

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

A regular meeting of the Kenosha Unified School Board was held virtually on Tuesday, March 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 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.

Mr. Price introduced the student ambassador, Conan Le from LakeView Technology Academy, and he made his comments.

Mrs. Tanya Ruder, Chief Communications Officer, presented the Elementary Black History Bee Awards, the Elementary Black History Writing Awards, the Elementary Black History Art Contest Awards, and the DECA International Career and Development Conference Competition Awards.

There were no Administrative or Supervisory appointments.

Dr. Ormseth presented 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 – Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations and Separations.

Consent-Approve item X-B – Minutes of the 2/22/22 Special Meeting and Executive Session, 2/22/22 Regular Meeting, and 3/15/22 Special 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 February 2022 cash receipt deposits totaling \$219,229.13, and cash receipt wire transfers-in totaling \$26,450,179.42, be approved.

Check numbers 609713 through 610644 (net of voided batches) totaling \$5,070,786.43, and general operating wire transfers-out totaling \$3,897,304.07, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the February 2022 net payroll and benefit EFT batches totaling \$16,236,926.27, and net payroll check batches totaling \$10,729.81, 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.

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

Administration recommends that the School Board approve the changes outlined in Attachment A. and remove the Better Together Plan as a regular board meeting standing agenda item.”

Ms. Stevens moved to approve the changes to the Better Together Plan outlined in Attachment A and remove the Better Together Plan as a regular board meeting standing agenda item. Ms. Robinson seconded the motion. Unanimously approved.

Dr. Ormseth presented the Negotiations with the Kenosha Education Association for the 2022-2023 Collective Bargaining Agreement and Base Wage Increase for Employee Groups Other Than Teachers submitted by Mr. Kevin Neir, Interim Chief Human Resources Officer; Mr. Hamdan; and Dr. Ormseth, excerpts follow:

“On March 2, 2022, the District’s and Kenosha Education Association’s negotiations teams met to exchange initial bargaining proposals and reached a tentative agreement of a base wage increase of 4.70 percent effective July 1, 2022, which will be distributed across the board to the members of the bargaining unit represented by the Kenosha Education Association. The collective bargaining agreement shall be in effect July 1, 2022 through June 30, 2023. The KEA indicated a ratification vote would take place prior to the March 22, 2022, regular school board meeting.

This same base wage increase is being recommended for all regular full-time equivalent employees in all other employee groups effective July 1, 2022.

Contingent on ratification by the Kenosha Education Association, Administration recommends the Board ratify the attached 2022-2023 collective bargaining agreement, which results in a total base wage increase of 4.70 percent across the board effective July 1, 2022 through June 30, 2023.

Administration also recommends the board approve a total base wage increase of 4.70 percent across the board to be effective July 1, 2022 for all regular full-time equivalent employees not represented by the Kenosha Education Association.”

Ms. Stevens moved to ratify the attached 2022-2023 collective bargaining agreement effective July 1, 2022 through June 30, 2023 and approve a total base wage increase of 4.70 percent across the board to be effective July 1, 2022 for all regular full-time equivalent employees not represented by the Kenosha Education Association. Mr. Price seconded the motion. Motion passed. Mr. Battle abstaining.

Dr. Ormseth presented the Level/Tier Advancement for All Employee Groups submitted by Mr. Neir, Mr. Hamdan, and Dr. Ormseth, excerpts follow:

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

Administration recommends that the Board implement the following for the 2022-23 year:

- Level advancements for all regular full-time equivalent employees (i.e. administrative support professionals; administrative, supervisory and technical; community and student support; educational support professionals; facilities; food services; interpreters; and teachers).

- Tier movements for teachers who turn in the required documentation to the Office of Human Resources on or before July 31, 2022.”

Ms. Stevens moved to approve level advancements for all regular full-time equivalent employees (i.e. administrative support professionals; administrative, supervisory and technical; community and student support; educational support professionals; facilities; food services; interpreters; and teachers) and tier movements for teachers who turn in the required documentation to the Office of Human Resources on or before July 31, 2022. Mr. Price seconded the motion. Motion passed. Mr. Battle abstaining.

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

“Approval from the Board of Education is requested to submit and implement the Head Start Federal Grant for the 2022-2023 school year. The funding for this grant is \$2,325,040 for Head Start Operations. The grant is designed to fund the operating costs of the Kenosha Unified School District Head Start Program.

