

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD DECEMBER 14, 2021

A regular meeting of the Kenosha Unified School Board was held on Tuesday, December 14, 2021, at 7:00 P.M. in the Auditorium at Mahone Middle School. 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, Ms. Robinson, and Ms. Adams. Dr. Ormseth was also present.

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.

There were no awards or recognitions.

There were no Administrative or Supervisory appointments.

Dr. Ormseth gave the Superintendent's Report.

There was no 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 X-A – Revised Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations and Separations.

Consent-Approve item X-B – Minutes of the 11/16/21 Special Meeting and Executive Session and 11/16/21 Regular Board Meeting.

Consent-Approve item X-C – Summary of Receipts, Wire Transfers, and Check Registers submitted by Mrs. Lisa Salo, Accounting Manager; Mr. Tarik Hamdan, Chief Financial Officer; and Dr. Ormseth, excerpts follow:

"It is recommended that the November 2021 cash receipt deposits totaling \$100,222.44, and cash receipt wire transfers-in totaling \$4,855,100.85, be approved.

Check numbers 607516 through 608252 (net of voided batches) totaling \$3,126,069.94, and general operating wire transfers-out totaling \$3,877,349.71, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the November 2021 net payroll and benefit EFT batches totaling \$13,779,623.45, and net payroll check batches totaling \$9,242.41, be approved.”

Consent-Approve item X-D – Policy and Rule 3421 – District Recognition Awards submitted by Mrs. Tanya Ruder, Chief Communications Officer, and Dr. Ormseth, excepts follow:

“In early 2021, Policy 3421 was developed to provide guidance to the Recognition Committee and district staff surrounding the district’s service and peer-to-peer recognition programs, along with outlining IRS requirements tied to gifts that may be awarded to employees through such programs.

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

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

Following multiple years of surveying staff during COVID, which caused canceled dinners and events, it is evident that staff would prefer that we recognize more staff. With nearly 75% of survey respondents preferring to continue with building-level celebrations rather than an annual dinner, the committee has decided to support this change. This will include budgeting for supplies to support school celebrations, as well as freeing up enough funds to add 10- and 20-year service recognition to the list for all staff, which was also gleaned from the comments in the survey.

We will now honor 5-, 10-, 15-, 20- and 25-year service milestones, along with retirement and Spark Awards winners each year.

Administration recommends that the board approve newly developed Policy and Rule 3421 – District Recognition Awards as a second reading on Dec. 14, 2021.”

Consent-Approve item X-E - Policy and Rule 5436 – Weapons submitted by Mr. Anthony Casper, eSchool Principal and Administrative Review Chair; Ms. Kim Fischer, Regional Coordinator of Secondary School Leadership; Mr. Haithcock, Interim Chief of School Leadership; Mrs. Ruder; and Dr. Ormseth, excerpts follow:

“In 2016, Policy 5436 - Weapons was reviewed and updated regarding knives only. Upon further review, it was determined that other portions of the policy also need updating to align with our current Administrative Review practices.

The main changes include removal of antiquated language referring to zero tolerance and clarifying the language regarding disciplinary action to point to the process outlined in Administrative Regulation 5430. This will ensure that as language or processes are updated in the future, the two policies will always align. Lastly, language about what incidents are referred to law enforcement was cleaned up so it accurately reflects current practice.

Administration recommends that the board approve the proposed revisions to Policy and Rule 5436 - Weapons as a second reading on December 14, 2021.”

Ms. Stevens moved to approve the consent agenda as presented. Mrs. Modder seconded the motion. Unanimously approved.

Dr. Ormseth introduced the Better Together 2021-22 Plan (monthly agenda item) submitted by Mr. Haithcock and Dr. Ormseth, excerpts follow:

“On June 15, 2021, the board approved the following motion during a special board meeting:

“Mr. Battle moved to approve the updated version (June 15, 2021 – 3 p.m.) of the Better Together 2021-2022 Plan with face coverings/masks as optional for all students and staff starting June 16, 2021 and the removal of Administrative Regulation 4229 – Employee Face Coverings and Scrubs. Ms. Stevens seconded the motion. Unanimously approved.”

