases the selection time from a three-year to a two-year process so that the instructional materials are selected prior to writing the curriculum and assessments. This time frame ensures greater coherence between the curriculum documents

and the resources. The new framework is composed of three phases: 1) selecting high quality instructional materials, 2) preparing to teach with the materials, and 3) learning how to use them effectively.

The Curriculum Development Framework supports effective teaching and learning in every classroom. Using this framework, teams of teachers and administrators will work collaboratively to 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, when concepts and standards should be taught, and when and how they will be assessed. Analysis of student work and assessments 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. This three-phase process is guided by four essential questions:

1. What do students need to know and be able to do?
2. How will we know that students have learned?
3. What will we do when they haven't learned?
4. What will we do when they already know it?

PHASE 1: SELECT HIGH-QUALITY MATERIALS

Phase 1 work begins with the identification of a curriculum selection team composed of district leaders, teachers, and principals. This team will work collaboratively to define the vision for instruction, build their knowledge of content standards to deeply understand grade level expectations and what rigorous instruction looks like for all students. Additionally, the curriculum selection team will establish criteria that will be used for curriculum selection such as:

1. Close alignment to instructional standards
2. Learning progression that is coherent for all students
3. Representation of all students in the curriculum
4. Structures that support students independently solving problems
5. Features that regularly prompt students to read, write, listen and speak in all contents
6. Built in resources for English learners
7. Engaging materials that get students excited about learning

8. Professional learning to support teachers
9. High-quality digital/online materials or resources

Feedback on the materials will be sought from all principals, teachers and community members prior to making a final materials selection. The chief academic officer will prepare a board report for presentation to the superintendent and the school board requesting approval to purchase instructional materials in Phase 2.

PHASE 2: PREPARE TO IMPLEMENT

Once approval for purchase is obtained, implementation planning begins. Two teams, each with specific responsibilities, complete the work in this phase. The Implementation team sets the district level goals for implementation and establishes specific tools and procedures that support building-level implementation. The team is formed at this time in the curriculum cycle process but continues its work for two years. Year 2 of the work focuses on monitoring the implementation goals. A curriculum writing team is also established in this phase. The task of this team is to develop course specific documents.

1. Criteria for proficiency
2. Lesson sequence
3. Assessments

Each document has a specific purpose and assists teachers in both preparation and instruction.

Criteria for proficiency states the student competency level for each standard in the unit. When teacher teams collaborate, this document helps the teams to clearly state what students are expected to learn in the unit.

Lesson sequence is a week-by-week plan for teachers. This document outlines the skills, concepts, and standards (major work of grade) taught.

The team identifies assessments that are used during the unit as well as the assessment at the end of each unit. The assessments not only monitor student learning but also help teachers respond to student learning needs as the unit is in progress, rather than only at the end of it.

Finally, systems for supporting leaders and teachers are established; and new materials are dispersed.

PHASE 3: TEACH AND LEARN

The goal of Phase 3 is to support teachers and leaders in using the curriculum to inspire rigorous instruction and increase student achievement. Professional learning is a major focus,

and ongoing opportunities for training to support implementation are provided. The implementation goals established in Phase 2 are monitored in collaboration with principals, assistant principals, instructional coaches, and teachers. Data collected will be used to find, celebrate, learn from, and replicate successful practices across district classrooms and to identify areas of growth that require additional support.

Unlike Phases 1 and 2, which are linear in design, the third phase of the process is cyclical. It is essential to continuously support the use of curriculum and make refinements based on data collection. Thus, Phase 3 is ongoing through the seven years of implementation. Principals, content coordinators, and instructional coaches support and coach teachers' implementation of high quality and rigorous instruction.

Selection of Instructional Materials

School Board Policy 6610 (Appendix B) includes the proposed seven-year curriculum review cycle and indicates where each curriculum area falls within the cycle. While an established cycle is practical, it must also take into consideration responsiveness to the continuously changing global community and academic expectations and standards. As such, the department of teaching and learning includes the adoption cycle for the past school year, the current school year and the upcoming school year. In addition, the immediate needs of students and teachers alike must be addressed as the curriculum is implemented. This process will assure that curriculum is revised or developed in a cycle that will facilitate effective and fiscally responsible use of district resources. Budget allocations for materials, textbooks, and professional learning can be focused on the successful implementation of the revisions to existing resources or the adoption of new program resources.

Summary

The curriculum review process is a dynamic endeavor that responds to the needs of specific school communities. The development of this thorough process is a credit to the commitment of district personnel. As each area is approached for review, the Office of Teaching and Learning and the curriculum design, implementation and writing teams comprised of district staff, keep the specific needs and interests of the teachers and students in the forefront of their planning. Perhaps the most important elements of the curriculum review process are the knowledgeable and thoughtful ways in which teachers implement curricula in each classroom to meet student needs, abilities, interests, and aspirations.

Administrative Recommendations

Administration recommends that the school board approve the following two recommendations:

1. The school board approves the replacement of the current five phase curriculum review cycle with a three phased curriculum implementation framework as a first reading on June 22, 2021, and a second reading on July 27, 2021.
2. The school board approve administrations recommended updates to the 2020-2023 Curriculum Review Cycle located in Policy 6610 as a first reading on June 22, 2021, and a second reading on July 27, 2021.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Mrs. Julie Housaman
Chief Academic Officer

Mr. Che Kearby
Coordinator of Educator Effectiveness and Social Studies

Mrs. Cheryl Kothe
Coordinator of Career and Technical Education

Mrs. Jennifer Lawler
Coordinator of Mathematics

Mrs. Susan Mirsky
Coordinator of English Language Arts

Mr. Bryan Mogensen
Coordinator of Athletics/Physical Education

Mr. Scott Plank
Coordinator of Fine Arts

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~~ **three** phases encompassing seven years of work. In Phase ~~3~~ **2** 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~~ **3**. A budget assumption will be brought to the school board for approval annually during Phase ~~3~~ **2**.

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

LEGAL REF: Wisconsin Statutes

Sections 118.01 (Educational goals and expectations)

118.30 (Pupil assessment)

120.13 (School board powers)

121.02(1)(k) & (L) (Sequential curriculum plan ~~and instruction~~)

Wisconsin Administrative Code

PI 8.01(2)(k) & (l) ~~Rules implementing school district standards~~ **Curriculum and Instruction**