The purpose of the Head Start program is to provide comprehensive services in the areas of health, education, social/emotional development, and parent involvement for low income preschool children and their families. This grant will service 330 high-risk children who will be three or four years of age on or before September 1, 2022. Funds will be utilized to serve the children and their families in all program component areas as required in the Head Start Act and through the Head Start Performance Standards.

There are no changes in service locations for the 2022-2023 school year. Head Start is requiring 45% of enrollment to be full day. In order to meet those requirements five locations will provide a full day option.

The results of Head Start’s annual self-assessment from January 2022 identified the need to strengthen the health systems. Through a data review with the Head Start Management Team, and collaboration with the Head Start Health Services Advisory Council and Head Start Policy Council, it was decided to update the Head Start enrollment process to include more health education for families. During enrollment, families will receive information on the health requirements for the Head Start program and information on who they can contact and/or where they can go to meet those requirements. In addition, as soon as families register, the Head Start Enrollment Coordinator will collaborate with the Head Start Health Coordinator to support registered families to complete program health requirements before their child is enrolled in the program. It is the goal of the new health support system to ensure that families have met our program health requirements by the time their child is enrolled in Head Start.

Administration recommends that the school board approve the 2022-2023 Head Start Federal Grant.”

Ms. Stevens moved to approve the 2022-2023 Head Start Federal Grant. Mrs. Modder seconded the motion. Unanimously approved.

Dr. Ormseth presented the Request to Submit and Implement the Project Lead the Way (PLTW) Gateway Ardagh-Group Grant submitted by Ms. Gina Greil, Interim Principal at The Brompton School; Mr. Pitts; Mr. Haithcock; and Dr. Ormseth, excerpts follow:

“Project Lead The Way (through the Ardagh-Group) is offering a generous amount of funding to middle schools in our area to implement a new PLTW-Gateway program. The grant money will cover all training costs as well as all required equipment to start the program. The Brompton School is seeking to apply for a grant in the amount of \$30,000 over a two-year period.

The PLTW Grant will focus on the following priorities and goals:

- Expand course offerings at The Brompton School to offer a STEM Based curriculum, where students are empowered to lead their own discovery. Currently the comprehensive middle schools and KTEC offer STEM courses for their students. With the growing need for 21st century job skills, it is important that we give our students this opportunity as well.
- Introduce students to 21st century technology and 21st century skills.
- Provide teachers professional development that immerses them into a hands-on, collaborative learning environment that challenges them to look at their classrooms in a new way.

This grant opportunity is designed to support The Brompton School’s implementation of a new PLTW Launch curriculum. This will include at least 2 new course offerings for each year of implementation.

Administration recommends that the school board approve the request from The Brompton School for submission and implementation of the PLTW-Gateway grant in the amount of \$30,000 (\$15,000 year 1 and \$15,000 year 2) by The Brompton School.”

Ms. Stevens moved to approve the request from The Brompton School for submission and implementation of the PLTW-Gateway grant in the amount of \$30,000 (\$15,000 year 1 and \$15,000 year 2) by The Brompton School. Ms. Robinson seconded the motion. Unanimously approved.

Dr. Ormseth presented the Report of Contract in Aggregate of \$50,000 submitted by Mr. Robert Hofer, Purchasing Agent; Mr. Hamdan; 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 following contract/agreement has not been added to the Contract Management Database and is being presented for board approval: CliftonLarsenAllen, LLP in the amount of \$53,550 for annual audit services for three years with the option for another two years.

Administration recommends that the School Board approve the proposed contract with CliftonLarsenAllen, LLP.”

Mr. Battle moved approve the contract with CliftonLarsenAllen, LLP. Ms. Stevens seconded the motion. Unanimously approved.

Mrs. Julie Housaman, Chief Academic Officer, and Mrs. Susan Mirsky, Coordinator of English Language Arts, presented the Adoption of Instructional Materials for Elementary Small Group Instruction submitted by Mrs. Housaman, Mrs. Mirsky, and Dr. Ormseth, excerpts follow:

“The Kenosha Unified School District Board of Education adopted Policy 6300, Curriculum Development and Improvement, which provides a timetable for the adoption of new curricular resources for each content area. Per the expectations stated for Phases 2 and 3 in the policy, the Selection and Field Test Teacher Teams, under the guidance of the coordinator of English language arts, met from January 2021 through February 2022 to complete the curriculum cycle for the selection of Elementary Small Group Reading instructional materials (Appendix A).