No board action was taken at the July 27, 2021 regular board meeting.

The board approved updates to the 2021-22 Better Together Plan at the August 26, 2021 regular board meeting.

The board approved updates to the 2021-22 Better Together Plan at the September 28, 2021 regular board meeting.

No board action was taken at the October 26, 2021 regular board meeting.

The board approved updates to the 2021-22 Better Together Plan at the November 16, 2021 regular board meeting.

There is no new recommendation at this time.”

Dr. Ormseth introduced the Medical Request for Proposal Process Review submitted by Mr. Kevin Neir, Interim Chief Human Resources Officer; Mr. Hamdan; and Dr. Ormseth, excerpts follow:

“In 2019, the District moved to a consumer-driven health plan which included a high deductible health plan. This transition was a significant cost savings for the District. The

contract was awarded to UnitedHealthcare for a period of 3 years and will expire on June 30, 2022.

On October 6, 2021, the District issued a Medical Plan RFP with responses due back from candidates on October 26, 2021. The RFP provided candidates with the current plan design and instructions to provide bids based on KUSD's current medical plan design. The District partnered with Hays Companies, the District's benefits broker, to review candidate responses to the Medical RFP.

Administration recommends the Board take the following action:

- Select vendor finalists for the KUSD Medical Plan. Finalists will be required to present their RFP responses to the Board at a future Board meeting.”

Mr. Hamdan introduced Mr. Chris Smessaert from Hays Companies and he gave a Medical Carrier Marketing Review PowerPoint presentation which covered the following topics: proposal overview, medical carrier marketing results – broad network opportunities, narrow network opportunity, and provider disruption, considerations, next steps, finalist meeting proposed agenda, and discussion/action by the board.

Mr. Battle moved to select UnitedHealthcare and Humana as finalists for the KUSD Medical Plan. Ms. Robinson seconded the motion. Motion carried. Mrs. Modder abstaining.

Mr. Hamdan introduced Mr. Jordan Boehm, from CliftonLarsonAllen LLP and he presented the Annual Financial Report. He gave a PowerPoint presentation which covered the following topics: scope of work, financial audit results, single audit results, governance communication, questions, and closing.

Mr. Kristopher Keckler, Chief Information Officer, presented the Proposed Removal of Policy 5610 – Valedictorian, Salutatorian, Wisconsin Academic Excellence Higher Education Scholarship submitted by Mrs. Fischer, Mr. Haithcock, Mr. Keckler, and Dr. Ormseth, excerpts follow:

“During the 2016-17 school year, administration presented the proposal for switching from a student rank system to a tiered Laude system for all KUSD high school students. This project revised the weights applied for various high school courses (honors, AP, dual credit, etc.) and worked to promote individual achievements rather than student competition. The majority of high schools in the United States do not report rank, but establish achievement levels based on weighted GPA scores. Ultimately, the KUSD School Board approved this proposal and the implementation began with the following grade 8 cohort group. That group is the current grade 12 cohort with a 2022 graduation date. These achievement levels appear on student transcripts and diplomas.

The current KUSD Policy 5610 Valedictorian, Salutatorian, Wisconsin Academic Excellence Higher Education Scholarship established the criteria for recognizing the top student rank positions, and the process for identification for a state sponsored scholarship. The next act would be to remove this policy as it no longer applies. High school staff will still have access for pertinent rankings and share those with external institutions when necessary (i.e. scholarships). Any related scholarships based on ranking will be reviewed

and a process established for school administration to determine respective placement and awards. The Counseling section of each school website will retain the documentation and explanations of the respective Laude program and conditions, as well as all directions and explanations related to students applicable for scholarships that require student rank data.