CROSS REF: 6100, Mission, Vision, Core Values and Strategic Goals

6310, Elementary School Curriculum

6610, Selection of Instructional Materials

6620, Library Resources

Board-Adopted Academic Standards

AFFIRMED: September 24, 1991

REVISED: November 8, 1994

October 13, 1998

January 29, 2002

December 20, 2011

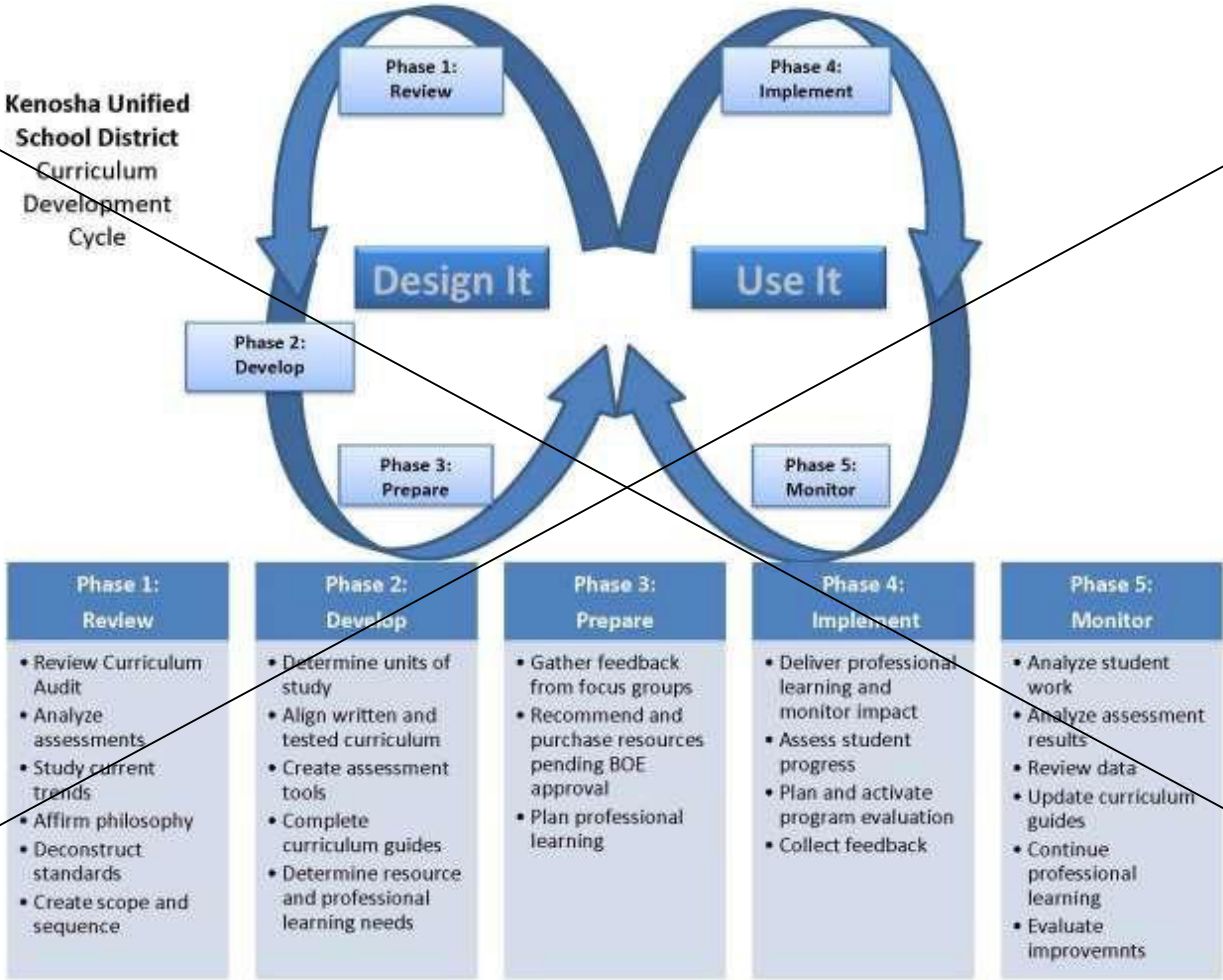
June 25, 2013

December 15, 2015

August 27, 2019

June 26, 2021

RULE 6300
CURRICULUM DEVELOPMENT AND IMPROVEMENT





CURRICULUM IMPLEMENTATION FRAMEWORK



SELECTION OF INSTRUCTIONAL MATERIALS

The selection of instructional materials, including required textbooks, equipment, and supplementary books and materials, shall be recommended to the School Board by the superintendent of schools, in accordance with District rules and regulations. The Board shall make the final determination regarding selection of materials.

Textbooks and other materials which are required to be read by all students shall be evaluated and recommended to the superintendent by the chief academic officer and the curriculum design team. This team is charged with the responsibility of screening materials and preparing recommendations for selection and adoption of instructional materials. Upon adoption, curriculum and instruction materials must be implemented by the instructional staff.

Supplementary materials which are to be used for particular programs in individual schools may be selected by teachers, teacher committees, or departments with the approval of the principal, the chief academic officer, and the superintendent/designee.

The Board shall adopt the required materials and equipment for the District.

The District shall not discriminate in the selection and evaluation of instructional and library materials or media on the basis of sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, physical, mental, emotional, or learning disability or handicap. Discrimination complaints shall be processed in accordance with established procedures.

LEGAL REF.: Wisconsin Statutes
Sections 118.03(2) [Purchase of textbooks]
118.13 Pupil discrimination prohibited
120.10(15) Textbooks
120.12(11) Indigent children
120.13 School board powers
120.13(5) Books, material and equipment
Wisconsin Administrative Code
PI 9.03(1) [Prohibiting discrimination against pupils]

CROSS REF.: 1410, Free Materials
2110, Benchmarks
3280, Student Fees
5110.1, Equal Educational Opportunity/
5110.2, Discrimination Complaint
6300, Curriculum Development and Improvement
6430, Instructional Arrangements (The Learning Situation)
6620, Library Resources
6810, Teaching About Controversial Issues Board-Adopted Academic Standards

AFFIRMED: September 24, 1991

REVISED: March 9, 1999
January 29, 2002
December 15, 2015
April 24, 2017
February 26, 2019
August 27, 2019
June 25, 2021

RULE 6610

PROCEDURES FOR SELECTING AND USING
SUPPLEMENTARY INSTRUCTIONAL MATERIALS

1. No student shall be required to read supplementary books or those on a required list if the parent/guardian indicates there are reasons why a particular book should not be read by their child.
2. Movies/video clips can enhance the educational experience for students. Therefore, movies/videos must be directly relevant to the curriculum and be appropriate for all students within the classroom. Following careful evaluation, movies/video clips in various formats and other audio-visual materials may be used for instructional purposes in accordance with District Policy 3531.1—Copyrighted Materials.
3. Movies/video clips are defined as being less than 25 minutes in length and are to be used with classroom discussion or activities.
4. Commercial entertainment videos having obvious educational value may be included when appropriate to the subject being studied. Commercial videos that are unrated or rated PG or PG-13 shall not be shown to students in the District without advance written notice to the parents. Such notice shall contain an accurate description of the contents of the film. No videos having an R, NC-17, or X shall be shown to students at any school.
5. Parents/guardians not wishing to have their children participate in viewing a particular video may indicate this decision in a note to the principal. The decision of the parent/guardian will be respected, and an assignment of equal value may be given as an alternative to attending the showing of such a video. The parent/guardian shall be given an opportunity to review District-owned audio-visual materials as available, at no additional expense to the District.

RULE 6610
 PROCEDURES FOR SELECTING AND USING
 SUPPLEMENTARY INSTRUCTIONAL MATERIALS

SEVEN-YEAR CURRICULUM REVIEW CYCLE
2020-23

SCHOOL YEAR	PHASE 1:- REVIEW	PHASE 2:- DEVELOP	PHASE 3:- PREPARE	PHASE 4:- IMPLEMENT	PHASE 5:- MONITOR		
	Year 1 — How does what we are doing now correlate with the research?	Year 2 — What are we going to do?	Year 3 — How are we going to do it?	Year 4 — What does it look like in the classroom?	Year 5 — How will we know we accomplished what we intended?	Year 6 — How well is it working, and how can we make it better?	Year 7 — Is what we set out to do happening — are students learning?
2018-19	<ul style="list-style-type: none"> • 6-10 math • K-5 music • Early education • 9-12 social studies electives 	<ul style="list-style-type: none"> • 4-12 performance music • Career and technical education (technology) • 6-12 English language arts • 6-8 world language 	<ul style="list-style-type: none"> • K-5 math • 11-12 science (fourth courses) • K-12 art • 9-12 career and technical education (business and family and consumer science) • K-8 Spanish language arts (dual language) • 6-12 social studies (U.S. History/ Government) 	<ul style="list-style-type: none"> • 6-12 social studies (World History) • K-12 health • 6-8 theatre • 6-11 science 	<ul style="list-style-type: none"> • K-5 science • 9-12 career and technical education (Exploring Health Occupations) • 9-12 world languages 	<ul style="list-style-type: none"> • 11-12 math (fourth courses) • K-5 social studies • 9-12 English Language Development III 	<ul style="list-style-type: none"> • K-5 reading • 6-12 English • K-12 English Language Development I/II

SCHOOL YEAR	PHASE 1:- REVIEW	PHASE 2:- DEVELOP	PHASE 3:- PREPARE	PHASE 4:- IMPLEMENT		PHASE 5:- MONITOR	
2019-20	<ul style="list-style-type: none"> • K-5 English-language arts • K-12 English-Language-Development I/-II • K-5 physical education • Career and technical education-pathways:- <ul style="list-style-type: none"> ○ Child development ○ Healthcare ○ Advanced-manufacturing ○ Construction ○ Accounting ○ Textiles 	<ul style="list-style-type: none"> • 6-10 math • Early education • 9-12 social-studies electives • 9-12 theater • 9-12 art • Career and technical education-pathways:- <ul style="list-style-type: none"> ○ Culinary ○ Business management • Personal finance • Computer courses 	<ul style="list-style-type: none"> • 4-12 performance music • Career and technical education-(technology) • 6-8 world language • 6-12 English-language arts • K-5 music • K-5 art 	<ul style="list-style-type: none"> • K-5 math • 11-12 science-(fourth courses) • 6-8 art • K-8 Spanish-language arts-(dual language) • 6-12 social-studies (U.S.-History/-Government) 	<ul style="list-style-type: none"> • 6-12 social-studies (World History) • K-12 health • 6-11 science 	<ul style="list-style-type: none"> • K-5 science • 9-12 world languages 	<ul style="list-style-type: none"> • 11-12 math-(fourth courses) • K-5 social studies • 9-12 English-Language-Development III

SCHOOL YEAR	PHASE 1: REVIEW	PHASE 2: DEVELOP	PHASE 3: PREPARE	PHASE 4: IMPLEMENT	PHASE 5: MONITOR		
2020-21	<ul style="list-style-type: none"> • 11-12 math (fourth courses) • K-5 social studies • 9-12 English Language Development III • 6-12 physical education • 6-8 computer science • Career and technical education pathways: <ul style="list-style-type: none"> ○ Marketing ○ Transportation 	<ul style="list-style-type: none"> • K-5 English language arts • K-12 English Language Development I/ II • K-5 physical education • Career and technical education pathways: <ul style="list-style-type: none"> ○ Child development ○ Healthcare ○ Advanced manufacturing ○ Construction ○ Accounting ○ Textiles 	<ul style="list-style-type: none"> • 6-10 math • K-5 music • Early education • 9-12 social studies electives • 6-8 world language • Career and technical education pathways: <ul style="list-style-type: none"> ○ Culinary ○ Business management • Personal finance • Computer courses 	<ul style="list-style-type: none"> • 4-12 performance music • 6-8 world language • 6-12 English language arts • K-5 music • K-5 art 	<ul style="list-style-type: none"> • K-5 math • 11-12 science (fourth courses) • K-8 Spanish language arts (dual language) • 6-12 social studies (U.S. History/ Government) 	<ul style="list-style-type: none"> • 6-12 social studies (World History) • K-12 health • 6-12 theatre • 6-11 science 	<ul style="list-style-type: none"> • K-5 science • 9-12 world languages

