

REGULAR MEETING OF  
THE KENOSHA UNIFIED SCHOOL BOARD  
HELD FEBRUARY 22, 2022

A regular meeting of the Kenosha Unified School Board was held virtually on Tuesday, February 22, 2022, via the Google Meet platform at 7:00 P.M. Ms. Adams, President, presided.

The meeting was called to order at 7:01 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, Mrs. Ruder, Mr. Keckler, Mr. Hamdan, and Ms. Rohde were 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.

Ms. Robinson introduced the student ambassador, Jaylen Olivares from Indian Trail High School and Academy, and he made his comments.

Mrs. Tanya Ruder, Chief Communications Officer, presented the US Paralympics Track and Field 2021 High School All-American List Awards.

There were no Administrative or Supervisory appointments.

Dr. Ormseth presented the Superintendent's Report.

Mrs. Modder and Mr. Price 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 X-A – Revised Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations and Separations.

Consent-Approve item X-B – Minutes of the 1/25/22 Special Meeting and Executive Session and 1/25/22 Regular 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 January 2022 cash receipt deposits totaling \$341,615.54, and cash receipt wire transfers-in totaling \$40,559,315.68, be approved.

Check numbers 608925 through 609712 (net of voided batches) totaling \$3,072,034.95, and general operating wire transfers-out totaling \$3,996,634.85, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the January 2022 net payroll and benefit EFT batches totaling \$13,730,549.74, and net payroll check batches totaling \$9,626.70, be approved.”

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. William Haithcock, Interim Chief of School Leadership; 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.

No board action was taken at the December 14, 2021 regular board meeting.

The board approved updates to the 2021-22 Better Together Plan at the January 25, 2022 regular board meeting.

Administration recommends that the School Board approve the changes outlined in Attachment A.”

Mr. Battle moved to approve the changes to the Better Together Plan outlined in Attachment A with the exception of changing masks to highly recommended or optional. Mr. Garcia seconded the motion. Motion failed. Mr. Price, Ms. Stevens, Mrs. Modder, Ms. Robinson, and Ms. Adams dissenting.

Ms. Steven moved to approve the changes to the Better Together Plan outlined in Attachment A with the exception of pulling the third bullet pertaining to the masking requirements under "General Overview" in Attachment A in order to vote on that topic separately. Mr. Price seconded the motion. Unanimously approved.

Ms. Stevens moved to approve the change of the mask requirement to optional beginning March 28, 2022 for staff and students, with the exception of those covered by the Head Start grant and federal guidelines specific to bussing, that Administration develop procedures for implementation, collect parent and staff data regarding masking preference, and develop a communication plan. Mr. Price seconded the motion. Unanimously approved.

Dr. Ormseth presented the Report of Contract in Aggregate of \$50,000 submitted Dr. Angela Andersson, Principal of Kenosha School of Technology Enhanced Curriculum; Mr. Robert Hofer, Purchasing Agent; Mr. William Haithcock, Interim Chief of School Leadership; and Dr. Ormseth, excerpts follow:

"School Board Policy 3420 requires that "all contracts and renewals of contracts in aggregate of \$50,000 in a fiscal year shall be approved by the School Board except in the event of an emergency as determined and reported to the School Board monthly by the Purchasing Agent."

The contract/agreement with Airbus/Flight Works Alabama in the amount of \$60,000 has not been added to the Contract Management Database and is being presented for board approval.

Administration recommends that the School Board approve the proposed contract with Airbus/Flight Works Alabama."

Ms. Stevens moved to approve the contract with Airbus/Flight Works Alabama. Ms. Robinson seconded the motion. Unanimously approved.

Dr. Ormseth presented the Course Change Proposal: Lakeview Technology Academy submitted by Mr. Jason Creel, Interim Director at Lakeview Technology Academy; Mrs. Julie Housaman, Chief Academic Officer; and Dr. Ormseth, excerpts follow:

"One course change proposal form is being submitted to update the course name for Web Programming 2 to Advanced Web Development. This update is being requested because Gateway Technical College has updated the course name as one component of revisions to the web programming courses.