Administration recommends that the School Board accept the proposed removal of Policy 5610 Valedictorian, Salutatorian, Wisconsin Academic Excellence Higher Education Scholarship as a first reading at its December 14, 2021, meeting and to forward this proposal for a second reading at its January 25, 2022, meeting.”

Mrs. Modder moved to approve the proposed removal of Policy 5610 Valedictorian, Salutatorian, Wisconsin Academic Excellence Higher Education Scholarship as a first reading. Mr. Price seconded the motion. Unanimously approved.

Dr. Ormseth presented Policy 2251 – Evaluation – Administrative, Supervisory and Technical Personnel and Policy 4380 – Employee Evaluations submitted by Mr. Neir, Mrs. Ruder, and Dr. Ormseth, excerpts follow:

“In 2014, all Wisconsin school districts and charter schools (established under section 118.40[2r] or [2x]) were required to begin using Educator Effectiveness to evaluate teachers and principals to fulfill statutory requirements to evaluate personnel, as noted in PI 8.01. This tool has been successfully implemented in KUSD, but the associated policies have not been updated to align with the use of this required tool.

In an effort to ensure alignment to state requirements and to clarify evaluation cycles for other employee groups, both Policy 2251 - Evaluation - Administrative, Supervisory and Technical Personnel and Policy 4380 - Employee Evaluations have been reviewed and adjusted.

It is recommended that rather than having two separate policies, we combine them and outline the various requirements for each employee group to prevent any contradiction between the two policies. This led to the deletion of Policy 2251 and the updates outlined in Policy 4380.

Administration recommends that the Board approve the deletion of Policy 2251 - Evaluation - Administrative, Supervisory and Technical Personnel and updated Policy 4380 - Employee Evaluations as a first reading on Dec. 14, 2021, and a second reading on Jan. 25, 2022.”

Ms. Stevens moved to approve the deletion of Policy 2251 - Evaluation - Administrative, Supervisory and Technical Personnel and updated Policy 4380 - Employee Evaluations as a first reading. Mr. Garcia seconded the motion. Unanimously approved.

Mrs. Julie Housaman, Chief Academic Officer, presented the High School New Course Requests submitted by Mr. Duane Sturino, Coordinator of Science; Mrs. Housaman; and Dr. Ormseth, excerpt follow:

“Kenosha Unified School District, in collaboration with Carthage College and the University of Wisconsin – Parkside, has developed a Rising Educators Program to increase the diversity, Talent, and commitment of the workforce. Through this program the following is being achieved:

- Offering dual enrollment teacher education courses to high school juniors and seniors;
- Creating a Rising Educators Club for high school students;
- Collaborating with Carthage and Parkside to offer eleventh and twelfth grade students up to 16 college credits towards a degree in education; and
- Providing students access to the respective college/university and on-campus privileges, such as use of the library.

Students began taking courses during the second semester of the 2020-21 school year. Pending course enrollments and staffing allocations, it is the goal to offer two courses each semester from Carthage College and two courses each semester from the University of Wisconsin – Parkside.

Administration recommends that the Board of Education approve the addition of two courses for the Rising Educator program for the 2022-23 school year as outline below:

- Carthage College: Foundation in Urban Education; and
- Carthage College: Teaching and Supporting Students with Diverse Characteristics & Needs.”

Ms. Stevens moved to approve the two courses for the Rising Educator program for the 2022-23 school year as outlined in the report. Mr. Price seconded the motion. Unanimously approved.

Mrs. Housaman presented the Course Change Proposal: Business Academy submitted by Mr. Aaron Williams, Coordinator of Career and Technical Education; Mrs. Housaman; and Dr. Ormseth, experts follow:

“One Course Change Proposal form is being submitted to update the course name for Social Media (Appendix A). This update is being requested because social media is one aspect of digital marketing, and the requested name change to Marketing Gets Digital will more accurately represent the breadth of the course content.