SCHOOL YEAR	PHASE 1 Select High-Quality Instructional Materials	PHASE 2 Prepare to Implement	PHASE 3 Teach and Learn				
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
2021-22	<ul style="list-style-type: none"> • 11-12 math • K-5 social studies • K-5 English language arts comprehensive reading and writing • K-12 English Language Development I, II, and III • K-5 physical education • 6-12 art • Career and technical education pathways <ul style="list-style-type: none"> ◦ Culinary ◦ Marketing ◦ Transportation ◦ Personal finance • 6-8 science, technology, engineering, and mathematics (STEM) 	<ul style="list-style-type: none"> • K-5 English language arts guided reading • Career and technical education pathways <ul style="list-style-type: none"> ◦ Business management ◦ Accounting • 6-8 computer science 	<ul style="list-style-type: none"> • 6-10 math • K-5 music • Early education • K-5 English language arts phonics • 9-12 social studies • 6-8 world language • Computer courses • Career and technical education pathways <ul style="list-style-type: none"> ◦ Child development ◦ Construction ◦ Textiles ◦ Interior design 	<ul style="list-style-type: none"> • 5-12 performance music • 6-8 world language • 6-12 English language arts • K-5 fine arts • Career and technical education pathway <ul style="list-style-type: none"> ◦ Manufacturing 	<ul style="list-style-type: none"> • K-5 math • 11-12 science • K-8 Spanish language arts (dual language) • 6-12 U.S. History and Government 	<ul style="list-style-type: none"> • World History • 6-12 theater • 6-11 science • Career and technical education pathway <ul style="list-style-type: none"> ◦ Healthcare 	<ul style="list-style-type: none"> • K-5 science • 9-12 world language • 6-12 physical education • K-12 health • Career and technical education pathway <ul style="list-style-type: none"> ◦ Engineering

SCHOOL YEAR	PHASE 1 Select High-Quality Instructional Materials	PHASE 2 Prepare to Implement	PHASE 3 Teach and Learn				
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
2022-23	<ul style="list-style-type: none"> • K-5 science • 9-12 world language • 6-12 physical education • K-12 health • Career and technical education pathway <ul style="list-style-type: none"> ○ Engineering 	<ul style="list-style-type: none"> • 11-12 math • K-5 social studies • K-5 English language arts comprehensive reading and writing • K-12 English Language Development I, II, and III • K-5 physical education • 6-12 art • Career and technical education pathways <ul style="list-style-type: none"> ○ Culinary ○ Marketing ○ Transportation ○ Personal finance • 6-8 science, technology, engineering, and mathematics (STEM) 	<ul style="list-style-type: none"> • K-5 English language arts guided reading • Career and technical education pathways <ul style="list-style-type: none"> ○ Business management ○ Accounting • 6-8 computer science 	<ul style="list-style-type: none"> • 6-10 math • K-5 music • Early education • K-5 English language arts phonics • 9-12 social studies • 6-8 world language • Computer courses • Career and technical education pathways <ul style="list-style-type: none"> ○ Child development ○ Construction ○ Textiles ○ Interior design 	<ul style="list-style-type: none"> • 5-12 performance music • 6-8 world language • 6-12 English language arts • K-5 fine arts • Career and technical education pathway <ul style="list-style-type: none"> ○ Manufacturing 	<ul style="list-style-type: none"> • K-5 math • 11-12 science • K-8 Spanish language arts (dual language) • 6-12 U.S. History and Government 	<ul style="list-style-type: none"> • World History • 6-12 theater • 6-11 science • Career and technical education pathway <ul style="list-style-type: none"> ○ Healthcare

**Kenosha Unified School District
Kenosha, Wisconsin**

June 22, 2021

TEACHING AND LEARNING BUDGET ASSUMPTION

Kenosha Unified School District is composed of nearly 2,000 English learner (EL) students across the 40 plus buildings. Under Title III, states are required to demonstrate that EL students are proficient in achievement standards in math and language arts. The Wisconsin Department of Public Instruction has recognized Kenosha Unified School District in the past for paving the way for a solidified English language development (ELD) curriculum. As the third largest public school district in Wisconsin, it is important that systemic structures are closely monitored to ensure that policies and procedures are implemented with fidelity.

Leadership for English as a second language (ESL) is currently provided by the coordinator of Language Acquisition along with an ESL leadership team that meets biweekly for an hour after the school day. In order to meet the increased demands of program and policy updates, administration is adding 1.5 full-time equivalent ELD teacher consultants to assist with program implementation across the district. The funding source for these positions is the Title III budget.

The recommended ELD teacher consultants will guide the building teams by supporting the written, taught, and assessed ELD curriculum that ensures ELs achieve English language. Additionally, these positions will target consistent ELD progress and program monitoring at all Kenosha Unified School District schools, specifically working with focus schools for the 2021-22 school year. These positions will be housed in a school, working as a .5 ESL teacher and traveling to assigned buildings throughout the district to provide .5 ELD support for assigned schools.

The primary functions for these positions include:

- Support ELD curriculum and ESL teachers at building sites.
- Use data and student work to support staff and implement strategies to improve classroom support for ELs.
- Provide coaching and feedback to ESL teachers relative to matching instructional practice to student need.
- Collaborate with the coordinator of language acquisition programs, the content coordinators, and the curriculum design teams to research best practices and align ELD standards with curriculum to support ELs.

Recommendation

Administration recommends that the Kenosha Unified School Board approve the request to add 1.5 English Language Development Teacher Consultants to the Teaching and Learning Department using Title III funding.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Mrs. Julie Housaman
Chief Academic Officer

Ms. Sarah Smith
Coordinator of Language Acquisition



BUDGET ASSUMPTION SUMMARY - EXPENDITURE

Title:	English Language Development Teacher Consultant	Budget Year:	2021-2022
Department:	Teaching and Learning	Budget Manager:	Sarah Shanebrook-Smith

REQUEST

To add English Language Development Teacher Consultant (1.5 FTE) positions.

RATIONALE/ INSTRUCTIONAL FOCUS

Kenosha Unified School District is composed of nearly 2,000 English learner (EL) students across the 40 plus buildings. Under Title III, states are required to demonstrate that EL students are proficient in achievement standards in math and language arts. The Wisconsin Department of Public Instruction has recognized Kenosha Unified School District in the past for paving the way for a solidified English language development (ELD) curriculum. As the third largest public school district in Wisconsin, it is important that systemic structures are closely monitored to ensure that policies and procedures are implemented with fidelity.

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IMPACT

This highly skilled teacher leaders will work collaboratively with the Coordinator of Language Acquisition Programs and the ESL teachers to plan, develop, implement and monitor a multi-level systematic process that ensures all English learners (ELs) are achieving at their highest capacity.

BUDGET ASSUMPTION

Object Level	Descriptive	Amount
100's	Salaries (1.5 FTE)	\$128,341.50

200's	Fringes	\$59,744.16
300's	Purchased Services	\$0
400's	Non-Capital Objects	\$0
500's	Capital Objects	\$0
	TOTAL*	\$188,085.66

***To re-calculate the Total Amount, click once in the Total Amount cell then press the F9 key.**

Is this a ☐ One-time or ☒ Recurring expenditure?

FUNDING SOURCES

The 1.5 English Language Development Teacher Consultants would be added to the Title III grant budget. The purpose of Title III funds is to help ensure that English learners attain English language proficiency and meet academic standards.

**Kenosha Unified School District
Kenosha, Wisconsin**

June 22, 2021

Review of the Facilities Compensation Schedule for HVAC and Electricians

Background

In the February 9, 2021 Planning/Facilities meeting, Mr. Finnemore, Director of Facilities, expressed to the Board having difficulty recruiting for HVAC and Electrician candidates due to KUSD's current salary schedule assigned to those positions. Dr. Savaglio-Jarvis, Superintendent of Schools, informed those in attendance that the Office of Human Resources would conduct a market study and would bring forth a recommendation to the Board. This is due to these positions being classified as "hard-to-fill". This expansion will increase the top end of the salary range for these positions and will also create a new position on Tier 17 (Master Electrician). Changes reflected will be continued on any subsequent documents absent a full market study for the entire department or District.

Recommendation

Administration recommends the Board approve (attachment A) which demonstrates the expansion and addition of the compensation schedule for only HVAC and Electrician (HVAC Mechanic, Electrician, HVAC Crew Leader, Master Electrician) positions on the current KUSD 2020-2021 Facilities Hourly Wage Schedule.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Kevin Neir
Interim Chief Human Resources Officer

Attachment A

	HVAC Mechanic	Electrician	Carpenter	HVAC Crew Leader	Carpenter Crew Leader	Master Electrician	Master Plumber
	●	●	●	●	●	●	●
	Tier 13		Tier 14	Tier 15	Tier 16	Tier 17	
Level A	\$29.68		\$30.63	\$31.91	\$34.01	\$34.19	
Level B	\$30.74		\$31.69	\$32.96	\$35.07	\$35.25	
Level C	\$30.94		\$31.91	\$33.17	\$35.29	\$35.46	
Level D	\$31.15		\$32.11	\$33.37	\$35.49	\$35.66	
Level E	\$31.36		\$32.32	\$33.59	\$35.70	\$35.88	
Level F	\$31.57		\$32.53	\$33.79	\$35.91	\$36.08	
Level G	\$31.80		\$32.75	\$34.01	\$36.13	\$36.31	
Level H	\$32.01		\$32.96	\$34.22	\$36.34	\$36.51	
Level I	\$32.21		\$33.17	\$34.43	\$36.54	\$36.72	
Level J	\$32.43		\$33.37	\$34.64	\$36.75	\$36.93	
Level K	\$32.63		\$33.59	\$34.85	\$36.96	\$37.14	
Level L	\$32.85		\$33.80	\$35.07	\$37.18	\$37.35	
Level M	\$33.06		\$34.01	\$35.29	\$37.38	\$37.57	
Level N	\$33.27		\$34.22	\$35.49	\$37.60	\$37.77	
Level O	\$33.48		\$34.43	\$35.70	\$37.80	\$37.99	
Level P	\$33.69		\$34.64	\$35.91	\$38.02	\$38.19	
Level Q	\$33.90		\$34.86	\$36.13	\$38.23	\$38.41	
Level R	\$34.13			\$36.36		\$38.64	
Level S	\$34.36			\$36.59		\$38.87	
Level T	\$34.59			\$36.82		\$39.10	
Level U	\$34.82			\$37.05		\$39.33	
Level V	\$35.05			\$37.28		\$39.56	
Level W	\$35.28			\$37.51		\$39.79	
Level X	\$35.51			\$37.74		\$40.02	
Level Y	\$35.74			\$37.97		\$40.25	
Level Z	\$35.97			\$38.20		\$40.48	

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

June 22, 2021

CLASSIFICATION, COMPENSATION AND PERSONNEL POLICY FOR GENERAL
ADMINISTRATIVE, INSTRUCTIONAL ADMINISTRATIVE, SUPERVISORY AND
TECHNICAL PERSONNEL

Background:

The Classification, Compensation, and Personnel Policy for General Administrative, Instructional Administrative, Supervisory and Technical Personnel is a two-year policy that outlines benefits other than health, vision and dental for all of the aforementioned groups.