Administration recommends that the school board approve the proposal for a new course name for the aforementioned web programming course."

Ms. Stevens moved to approve the new course name from Web Programming 2 to Advanced Web Development. Mrs. Modder seconded the motion. Unanimously approved.

Ms. Luanne Rohde, Director of Early Education, presented the Head Start Semi Annual Report submitted by Mr. Martin Pitts, Regional Coordinator of Leadership and Learning; Ms. Rohde; Mr. Haithcock; and Dr. Ormseth, excerpts follow:

“The purpose of this report is to ensure community and school board awareness of the progress of the Kenosha Unified Head Start Program. This is an informational report provided every six months to the School Board. Head Start is defined as a program that works with the most identified at-risk 3 and 4 year-old children and their families.

The Head Start Program has the capacity to serve 389 enrolled children. Three hundred thirty of these children are funded through the Federal Head Start Grant. Fifty-nine of these children are funded through the state Head Start Supplemental Grant.

All Head Start programs are structured through a common framework with the following components: Program Design and Management, Family and Community Partnership, and Early Childhood Development and Health Services. This report will summarize activities in each of these components from July 2021 through December 2021.

Head Start enrollment as of December 31, 2021 was 316 students, which is 73 students below the full capacity enrollment number of 389 (330 federal and 59 state slots). It is relevant to note that Head Start programs functioning under capacity has been a nationwide trend since the onset of the COVID-19 pandemic. KUSD Head Start enrollment has, however, increased from 274 in December 2020 and 297 in September, 2021 respectively. Currently, 138 of KUSD’s Head Start children are four years-old and 178 are three years-old. Over the past four years, enrollment of three year-olds has steadily increased indicating a trend of greater demand for servicing children of this age. There currently is no option for virtual learning per Head Start guidelines. Therefore, unlike grades K-12, all KUSD Head Start students attend school in-person. As of December 31, 2021, 14 children had withdrawn from the program since the start of the school year due to transportation issues, relocation out of town, or because parents chose to withdraw their student from the program. Staff continue to reach out and advertise the program in the community. Many enrollments come from word of mouth referrals from past participants.

In February of 2021, Head Start Region V announced it would become mandatory for all Head Start programs have 45% full-day enrollment by August, 2021. Programs unable to comply with the new requirement were instructed to submit a waiver with the subsequent year’s grant application. KUSD requested such a waiver in the grant application that was submitted April 1, 2021. In October, 2021 Head Start Region V informed KUSD that no waivers would be granted for programs that had not shown an effort to attain 45% full day enrollment. In response, KUSD Head Start surveyed parent interest and assembled a full day program consisting of two classrooms located at Chavez Learning Station. That full day program began as of January 3, 2022. The two classrooms have the capacity to serve total of 40 children with each classroom consisting of 11 four year-olds and 9 three year-olds.

The Kenosha Unified Head Start Program reports student progress three times per year using Teaching Strategies GOLD™. First reporting out data indicates that children are achieving higher than last year in all areas of development except literacy. Continuing the trend from last year, Physical Development is the highest area of achievement for fall.

This report is for informational purposes only.”

Mr. Kristopher Keckler, Chief Information Officer, presented the School Year 2022-23 Preliminary Enrollment Projections submitted by Mrs. Lorien Thomas, Research Coordinator; Mr. Haithcock; Mr. Keckler; and Dr. Ormseth, excerpts follow:

“Each year, the Office of Educational Accountability develops enrollment projections for Kenosha Unified School District (KUSD) as required by School Board Policy 7210. Preliminary enrollment projections for School Years 2022-23, 2023-24, and 2024-25 are being submitted to the School Board utilizing enrollment trends, birth rates, and cohort progression rates as well as taking into consideration known impact areas beyond nominal student mobility.