Administration recommends that the school board approve the proposal for new course name for the aforementioned business course.”

Mrs. Modder moved to approve the proposal for a new course name for the aforesaid business course. Mr. Garcia seconded the motion. Unanimously approved.

Mrs. Housaman presented the Course Change Proposals: High School Art submitted by Mr. Scott Plank, Coordinator of Fine Arts; Mrs. Housaman; and Dr. Ormseth, excerpts follows:

“Eleven Course Change Proposal forms are being submitted to update course names for high school art. These updates are being done to streamline courses, align course naming across the discipline and better communicate the actual course content.

Administration recommends that the School Board approve the proposal for new course names for the aforementioned visual arts courses.”

Ms. Stevens moved to approve the proposal for new course names for the aforementioned visual arts courses. Ms. Robinson seconded the motion. Unanimously approved.

Mr. Haithcock presented the WASB Proposed Resolutions – 2022 submitted by Dr. Ormseth, excerpts follow:

“The Superintendent and Leadership Council reviewed the 2022 WASB proposed resolutions and make the following recommendations:

<u>Resolution</u>	<u>Title</u>	<u>Recommendation</u>
22-01	Safe Harbor Legislation	Support
22-02	Annual Inflationary or Greater Increases in Per Pupil Spendable Resources	Support
22-03	Funding for Children with Disabilities	Support
22-04	Advanced Learning	Support
22-05	Broadening Staff Expenditures Eligible for State Categorical Aid for School Mental Health	Support
22-06	Broadening the Scope of Mental Health Services Eligible for Reimbursement	Support
22-07	Curriculum and Professional Training on Asian Americans and Pacific Islanders	Support
22-08	WASB National Presence and/or National Association Membership	Support
22-09	Impact Aid	Support
22-10	Elementary and Secondary Education Act (ESEA)	Support

It is recommended that the School Board provide direction to its delegate relative to the 2022 WASB proposed resolutions noted above and give the board delegate discretionary latitude to vote on amendments or other resolutions.”

Ms. Stevens move approve the recommendation to support the WASB Proposed Resolutions – 2022 and give the board delegate discretionary latitude to vote on amendments or other resolutions. Mr. Garcia seconded the motion. Unanimously approved.

Mr. Keckler presented the Four-Year Graduation Rate – Cohort Analysis submitted by Mrs. Laura Sawyer, Data Analyst; Mr. Haithcock; Mr. Keckler; and Dr. Ormseth, excerpts follow:

“The “Four Year Graduation Rate – Cohort Analysis” report is a comprehensive examination of the graduation rates of the Kenosha Unified School District (KUSD) for the Graduation Class of 2021. This is the annual graduation report to the Kenosha Unified School Board as it examines each graduation class in terms of a “static” graduation rate, referred to as “Base Cohort”. All KUSD students who enter grade nine are tracked until the end of their class’s designated graduation cycle (four years later). No allowance is made for any students who enter that class as it progresses from the ninth grade until the twelfth grade and its eventual graduation. For example, first-time ninth graders who are in attendance on the Official Third Friday Count Day during School Year 2017-18 are tracked with respect to their educational progress until the end of summer school in August 2021. Therefore, the ninth graders of School Year 2017-18 become the Graduation Class of 2021 (School Year 2020-21). Additionally, this report also examines the graduation rates in terms of progress made beyond a designated graduation year, that is, the five year rate of the Graduation Class of 2020. This process aligns to both the Wisconsin state statute for allowing for a free education until a student reaches age 20 as well as the current state developed school report cards which incorporate both four-year and seven-year graduation data.