There are no suggested updates for the 2021-2023 Policy.

Board Consideration:

The 2021-2023 Classification, Compensation, and Personnel Policy for General Administrative, Instructional Administrative, Supervisory and Technical Personnel is being recommended for approval by the board on June 22, 2021.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Kevin Neir
Interim Chief Human Resources Officer



**CLASSIFICATION, COMPENSATION AND PERSONNEL
POLICY FOR
GENERAL ADMINISTRATIVE, INSTRUCTIONAL
ADMINISTRATIVE, SUPERVISORY AND TECHNICAL PERSONNEL
~~2019-2021~~2021-2023**

I. APPLICATION AND EFFECTIVE DATE OF OPERATION

The policy herein set forth and detailed shall be effective upon the date of adoption and shall govern the classification, compensation and working conditions of all administrative, supervisory, and technical (“AST”) personnel, except the Superintendent of Schools, in addition to language outlined in the Employee Handbook and Board Policies and Rules. Detailed benefit information can be found on the staff intranet.

II. ADOPTION OF THIS POLICY

In the adoption of this policy, the Board of Education expresses the plan that it shall follow in compensating and classifying its AST personnel. It is understood that the Board of Education reserves the right from time to time to make adjustments in this policy to meet the fiscal, administrative and programmatic requirements and needs of the District in an efficient and effective manner. The policy contained herein shall, at a minimum of two years, be reviewed by the Superintendent of Schools, with any recommended changes and/or modifications being reported to the Board of Education.

III. BASIS FOR DETERMINATION OF SALARY POLICY AND OTHER WORKING CONDITIONS

Recognition is made of the fact that only professionally qualified individuals who meet the qualifications identified in the position’s job description will be appointed to positions herein specified based on the approved job description for the position. Prior to posting and filling any of these positions, AST job descriptions shall be reviewed and updated by the Office of Human Resources and approved by the Superintendent of Schools prior to posting on WECAN and/or other job boards deemed appropriate by HR. All other job descriptions shall be reviewed and updated as needed.

IV. EMPLOYEE CLASSIFICATION DEFINITIONS

A. Administrative employee – For the purpose of this policy, “administrative employee”

will be defined, as per the EEOC definition of an Executive/Senior Level Official Manager or First/Mid Level Official/Manager as an employee who:

1. Plans, directs, and formulates policies; sets strategy; and who plans, directs, and coordinates activities with the support of subordinate executives and staff managers; or
2. Oversees and directs the delivery of services or functions and who implements policies, programs and directives of an Executive/Senior Level Official/Manager.
3. The administrative employees' job titles on the AST salary schedule will include an “***” indicator.

B. Supervisory employee – For the purpose of this policy, “supervisory employee” will be defined, as per the EEOC definition of Professional, as an employee:

1. Whose job requires bachelor and/or graduate degrees, and/or professional certification and comparable professional experience to perform the required job tasks; and
2. Whose job tasks include the ability to exercise significant direction over another person's daily tasks including tangible employment actions such as hiring, firing, and disciplining subordinate employees.
3. The supervisory employees' job titles on the AST salary schedule will include an “***” indicator.

C. Technical employee– For the purpose of this policy, “technical employee” will be defined, as per the EEOC definition of a Technician or Administrative Support Worker, as an employee:

1. Whose job is comprised of activities that require applied scientific and/or technical skills, usually obtained by post-secondary education of varying lengths, depending on the particular occupation, recognizing that in some instances additional training, certification, or comparable experience is required; or
2. Whose job involves non-managerial tasks providing administrative and support assistance, primarily in office settings.
3. The technical employees' job titles on the AST salary schedule will include an “*” indicator.

V. SALARY POLICY

A. Annual Salary Adjustment

1. Effective July 1, 2009, salary percentage increases for AST personnel (other than the Superintendent) shall be considered and determined annually by the Board of Education based upon recommendation from the Superintendent of Schools and in compliance with guidelines imposed by the State legislature.
2. Effective July 1, ~~2021~~¹⁹, eligible ASTs shall be advanced for step movements on the salary schedule in effect upon Board approval provided that the District has the ability to pay for step advancements.

B. Salary Schedule Structure

1. Salaries are established for each level of employment with annual longevity, salary schedule and education/professional lane increases determined by the Board of Education following review of recommendations from the Superintendent of Schools.
 - a. Individuals who are on a performance improvement plan or do not provide satisfactory service are not eligible for any salary increases, stipends or merit awards.
 - b. The Superintendent, with the approval of the Board of Education, may implement a merit pay plan.

C. Changes in Salary and Classification

1. Salary
 - a. The Superintendent will annually meet with the Board of Education for discussion of AST salary and benefit proposals in accordance with the timelines described in Article IV, A, 1. Prior to such meeting, the Superintendent will meet with the Education Leaders of Kenosha (hereinafter referred to as “ELK”) or its designee.
 - b. Salary levels are to be reviewed and compared with normative information, and recommended changes may be incorporated as a budget assumption to be presented to the Board of Education for consideration.
2. Classification
 - a. The Superintendent may institute reclassification of positions as needed to reflect changes in responsibility with the approval of the Board of Education.

D. Salary Status as a Result of Transfer Appointment or Position Reclassification

Persons in the District transferred from one AST position to another position, will be placed at a salary level based upon qualifications and experience at the discretion of

the Superintendent of Schools with the approval of the Board of Education. Such transfer could result in an increase or decrease in salary. Any such increase in salary shall commence on the first pay period following the position change; any such decrease in salary shall commence on the first pay period of the school semester following the position change.

E. Conformity with Applicable Laws

All salary compensation changes, whether pertaining to base salary, equity adjustment, merit or any other salary compensation item, and all fringe benefit changes, shall comply with any applicable laws regarding same.

VI. FRINGE BENEFITS

A. Vacation

Vacation shall be accrued on a fiscal year (July 1 - June 30) and taken on a calendar year (January 1 - December 31). Vacation is accrued at a 1/12 per month basis.

All supervisory and technical employees under this policy will receive vacation as follows:

- a. One week = five days
- b. During first year of employment – two weeks (prorated)
- c. After first year – three weeks
- d. After second year – four weeks
- e. New employees will not be allowed to take vacation during the first six months of employment.

All administrative employees under this policy will receive vacation as follows:

- a. One week = five days
- b. During first year of employment – three weeks (prorated)
- c. After first year – four weeks
- d. After second year – five weeks
- e. New employees will not be allowed to take vacation during the first six months of employment.
- f. Holidays

B. The following days will be paid holidays for AST personnel:

New Year's Eve	Labor Day
New Year's Day	Thanksgiving Day
Martin Luther King Day	Friday after Thanksgiving
Good Friday	Christmas Eve
Spring Break Week	Christmas Day
Memorial Day	Winter Break
Independence Day	

If any of the named holidays fall on a Saturday or Sunday, either the preceding or the following normal workday as approved by the Board of Education shall be

observed as the holiday.

C. Tuition Reimbursement

AST personnel shall be eligible to request tuition reimbursement for college, university or technical school coursework under the following conditions provided the Employee has completed one full year of continuous full-time employment within the AST classification:

1. Courses must be job related and individuals must request written approval in advance of taking the course(s) from the Superintendent or designee prior to enrollment. The approval for reimbursement shall be contingent upon the availability of funds.
2. A transcript or certification attesting to completion of such coursework must be filed with the Office of Human Resources along with evidence of tuition payment by the individual within 60 days after the completion of the coursework.
3. Reimbursement will be made for actual tuition costs only not to exceed the UW-System (Milwaukee) cost per credit up to a maximum sum of 24 credits in the last five years. Employees earning an "A", "B" or "Pass" in any authorized course will be reimbursed at 100% of the documented cost. There will be no reimbursement for less than "B" level work. Employees who leave employment with the District for reasons other than retirement within one year of completion of the authorized course(s) shall be obligated to repay the District two-thirds of the tuition cost paid by the District within 30 days of resignation or termination; and employees who leave employment for reasons other than retirement within two years shall repay one-third of the tuition cost within 30 days of resignation or termination.