Early Grade enrollments were significantly impacted with the onset of the COVID Pandemic. Grades PK and K are not mandatory for parents to have their children enrolled, and many chose to keep their young children at home or sought alternative educational settings. The Pre-Kindergarten and Kindergarten enrollment figures of those resident students were much higher than the most recent two years. Enrollment projections for the early grade levels are based solely on respective boundary birth figures and their rolling multi-year enrollment averages. Hopefully, KUSD will continue to move towards recovering a higher percentage of these boundary students and get back to the Pre-COVID levels.

The 2009-10 recession contributed to a noticeable one year drop in birth rates across the nation. The impact on KUSD has been an approximate decrease of 130-140 students for each impact year (grade 7 for 2022- 23). This rolling “dip” will repeat each year for the district, and the boundary community has only continued to have decreased births over the last decade.

In 2021, a local outfit applied for and was approved to open a competing high school in the Kenosha area. Currently, a rollup for each high school grade level is expected, with 2022- 23 having a promoted class of 156 grade 9 students (projected -100 cohort impact on KUSD). 3

Even just a few years ago, KUSD high school grade levels had cohorts ranging from approximately 1,700-1,800 students. The last three years this cohort average dropped to around 1,600, and continues to decrease.

The projections indicate that student enrollment at the elementary level will be 7,510, a decrease of -212 students when compared to this school year. Mainly due to a continually declining birthrate and atypical early grade enrollments. The projected middle school enrollment is 3,337 students, a decrease of -130 students when compared to this school year. The recession birth rate major “dip” will continue to affect the middle school cluster this year, specifically at grade 7. At the high school level, the projected enrollment is 5,558 students for this school year. There is a decrease of -192 projected for the KUSD high

schools compared to last year. Approximately half of this decrease is due to the expected launch of a non-KUSD high school in Kenosha (-100 student impact assumption).

Please note that the enrollment projections reflect the actual number of students projected to enroll in KUSD and do not represent funding or state aid related FTE (full time equivalency) used for budgetary purposes.

This report is an informational item, presented annually as noted by KUSD Policy 7210 Forecasting Enrollments. District administration will use these enrollment projections for the preliminary staff allocations coordinated by Human Resources, and the enrollment projections will be periodically reviewed and possibly updated as the school year progresses.”

Mr. Keckler gave a KUSD Enrollment Projections PowerPoint presentation which covered the following topics: local population trends, enrollment trends, birth rates and early grade overview, cohort analysis, and external factors.

Mr. Hamdan presented the Medical Plan Prescription Drug Coverage, Medical Insurance Plan Participation Tiers, District Health Savings Account Contributions, and Employee Benefits Eligibility submitted by Mr. Kevin Neir, Interim Chief Human Resources Officer; Mr. Hamdan; and Dr. Ormseth, excerpts follow:

“On January 4, 2022, the Board selected UnitedHealthCare (UHC) to continue as the District's medical insurance provider. With this selection comes the ability to address certain plan design and contribution scenarios:

1. Selection of an Exclusionary Formulary Prescription Drug Plan - Moving from the current prescription drug plan with UHC to an exclusionary formulary prescription drug plan, also through UHC, would reduce the total premium increase by approximately 1.4%. This premium reduction is projected to result in an operational budgetary savings of approximately \$513,276 (Attachment A) which would be shared between the district local budget (84%) and the charter and grant funded budgets (16%). Employees paying a percentage of their premiums would also realize the proportionate savings in their premium contributions. The corresponding disruption analysis for this move shows limited disruption to the current KUSD employee population utilizing the prescription drug benefit. Approximately 205 out of 4,201 members would be impacted by this change. Those members who would be impacted would have the ability to appeal to UHC to see if their particular prescription would be covered under an exemption, however, all of the excluded medications in the disruption analysis also had covered alternatives available. For example, we currently have participants utilizing the drug Vyvanse to treat ADHD and that drug would become excluded; however, Adderall XR is also used to treat ADHD and that alternative would be covered.

2. Tier Rate Structure - Expand from a two (2) tier structure of Employee Only and Family to a four (4) tier structure of Employee Only, Employee + Child(ren), Employee + Spouse, and Family coverage. This change would have a relatively minor (estimated \$100K savings) impact on the total premiums paid by the District, however, projections based on currently enrolled participants indicate a significant premium reallocation will occur at the employee level that we are prepared to demonstrate here tonight (Attachment B).