The cohort graduation rate presented in this report is slightly different than the rate published by the Wisconsin Department of Public Instruction (DPI). Beginning in 2009-10, DPI reported a four-year cohort graduation rate which includes all students who have been assigned to a Wisconsin public school cohort and were last enrolled in KUSD during the four-year period whether or not the student began in KUSD in their ninth grade year. In addition, DPI does not count the completion credentials such as a HSED or a certificate of completion unless their Board of Education deems it as a regular high school diploma. DPI’s graduation rate has been a reported factor in the On-Track and Postsecondary Readiness calculation. However, DPI’s WISEdash (online data reporting) portal reports four-year, five-year, six-year and seven-year graduation rates. This KUSD cohort report will present data respective to the four-year and five-year graduation rates.

Further analysis of the graduation rate is provided by demographic groups. Please note that the terms “Students with Disabilities”, “Economically Disadvantaged”, and “English Learner” are used as defined by the “Every Student Succeeds Act” (ESSA, formerly NCLB) and IDEA, and are consistent with DPI reporting. Additionally, starting in early 2019, the federal “Every Student Succeeds Acts (ESSA) report cards display the average four-year and seven-year cohort graduation rates as one of the required accountability indicators. Beginning in SY 2010-11, DPI began collecting student race and ethnicity data based on

revised federal guidelines. In the past, 116 parents/guardians were required to choose one ethnic group from the following options: Asian, Black/African American, Hispanic, Native American, and White. The current guidelines allow for a two-part question format, first asking whether or not the student is Hispanic/Latino and then selecting one or more of the following races: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, White and Two or more Races if a student (parent/guardian) identifies with more than one race.

Appendix A contains the graduation rate for the Graduation Class of 2021 at the completion of their fourth year in KUSD.

Appendix B reports the same 4-year graduation rate figures as in Appendix A but for each high school. It disaggregates the status of students included in the base cohort group after four years of instruction by the high school of their initial 9th grade enrollment. Keep in mind some students may have transferred to another high school within Kenosha Unified and graduated thereafter. The chart below displays 4-year graduation rates by each high school.

Appendix C contains the graduation rates by student subgroups for the Graduation Class of 2019 at the completion of the fifth year in KUSD. This cohort group had multiple waivers approved at the local and state level due to the COVID Pandemic. The number of students who began this cohort group was 1,567. At the end of the five-year period, 1,170 students (82.9%) graduated when excluding "IOWA" graduates and 1,335 students (94.6%) graduated when including "IOWA" graduates, resulting in an increase of 1.2% and an increase of 0.4%, respectively, when compared to the end of the fifth year of the Class of 2018. When excluding "IOWA" graduates from the "GRADUATED" category and including them in the "DROPOUT" category, there were 203 students (14.4%) classified as "DROPOUT". When including "IOWA" graduates in the "GRADUATED" category and excluding them from the "DROPOUT" category, the "DROPOUT" rate decreased to 38% (38 students).

Appendix D also summarizes the 4-year and 5-year graduation rates for the Cohort Graduation Classes of 2019 through 2021. Wisconsin Department of Public Instruction now computes graduation rates in this fashion to report the efforts of students that require additional time to complete their high school education. Special education law and Wisconsin statute guarantee students with an approved Individualized Educational Plan (IEP) the right to public education through age 21. This would include the seven-year period from entrance into 9th grade.

This report is an informational item."

Ms. Stevens presented Resolution 387 - National Mentoring Month January 2022 which read as follows:

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

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

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

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

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

NOW, THEREFORE, be it resolved that Kenosha Unified School District does hereby proclaim January 2022 as the annual observance of National Mentoring Month and recognizes those who volunteer their time to help in our mission of providing excellent, challenging learning opportunities and experiences that prepare each student for success.

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

Mrs. Modder moved to approve Resolution 387 - National Mentoring Month January 2022. Ms. Stevens seconded the motion. Unanimously approved.

Mrs. Modder presented the Donation to the District.

Mrs. Modder moved to approve the Donation to the District. Ms. Stevens seconded the motion. Unanimously approved.

Meeting adjourned at 8:54 P.M.

Stacy Stephens
School Board Secretary