D. Sick Leave

1. General Provisions

- a. Sick leave with full pay shall be earned and credited at the rate of one day per month for each month the employee is employed by the District. Unused sick leave shall be accumulated to a maximum of 120 days. AST employees, who had accumulated sick leave while employed by the District as a non-AST employee, may carry over their accumulated non-AST sick days.

Non-AST sick days shall be used before any sick days accrued as an AST, but in no case shall the total of AST and non-AST sick days exceed 120 days.

- b. After a minimum of 10 full years of continuous employment as AST

personnel, employees covered under this policy whose employment ends for reasons other than termination (i.e. resignation or retirement) shall be entitled to receive a payment equal to 50% of the value of any accumulated unused sick leave earned as an AST employee at the time of such separation (i.e. resignation or retirement) at the rate of pay at the time of separation (i.e. resignation or retirement) . The District shall make such payment within 90 days after separation (i.e. resignation or retirement) of employment. The District shall make such payment in the form of a post-employment contribution to a tax-sheltered annuity.

2. Personal Injury Benefits

- a. Whenever the employee is absent as a result of personal injury caused by an assault by a student, occurring in the course of the employee's employment, the employee shall be paid his/her full salary for the period of such absence, and no part of such absence will be charged to his/her annual sick leave. Under these conditions, any benefits accruing to the employee would be remitted to the District.
- b. Whenever the employee is absent as a result of personal injury occurring on district property and not due to the employee's negligence, the employee shall be paid his/her full salary less weekly indemnity under the Workers' Compensation Act for the period of his/her disability up to thirty 30 contract days and no part of such absence shall be charged to his/her accumulated sick leave.

3. Initial Sick Leave Credit

The District acknowledges that no formal sick leave policy existed prior to the adoption of this policy effective July 1, 1997. Therefore, in recognition of the tenure of the District's employees prior to July 1, 1997, the full time employees of the District as of July 1, 1997, covered by this policy, are granted accrued sick leave benefits as of July 1, 1997, (whether or not such full time employment was as an AST employee) as follows: One day per month for each month of consecutive full time employment with the district as of July 1, 1997, to a maximum of 120 days.

E. Other Leave

1. Employees covered by this policy who have completed a minimum of three years of continuous full-time service within the AST classification shall be eligible to request a personal leave for up to one year. Said leave, if approved by the Superintendent or his/her designee, shall be without compensation. Upon return from such leave, the AST personnel shall be immediately reinstated in his or her former position, if then available, and if not to a substantially equivalent position which he or she is competent

to perform. Employees who take a leave of absence for any period longer than six months shall not accrue District seniority during that time.

2. The District will grant the necessary time off with pay for employees who are subpoenaed to appear in court proceedings: (1) in connection with the employee's employment; or (2) in any other legal proceeding, if the employee is not a party to the action. Such approved absence will be with pay provided the employee remits to the District any fees received and files the subpoena with the Office of Human Resources. Time off with pay for purpose of attending court proceedings shall include the adoption and/or accepting appointment as guardian of a child by the employee.

VII. ADDITIONAL COMPENSATION – EDUCATION AND PROFESSIONAL DEVELOPMENT LANES

Effective July 1, 2006, the Board of Education shall provide compensation in the amount of \$1,500 annually for up to one achievement in each of the following categories for no more than a total of \$4,500 annually:

- A. Master's degree plus 30 college credits or equivalent continuing education units (CEU's) (Implied in Ph.D. or Ed. D.). *Once this achievement is approved and received, no further documentation is needed to continue receiving this stipend on an annual basis.*
- B. Professional licensure/certifications including, but not limited to, Certified Public Accountant (CPA), American Institute of Architects (AIA), Professional Engineer (PE), Registered Dietician (RD), Certified Network Engineer (CNE), Microsoft Certified Software Engineer (MCSE), etc. Those who attained this achievement on or prior to June 30, 2019, shall be grandfathered in receiving their annual stipend without needing to meet the criteria below. Those attaining the achievement July 1, 2019, and beyond must meet all criteria as outlined.

Professional licensure/certifications considered for additional compensation must:

1. Be earned through the State of Wisconsin or a professional association
2. Be pertinent to the employee's current position
3. Receive supervisor approval (specifically as it relates to the employee's position)
4. Require continuing education to maintain the licensure/certification (e.g. credits or coursework required to remain certified/licensed)
5. Be turned in to the Office of Human Resources on an annual basis on or before April 30 with all supporting documentation showing supervisor approval, what continuing education is required to maintain licensure/certification, the credits/coursework completed to maintain licensure/certification, and the updated license/certificate for the current year

- C. Master Administrator designation through the Wisconsin Department of Public Instruction. *Once this achievement is approved and received, no further*

documentation is needed to continue receiving this stipend on an annual basis.

Any and all required documentation for each area outlined above must be turned in on or before April 30. The Office of Human Resources shall review submissions in May and notification of approval and payment will be provided by June 30 of the fiscal year. This section excludes additional teaching or administrative licenses; certifications or licenses required to hold a position; and/or certifications and licenses required to accomplish responsibilities or essential job duties as outlined in the job description.

VIII. OTHER CONDITIONS OF EMPLOYMENT

A. Duration of Individual Employment Contract

1. Individual employment contracts issued to employees covered by this policy will be issued in accordance with any applicable State Statutes and Board of Education policy.
2. Employment contracts for individuals covered by, Wis. Stat. § 118.24 may be for a term up to, but not to exceed, two years.
3. Individuals covered by Wis. Stat. § 118.24., who are placed on a professional improvement plan, shall be entitled to a contract with a term not to exceed one year. Individuals covered by Wis. Stat. § 118.24 who are in the last year of a two year contract, and who are placed on a professional improvement plan, shall be given preliminary notice and notice of nonrenewal of their two year contract pursuant to Wis. Stat. § 118.24, so as to renew their contract for a term not to exceed one year.
4. Employment contracts for individuals not covered by Wis. Stat. § 118.24 may be for a term not to exceed one year. Individuals not covered by Wis. Stat. § 118.24, who are placed on a professional improvement plan, shall be given notice of same at the time their contract is considered for renewal and shall be provided the opportunity to meet with the Board of Education in closed session to discuss the matter.

B. Placement on the Salary Schedule

1. Any newly hired employee or current employee changing positions within the AST group prior to January 1 of any given year shall be eligible for salary advancement for the ensuing school year.
2. Prior experience credit as determined by the Superintendent may be granted personnel being employed in accordance with provisions contained herein.
3. Salary placement shall be made effective as of July 1 of each year.

C. Overtime for Non-Exempt Positions

Positions classified at Levels 1 through 6 on the Salary Schedule (Appendix A) are classified as non-exempt employees, and overtime will be paid at one-and-a-half times the employee's hourly rate of pay. Overtime will be paid for work in excess of 40 hours per week. Similarly, the District may provide mutually agreed compensatory time off in lieu of overtime pay that will be accrued at one-and-a-half hours for every hour a non-exempt employee works over 40 hours per week.

D. Outside Employment

No District employee shall engage in any outside activities or employment that interferes with the ability to carry out regularly assigned duties, as determined by the Superintendent or designee.

IX. EARLY RETIREMENT

A. Eligibility

1. Individuals who have been employed in the District on a regular full-time basis for at least 15 years, who also meet the additional age and other requirements set forth below and whom the District currently employs, may apply for early retirement benefits under this Article IX.
2. Individuals who have been employed by the District for at least 15 years and who are currently employed by the District, and have served the last 10 years of continuous full-time employment within the AST classification, and have reached the age of 55 are entitled to the insurance coverage specified in Article IX-D-1. Employees eligible for early retirement insurance benefits may maintain their current single/family coverage until age 65 or Medicare eligibility, whichever occurs first.
3. An employee shall be immediately disqualified from participation in this plan and all District obligations hereunder shall cease when and if a participant receives unemployment compensation or Worker's Compensation directly or indirectly from the District.
4. Individuals who retire shall not be eligible for re-employment with the District either as a full-time equivalent (FTE) or a consultant without the approval of the Board of Education.
5. Employees who do not meet the eligibility criteria in paragraph 2 above, but who do meet the criteria in paragraph 1 above and who have attained age of 55 shall be eligible for single health insurance coverage specified in Article IX-D-1.

B. Application Procedure

1. Applicants shall apply for early retirement benefits to the Superintendent

and/or his/her designee at least six months in advance of the effective date of retirement.

2. The effective date of retirement for instructional administrators shall be July 1. The employee shall tender notice of the effective date of early retirement immediately upon being notified that the application has been accepted.
3. Once notice of intent to retire is given by an employee, and is accepted by the District, the notice of intent to retire shall be irrevocable.

C. Payments

1. The District shall have the discretion to determine whether it will make any supplemental payment to WRS for any retiree, as determined by WRS, in accordance with Wis. Stat. §40.05(2)(i).
2. The District shall provide a Letter of Agreement to the retiring employee that specifies the amount to be paid to the WRS on behalf of the retiring employee.

D. Retiree Health/Dental

1. Except as otherwise provided in IX-A-3 and IX-A-4, employees who retire pursuant to this Article shall be eligible to remain in the group health, dental and life insurance programs that the District may maintain from time to time for similarly-situated active employees until age 65 or until the individual qualifies for Medicare, whichever occurs first. The District does not pay premium contributions for life insurance.
2. Except as otherwise provided in IX-A-3 and IX-A-4, the District shall make its portion of premium contributions on behalf of early retirees until age 65 or until the individual qualifies for Medicare, whichever occurs first based on the following contribution schedule. Retirees will be responsible for their portion of the premium contribution.
3. The District will establish the employee/retiree contributions from time to time and communicate such rates to affected individuals through a separate benefit schedule or other written communication. Premium contribution rates and plan design are subject to change.