3. Health Savings Account - Reducing the District's contribution to each employees' Health Savings Account (HSA) would result in direct savings to the District budget of approximately \$519,450 (Attachment C) which would be shared between the district local budget (84%) and the charter and grant-funded budgets (16%). These savings would be obtained by reducing the annual HSA contribution from \$750 for single coverage / \$1,500 for family coverage to \$600 for single coverage / \$1,200 for family coverage. The initial contribution by the District of \$750/\$1,500 was recommended to help offset the impact of moving to a consumer-driven high deductible plan design. While this contribution is generous, it is not the norm according to the District's insurance consultants Brown & Brown (formerly Hays Companies Inc.).

4. Affordable Care Act (ACA) Eligibility Threshold (30 hours per week) - The district currently sets the benefit eligibility threshold for employees based on their Full-Time Equivalent (FTE) percentage. Any FTE employee that holds a position of 0.5 FTE or more is currently offered a full benefits package. For some positions that are based on a 35-hour work week (7 hours per day x 5 days), a 0.5 FTE position would equate to a 17.5-hour workweek which is far below the Federal ACA mandated threshold of 30 hours per week. An analysis of the current staff with medical coverage indicates that we currently have 25 staff members that may be impacted by this proposed change. The FY22 costs associated with their specific medical insurance packages equate to \$518,570 (Attachment D). These savings would also be shared by the district local budget and the charter and grant budgets that fund them. If this item were to be approved by the Board, our Human Resources staff would be reaching out individually to the 25 impacted employees to discuss potential options.

The administration recommends that the Board consider items 1 thru 4 for approval with an effective date of July 1, 2022."

Mr. Battle moved that KUSD move from the current prescription drug plan with UHC to an exclusionary formulary prescription drug plan, expand from a two tier structure of employee only and family medical coverage insurance to a four tier structure of employee only, employee + child(ren), employee plus spouse, and family medical insurance coverage, reduce the annual HSA contribution from \$750 for single coverage and \$1,500 for family coverage to \$600 for single coverage and \$1,200 for family coverage for active employees, and move to the Federal ACA mandated threshold of 30 hours per week as the benefit eligibility threshold for employees to be eligible for a full benefits package. Ms. Stevens seconded the motion. Motion passed. Mrs. Modder abstaining.

Dr. Ormseth presented the Date Change for April, November, and December 2022 Regular School Board Meetings submitted by herself, excerpts follow:

"School Board Policy 8710 – Regular School Board Meetings states:

*"Annually at the organizational meeting, the School Board shall set the time and place of regular Board meetings. The schedule of regular meetings so made shall remain in effect until the fourth Monday in April of the following year, unless changed by a majority vote of the School Board during the*

*year. The Board may also eliminate scheduled meetings as long as at least one regular School Board meeting is held each calendar month.”*

At the April 26, 2021, Organizational Meeting, the following motion was approved:

*“Mr. Wade moved that the School Board meetings continue to be held at 7:00 P.M. on the fourth Tuesday of each month at the Educational Support Center and school sites to be determined. Mr. Price seconded the motion. Unanimously approved.”*

Administration recommends that the following changes be made to the regular school board meeting schedule for 2022:

- Original meeting date of April 26, 2022 be changed to April 25, 2022 so that the regular board meeting will coincide with organizational meeting and oath of office of new school board members;
- Original meeting date of November 22, 2022 be changed to Tuesday, November 15, 2022 due to Thanksgiving recess; and
- Original meeting date of December 27, 2022 be changed to December 13, 2022 due to winter recess.”

Ms. Stevens moved to approve the date changes for the April, November, and December 2022 regular school board meetings as presented. Mr. Garcia 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. Stevens moved to adjourn the meeting. Mrs. Modder seconded the motion. Unanimously approved.

Meeting adjourned at 9:38 P.M.

Stacy Stephens  
School Board Secretary