E. Other Retirement Benefits

1. Employees, who attain the minimum age to retire with 15 years of continuous full-time employment in the District, shall be entitled to receive a payment equal to \$2,000 per year of continuous full-time employment within the AST classification. Payment may occur within 90 days of the termination or may be paid in three equal yearly installments

(including any accrued interest based on the average investment rate for the previous year's fixed annuity account of the Districts investment vehicle) on the same corresponding date. The District may choose to make such a payment through a tax-deferred plan. This and all retirement transactions must be in compliance with applicable Wisconsin Retirement System rules and regulations and/or state law.

This provision shall sunset at the close of the 2005/06 classification policy period (June 30, 2006). (No additional benefits shall accrue.) Those members covered by this classification policy at the time of sunset will be eligible to receive \$2,000 for each year of service they have attained as of 2005/06 provided they meet the minimum age to retire (age 55).

X. DURATION AND PROVISIONS FOR AMENDING THIS POLICY

This policy and all its provisions shall be construed as being in full force and effect starting July 1, 2019 and may be revised or amended only by action of the Board of Education. The Board of Education may amend this Policy and any underlying plan or program at any time and any such changes may apply immediately to a covered individual, even after an employee retires.

If any portion of this Policy is held invalid by operation of law or by any tribunal or agency of competent jurisdiction, or if compliance or enforcement of any part should be restrained by such tribunal or agency, or in the event of substantial changes in the social security or retirement systems which would affect this Policy, the entire Policy shall become null and void and shall be reassessed at that time by the Board of Education.

XI. RESIDENCY

Administrative, Supervisory and Technical personnel are strongly encouraged to reside within the school district boundaries.

XII. EMPLOYMENT CONTRACT RENEWAL, NON-RENEWAL, MODIFICATION OR TERMINATION

A. Employment Contract Renewal, Non-Renewal, Modification or Termination for Administrative Personnel under Wis. Stat. § 118.24.

1. The renewal, non-renewal and termination of the employee's employment contract shall be in accordance with the provisions of Wis. Stat. § 118.24, and the rules, regulations and policies of the Board of Education. The employee contract may be modified or terminated any time during the term hereof by the mutual written agreement of the parties hereto, except that a breach of said contract may result in dismissal rather than acceptance of resignation. A resignation must be made in writing to the Superintendent of Schools at least 30 days prior to the proposed effective date of such resignation and is subject to acceptance or rejection by the

Board of Education on the basis of the reasons proffered therefor.

2. The Superintendent of Schools may unilaterally suspend the individual with or without pay. The Board of Education may discharge or terminate the individual for just cause for a breach of the employee's contract. The Administrator shall be entitled to procedural due process prior to any suspension, discharge or termination that occurs during the term of the employee's contract.
3. Any employee covered under this agreement who has been placed on a Professional Improvement Plan shall not have their contract renewed for more than one year in accordance with the provisions of this Article and Article VII, A. While on a professional improvement plan, the employee's salary will be frozen for the duration of the plan. Upon completion of the plan and recommendation for further employment, the employee will be placed on the salary schedule at the level he/she would have achieved had he/she not had his/her salary frozen and shall receive back pay. However, should said individual remain on review for the period of the contract renewal and fail to meet District expectations in their evaluation at the end of the contract term, said individual will be terminated.

B. Employment Contract Renewal, Non-Renewal, Modification or Termination for Administrative, Supervisory, and Technical Personnel Not Covered by Wis. Stat. § 118.24.

1. The Board of Education, or designee, will notify the individual at least 30 calendar days prior to the expiration of the employee's contract of its intent to renew or non-renew said contract. If the individual receives a notice that the Board of Education is considering the non-renewal of the employee's contract, the individual may, within five calendar days after receiving such notice, request, in writing, a private conference with the Board of Education to discuss the reasons for the non-renewal. The Board of Education will advise the individual in writing of its decision to renew or non-renew the individual's contract within five calendar days after such conference.

The employment contract may be modified or terminated any time during the term hereof by the mutual written agreement of the parties hereto, except that a breach of said contract may result in dismissal rather than acceptance of resignation. A resignation must be made in writing to the Superintendent of Schools at least 30 days prior to the acceptance or rejection by the Board of Education on the basis of the reasons proffered therefor.

The Superintendent of Schools may unilaterally suspend the individual with or without pay. The Board of Education may discharge or, terminate the individual without cause for reasons that are not arbitrary or

capricious during the term of the employee's contract, provided that the individual shall be given written notice 30 days prior to the effective date of any discharge or termination during the term of the employee's contract. The individual shall be entitled to procedural due process prior to any suspension, discharge or termination that occurs during the term of the employee's contract.

2. Any employee who has been on a professional improvement plan for one year and who fails to meet District expectations in their evaluation at the end of that year shall be terminated.

XIII. EVALUATION

All individuals covered herein shall be annually evaluated in accordance with the policies and procedures adopted by the Board of Education and receive a written summative copy of said evaluation.

XIV. TRANSFER

The District shall have the right to transfer any employee herein during the term of their contract from one assignment to another whenever, in the judgment of the Board of Education, such transfer is in the best interest of the District. In the event of a transfer, the employee should receive the compensation appropriate for such position pursuant to the current AST Personnel Salary Schedule and Article IV, D of this policy with consideration of years of service within the AST classification.

XV. MODIFICATION TO POLICY

All modifications to the Compensation and Personnel Policy for General Administrative, Instructional Administrative, Supervisory and Technical personnel will be sent to ELK leadership to share with all AST staff members at such time that the modifications are submitted to the Board of Education, and the Superintendent will meet with ELK leadership to explain such changes prior to adoption.

Kenosha Unified School District
Kenosha, Wisconsin

June 22, 2021

**Board Approved Student User Fees and Recreation Department
Fees for the 2021-2022 School Year**

As a component of the budget development process, a review of fees charged by the District is conducted annually. The administration is not recommending any changes to the 2021-22 student user fees or the recreation department fees for the upcoming school year. Given the recent irregularity attributed to the pandemic, it is recommended that the District reevaluate all student user fees once we establish our new “normal.”

Attachment A delineates the proposed 2021-2022 Student User Fees Schedule and Attachment B delineates the proposed 2021-2022 Recreation Department Fees Schedule.

District-wide Fee Procedures:

- All fees and payments for a student will be maintained in Infinite Campus by the school at which the student is primarily enrolled. Schools will have access to create fees based on circumstances (e.g. field trips, yearbook, clubs, and activity accounts).
- Charter schools are required to collect all applicable district-required user fees according to the Board-approved fee schedule. Charter schools may retain the fees as part of the individual charter agreements.
- All schools looking to charge for workbooks or any other supplemental consumable materials, not covered by the base fees, must submit the fee to be reviewed and approved by the respective school leadership department prior to the allocation of any funds for the purchase of these materials, or the assessment of any such fees.

Administrative Recommendation

Administration requests that the Board of Education approve the attached schedules in order to establish the fiscal year 2021-2022 student user fees and recreation department fees.

The Administration also recommends that the Board engage in further discussions on student user fees around the month of January should they choose to entertain changes for the following fiscal year 2022-2023.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

Kenosha Unified School District

**Historical Schedule of Student User Fees
Proposed Fees for the 2021-2022 School Year**

Base User Fees	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
High School	\$ 62	\$ 64	\$ 67	\$ 67	\$ 67	\$ 67	\$ 67	\$ 67	\$ 67	\$ 67	\$ 67
Middle School	70	72	72	72	72	72	72	72	72	72	72
Elementary School	43	44	44	44	44	44	44	44	44	44	44
Pre-School ⁽¹⁾	22	22	22	22	22	22	22	22	22	22	22

⁽¹⁾ Base User Fee includes individual project materials and workbooks

Grade Level Fees	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Writer's Inc. (9th Grade)	\$ 24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Program Fees	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
1:1 Electronic Device Program	\$ 30	\$ 30	\$ 30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Kenosha Military Academy Leadership	25	25	25	25	25	25	25	25	25	25	25

Course Fees	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Physical Education Fee (High School)	\$ 24	\$ 24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Physical Education Fee (Middle School)	15	-	-	-	-	-	-	-	-	-	-
Technology Education (LakeView Academy)	30	35	35	35	35	35	35	35	35	35	35

Athletic Fees	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Athletic Fee High School ⁽²⁾	\$ 55	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75
Athletic Fee Middle School ⁽³⁾	25	50	50	50	50	50	50	50	50	50	50
Hockey Participation Fee	-	-	900	900	900	900	900	900	900	900	900

⁽²⁾ Athletic Fee per sport, \$10 earmarked for building athletic uniforms, \$150 max per student, \$300 per family

⁽³⁾ Athletic Fee per sport, \$5 earmarked for building athletic uniforms, \$100 max per student, \$200 per family

Other School Fees	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Activity Fee ⁽⁴⁾	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15
Music Activity Fee ⁽⁵⁾	30	30	30	30	30	30	30	30	30	30	30
Instrument Usage ⁽⁶⁾	50	50	50	50	50	50	50	50	50	50	50
Parking ⁽⁷⁾	50	50	50	50	50	50	50	50	50	50	50
After School Program (per day)	5	5	-	-	-	-	-	-	-	-	-

⁽⁴⁾ Activity Fee (HS, \$30 max. per student, \$60 max. per family; for debate, forensics, academic decathlon, cheerleading, robotics and other competitive events)

⁽⁵⁾ Music Activity Fee (HS, \$60 max. per student; \$120 max. per family; for jazz ensemble, chamber orchestra, madrigal singers, golden strings, theater and drama)

⁽⁶⁾ Instrument Usage (MS, HS - \$50 max. per student, \$100 max. per family)

⁽⁷⁾ Parking (HS, \$30 for only second semester, students taking classes at multiple buildings will receive complimentary passes with proof of permit from their home school)

Summer School Fees ⁽⁸⁾	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Elementary and Middle Schools	\$ 20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
High Schools	20	-	-	-	-	-	-	-	-	-	-
Gear-Up (MS, HS)	10	-	-	-	-	-	-	-	-	-	-

⁽⁸⁾ Additional consumable fees may apply to summer camp programs

Miscellaneous School Fees	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Fines for Lost or Damaged Locks (MS, HS)	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9
Copy of Student Records (per page)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Copy of Student Transcripts	5	5	5	5	5	5	5	5	5	5	5
Lost I.D./Library Card (MS/HS)	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
I.D. Card Lanyard Replacement	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Library Fines and Breakage Charges	At Cost										
Students Unable to Pay	Per School Board Policy										

Kenosha Unified School District

Historical Schedule of Recreation Department Fees

Proposed Fees for the 2021-2022 School Year

Adult Basketball	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Team Fee ⁽¹⁾	\$ 394	\$ 394	\$ 394	\$ 394	\$ 680	\$ 680	\$ 680	\$ 680	\$ 680	\$ 680
Player Fee	40	40	40	40	-	-	-	-	-	-
Trophy Fee	8	8	8	8	-	-	-	-	-	-

Adult Softball	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Team Fee ⁽¹⁾	\$ 297	\$ 297	\$ 297	\$ 297	\$ 675	\$ 675	\$ 675	\$ 675	\$ 675	\$ 675
Player Fee	39	39	39	39	-	-	-	-	-	-
Trophy Fee	8	8	8	8	-	-	-	-	-	-

Adult Volleyball	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Team Fee ⁽¹⁾	\$ 129	\$ 129	\$ 129	\$ 129	\$ 280	\$ 280	\$ 280	\$ 280	\$ 280	\$ 280
Player Fee	24	24	24	24	-	-	-	-	-	-
Trophy Fee	8	8	8	8	-	-	-	-	-	-

Swim Fees	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Employee Swim	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lifeguard Training (Red Cross Certification)	-	-	-	-	150	150	150	150	150	150

Student Player Fees	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Instructional Swim	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Competitive Swim	25	25	25	25	25	25	25	25	25	25
Basketball	-	-	-	-	-	-	-	-	-	-
Tennis	-	-	-	-	-	-	-	-	-	-
Weight Training	20	20	20	20	20	20	20	20	20	20
Baseball/Softball	-	-	-	-	-	-	-	-	-	-
Soccer	-	-	-	-	-	-	-	-	-	-

Fine Arts	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Kenosha Youth Performing Arts Center (KYPAC)	\$ -	\$ -	\$ -	\$ -	\$ 50	\$ 50	\$ 50	\$ 50	\$ 75	\$ 75
Band of the Black Watch ⁽²⁾	-	-	-	-	150	150	150	165	175	175
Rambler Band ⁽²⁾	-	-	-	-	125	125	125	140	150	150
Summer Classics - High School Theatre	-	-	-	-	-	50	50	50	50	50

⁽¹⁾ Changing to a flat team only fee

⁽²⁾ Fee does not include shoes or trips as not all participants need the shoes and trips are not required

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Kenosha Unified School District
Kenosha, Wisconsin

June 22, 2021

**Authorization of 2021-2022 Expenditures
Prior to Formal Adoption of the Budget**

The budget adoption cycle for Wisconsin school districts is such that school boards do not adopt a final budget until October of each year, despite the fact that the fiscal year begins in July. The primary reason for this delay is that many of the factors needed to finalize the budget are not known until October. Equalized property values and official 3rd Friday student counts will not be known until the end of September. Certification of state aid from the Department of Public Instruction (DPI) will not occur until October.

It is customary for school boards to approve a resolution authorizing district administration to expend funds between July 1 and the time that the budget is formally adopted in October.

Administrative Recommendations

Administration recommends that the Board authorize the payment of all currently authorized salaries and benefits beginning July 1 and continuing until the budget is formally adopted.

Administration also recommends that the Board authorize expenditures in other areas to continue at the discretion of the administration. Expenditures should not exceed one-third of the funding authorized in the prior year's budget, unless Board action has occurred to modify specific programs or activities. The one-third guide represents 4 of 12 months in the fiscal year between July and October.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

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Kenosha Unified School District
Kenosha, Wisconsin

June 22, 2021

Federal Stimulus Funding Plan

At the April 13, 2021 Audit, Budget, and Finance Committee meeting, the administration provided a comprehensive overview of the Federal Stimulus funding available to our district, including a visual timeline that has been internally created and updated to reflect the most current information available to us (Attachment A).

These funds are one-time funds that are intended to be used for limited purposes within a limited period of time. These funds are generally intended to cover additional costs due to the pandemic such as addressing learning loss, and updating our infrastructure so that we will be better equipped to serve students in a modern and safe environment. However, there are some unique rules and regulations associated with each individual grant. The WI DPI has posted an overview of the ESSER grants that contains a link to their allowable expenditures guidance (Attachment B).

Currently, we have identified four separate one-time funding sources:

- 1) Elementary and Secondary School Emergency Relief (**ESSER I**) Grant - \$4.66 MM
- 2) Governor's Education Emergency Relief (**GEER**) Fund - \$2.9 MM
- 3) Elementary and Secondary School Emergency Relief (**ESSER II**) Grant - \$19.98MM
- 4) Elementary and Secondary School Emergency Relief (**ESSER III**) Grant – projected \$45 MM

The district has an approved plan for the ESSER I grant and a planning calculator (Attachment C) has been created to help visualize spending buckets across all the grants.

While there have been Board discussions and pre-approval on select items to meet the immediate needs of the District such as expanded Summer School costs and wireless network upgrades, there is yet to be an official plan adopted for the GEER, ESSER II or ESSER III grants. The official recommendations for those plans will be forthcoming as we continue to develop the budget and obtain official guidance on the grants. Although we do not know exactly what the requirements will be, we do know that our largest grant (ESSER III) will have some form of public input/consultation requirements that we will need to meet along with the mandatory set aside of 20% to address learning loss.

In regards to facilities type projects, KUSD would focus the resources allocated to improving indoor air quality, ventilation, and comfort in classrooms. A variety of projects will be considered that support the goal for these funds and could include some or all of the following types of projects:

- Window replacement projects on older buildings with minimal operable window area
- HVAC control system replacements to better manage indoor air quality and comfort
- Ventilation system upgrades
- Addition of air conditioning in buildings currently not mechanically cooled

Specific projects and the schools impacted would be determined by a detailed evaluation by the Facilities Department along with the engineering and contractor teams that would be hired for design and construction. A preliminary evaluation has already been completed, and over \$75 MM of potential projects were identified. That list of projects would serve as the starting point for the detailed evaluation. The administration would report back to the Board and the Planning, Facilities, and Equipment Committee with periodic updates on the status of these projects.

Due to the heightened competitive environment of the construction business and the necessary lead times and planning required for these types of projects, the administration is seeking Board direction and approval of Federal stimulus funding that would be directed to KUSD facilities projects.

Administrative Recommendation

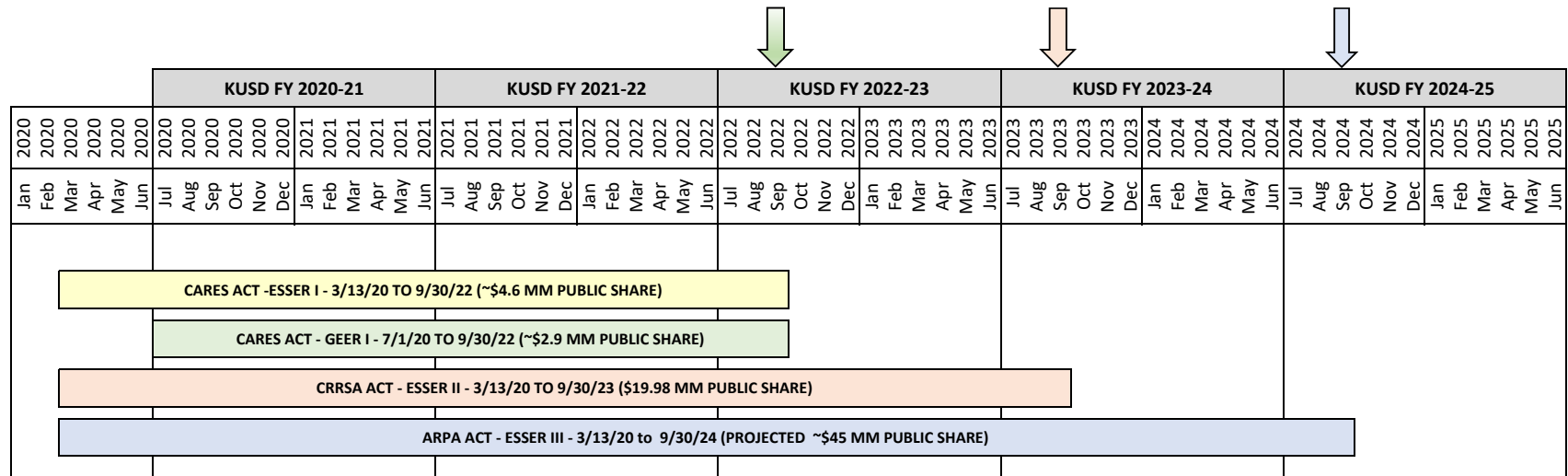
The Administration recommends that the Board approve \$15 MM of Federal stimulus funding for eligible facilities projects that would be included in the future ESSER II plan.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

Patrick Finnemore
Director of Facilities

KUSD Federal Stimulus Funding Timeline



Notes:

- 1) Coronavirus Aid, Relief, and Economic Security (CARES) - enacted 3/27/20
- 2) Elementary and Secondary School Emergency Relief (ESSER) Grant- enacted 3/27/20
- 3) Governor's Emergency Education Relief Fund (GEERF)- enacted 3/27/20
- 4) Coronavirus Response and Relief Supplemental Appropriations (CRRSA) - enacted 12/27/20
- 5) American Rescue Plan Act (ARPA) - enacted 3/11/21



Carolyn Stanford Taylor, State Superintendent

Between March of 2020 and 2021, Congress passed three stimulus bills that provided over \$2.3 billion under the Elementary and Secondary Emergency Education Relief Fund (ESSER or ESSERF) to local educational agencies (LEAs) in Wisconsin. These funds provide emergency financial assistance to address the impact that COVID-19 has had, and continues to have, on elementary and secondary schools. The table below provides a summary of the funding for ESSER under each of the stimulus bills, including fiscal information, allowable activities, and specific programs outlined under each Act. [The ESSERF Guidance Document for Public Allowed Costs](#) provides detailed information on allowed costs including "Program Type" and WUFAR codes for budgeting in WISEgrants.

	ESSER I	ESSER II	ESSER III
Stimulus Bill	Coronavirus Aid, Relief, and Economic Security Act (CARES Act)	Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA)	American Rescue Plan Act (ARPA)
Performance Period <i>Funds must be expended by this date.</i>	3/13/2020 - 9/30/2022	3/13/2020 - 9/30/2023	3/13/2020 - 9/30/2024
Total Amount in Grants to LEAs in Wisconsin	\$174M	\$686M	\$1.5B - LEAs must reserve 20% to mitigate learning loss
LEAs provide Equitable Services	Yes	N/A	N/A
Emergency Assistance to Non-Public Schools (EANS) provided by DPI	N/A	\$77.1 M	\$73M



Carolyn Stanford Taylor, State Superintendent

Maintenance of Effort Requirement	State level only	State level only	State level AND LEAs - Maintenance of Equity
Allowed Activities			
Legal Citation	ESSER I CARES Act Sec. 18003(d)	ESSER II CRRSAA Sec. 313(d)	ESSER III ARPA Sec. 2001(e)
Any activity authorized by the ESEA	X	X	X
Any activity authorized by the IDEA	X	X	X
Any Activity authorized by the Adult Education and Family Literacy Act	X	X	X
Any Activity authorized by the Perkins Act	X	X	X
Any Activity authorized by McKinney-Vento.	X	X	<i>ARPA provides a separate appropriation to states to specifically support activities authorized by McKinney-Vento</i>



Carolyn Stanford Taylor, State Superintendent

Coordination of preparedness and Response to COVID-19	X	X	X
Providing principals and other school leaders with the resources necessary to address the needs of their individual schools.	X	X	
Activities to address the unique needs of low-income children or students, children with disabilities, English learners, racial and ethnic minorities, students experiencing homelessness, and foster care youth, including how outreach and service delivery will meet the needs of each population.	X	X	X
Developing and implementing procedures and systems to improve the preparedness and response efforts of local educational agencies	X	X	X
Training and professional development for staff of the local educational agency on sanitation and minimizing the spread of infectious diseases.	X	X	X



Carolyn Stanford Taylor, State Superintendent

Purchasing supplies to sanitize and clean the facilities of a local educational agency, including buildings operated by such agency	X	X	X
Planning for, coordinating, and implementing activities during long-term closures	X	X	X
Purchasing educational technology	X	X	X
Providing mental health services and supports.	X	X	X including through the implementation of evidence-based full-service community schools.
Planning and implementing activities related to summer learning and supplemental afterschool programs,	X	X	X
Addressing learning loss among students, including low-income students, children with disabilities, English learners, racial and ethnic minorities, students experiencing homelessness, and children		X	X Must reserve 20%



Carolyn Stanford Taylor, State Superintendent

<p>and youth in foster care, of the local educational agency, including by—</p> <ul style="list-style-type: none"> A. Administering and using high-quality assessments that are valid and reliable, to accurately assess students' academic progress and assist educators in meeting students' academic needs, including through differentiating instruction. B. Implementing evidence-based activities to meet the comprehensive needs of students. C. Providing information and assistance to parents and families on how they can effectively support students, including in a distance learning environment. D. Tracking student attendance and improving student engagement in distance education. 			
<p>School facility repairs and improvements to enable operation of schools to reduce risk of virus transmission and exposure to environmental health hazards, and to support student health needs.</p>		X	X



Carolyn Stanford Taylor, State Superintendent

Inspection, testing, maintenance, repair, replacement, and upgrade projects to improve the indoor air quality in school facilities, including mechanical and non-mechanical heating, ventilation, and air conditioning systems, filtering, purification and other air cleaning, fans, control systems, and window and door repair and replacement.		X	X
Developing strategies and implementing public health protocols including, to the greatest extent practicable, policies in line with guidance from the Centers for Disease Control and Prevention for the reopening and operation of school facilities to effectively maintain the health and safety of students, educators, and other staff.			X
Other activities that are necessary to maintain the operation of and continuity of services in local educational agencies and continuing to employ existing staff of the local educational agency.	X	X	X

KUSD - Federal Stimulus Plan Calculator

Potential Buckets	Est %	ESSER I \$4,663,182	? Est %	GEER \$2,900,000	? Est %	ESSER II \$19,980,000	? Est %	ESSER III \$45,000,000	? Est %	Total \$72,543,182
Student Achievement		\$0		\$0		\$0		\$9,000,000	12.41%	\$9,000,000
Student Support		\$0		\$0		\$0		\$0	0.00%	\$0
Technology	79.72%	\$3,717,517	50.00%	\$1,450,000		\$0		\$0	7.12%	\$5,167,517
Preparedness & Response to COVID	20.28%	\$945,665		\$0	75.08%	\$0		\$0	1.30%	\$945,665
Facilities		\$0		\$0		\$15,000,000		\$0	20.68%	\$15,000,000
Other		\$0		\$0		\$0		\$0	0.00%	\$0
Allocated	100.00%	\$4,663,182	50.00%	\$1,450,000	75.08%	\$15,000,000	20.00%	\$9,000,000	41.51%	\$30,113,182
TBD	0.00%	\$0	50.00%	\$1,450,000	24.92%	\$4,980,000	80.00%	\$36,000,000	58.49%	\$42,430,000

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

June 22, 2021

VAPING LAWSUIT

Legal counsel (the Franz Law Group and Attorney Lori Lubinsky of Axley Brynelson, LLP) had advised the Board of Education of the opportunity to join a mass action lawsuit against Juul Labs, Inc. and other distributors and marketers of vaping products.

In this litigation the participating school districts will be seeking not only past monetary damages but also the appropriate compensation to deal with the vaping epidemic in the future. The focus of these future damages will be about deterrence, support and education.

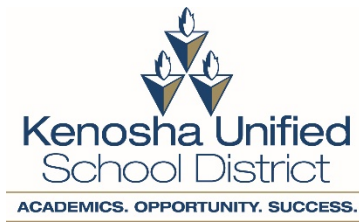
This litigation is being handled by the Franz Law Group via a contingency fee agreement whereby the participating school districts are not responsible for any fees or costs if the districts do not receive any monetary compensation in this matter. Any compensation to the Franz Law Group for fees and costs would come from the recovery the districts receive.

If the board chooses to join the mass action lawsuit against Juul Labs, Inc., the following motion is in order:

“I move that Kenosha Unified School District join the mass action lawsuit against Juul Labs, Inc. and other distributors and marketers of vaping products and approve a contingency fee agreement with the Franz Law Group.”

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

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June 22, 2021

DONATIONS TO THE DISTRICT

The District has received the following donations:

1. Beast, LLC (Spanky's Bar and Grill) donated \$1,400 to the Bradford High School Baseball Program.
2. Elaine Rust donated a piano to the Bradford High School Music Department. The value of the donation is \$400.
3. Francesca Kolens donated an Accent 800 handle and kickstand to the Special Education Assistive Technology department. The value of the donation is \$65.

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

June 22, 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

June 22, 2021

**Tentative Schedule of Reports, Events,
and Legal Deadlines for School Board**
June-July

June

- June 1, 2021 – Standing Committee Meetings – 5:00, 6:00, 7:00 & 8:00 P.M. in ESC Boardroom and Virtual
- June 8, 2021 – Last Day of School for Students
- June 9, 2021 – Staff Workday
- June 15 2021 – Special School Board Meeting – 5:30 P.M. in ESC Boardroom
- June 22, 2021 – Regular School Board Meeting – 7:00 P.M. in ESC Boardroom

July

- July 5, 2021 – Fourth of July Holiday Observed – District Closed
- July 27, 2021 - Regular School Board Meeting – 7:00 P.M. in ESC Boardroom & Virtual

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