Kenosha Unified School District Elementary teachers believe that all students must have a variety of literacy opportunities in order to develop reading skills. Literacy opportunities are incorporated within whole group, small group, and individualized instruction. Small group instruction provides differentiated learning experiences that are at the student’s reading level. The materials for small group instruction must include rich texts and tasks that promote reading accuracy and deep understanding and texts at a variety of levels that match the learning needs of students.

This request to adopt and purchase elementary materials for small group instruction aligns with Phase 3 of the Curriculum Development Cycle in Kenosha Unified School District Board of Education Policy 6300: Curriculum Development and Improvement (Appendix B).

The instructional materials review process began in November 2020 with a Request for Purchase, resulting in nine responses from publishers. Based on the content of the proposals, seven programs were selected for an initial review, which was conducted January 2021 through March, 2021. The Selection Team analyzed feedback from teachers and principals and designed a rubric based on the analysis.

Two programs were found to meet all of the criteria and were moved forward in the process for in-depth review. Prior to the end of the 2020-2021 school year, the coordinator of literacy reached out to elementary principals to select a teacher from their building to serve on the Field Test Team. The Field Test Team instructed small group reading instruction using the two programs September, 2021 through January, 2022. Field Test team members used the rubric designed by the selection team to evaluate each resource (Appendix C). Information regarding resources from both finalists were made available to the public electronically from January 24, 2022 through February 4, 2022. Instructional staff, members of the Curriculum/Program Standing Committee, and community members were invited, via the Kenosha Unified School District media outlets to review the materials and provide feedback (Appendix D). After the community review period was complete, the team reviewed the feedback collected from the community and Field Test Team. A consensus process was used to make the final selection. As a result of the in-depth review process, which totals many hours of review, analysis and instruction, Literacy Footprints was selected as the primary resource for small group instruction. Fountas and Pinnell Classroom materials will be purchased to supplement in grades 3 and 5. Feedback from teachers and the community indicated the rich

texts and variety of levels offered by Fountas and Pinnell Classroom at these levels would be beneficial additions to Literacy Footprints. Additionally, decodable readers, Dandelion Readers, were recommended for purchase for Kindergarten and Grade 1. These texts are needed for students learning letter names and sounds. Literacy Footprints (as well as Fountas and Pinnell Classroom) begin with level A and there are students across our district who need a more basic level of text to support their reading skill development. These combined resources equip teachers with the materials necessary to fully implement the Common Core State Standards for Foundational Reading Skills in a manner that is coherent, engaging, and accessible to all learners.

The Pioneer Valley and Heinemann materials provide an ideal combination of print materials and dynamic digital resources. The materials provide texts in a variety of genres and have a balance of fiction and nonfiction texts. Additionally, student responses have indicated the topics and characters in the texts are engaging.

Purchase of the resources will allow teachers to access the materials before leaving for the summer. Training will be provided to all classroom teachers, special education teachers and teachers of English as a Second Language. Teachers will attend one six-hour session on the date of their choice. As part of the Implementation Plan, each school will select a Lead Teacher for Small Group instruction. This cadre works with the Literacy Office to support teachers with implementing the adopted materials.

Elementary teachers will begin Phase 4 of the curriculum development process in September 2022. Throughout the school year, the Literacy Coordinator will work with lead teachers, instructional coaches, and principals to monitor the impact of the new instructional resources.

Administration recommends that the Board of Education grant approval to purchase secondary English curriculum materials as outlined in the chart on page 3 of this report including Appendices, showing an estimated purchase cost of \$1,112,375 for materials and \$61,480 for teacher training.”

Ms. Stevens moved to approve the purchase of the secondary English curriculum materials as outlined in the chart on page 3 of this report including Appendices, showing an estimated purchase cost of \$1,112,375 for materials and \$61,480 for teacher training. Ms. Robinson seconded the motion. Unanimously approved.

Mr. Neir presented the Employee Handbook: Revision 2022-2023 submitted by himself and Dr. Orsmseth, excerpts follow:

“The 2022-2023 Employee Handbook is the eighth edition. The handbook revisions noted are clarification on current language, grammatical and formatting corrections, and alignment with current policy.

After an initial review by the Human Resources team of the 2021-22 Employee Handbook for necessary corrections and updates, the proposed revisions were provided to all District employees for feedback via a Google Survey. The feedback was evaluated by the Human Resources and Leadership teams and applicable corrections and updates made to the document

Administration recommends the Board of Education approve the 2022-23 Employee Handbook with the suggested changes and/or additions.”

Mr. Battle moved to approve the 2022-23 Employee Handbook with the suggested changes and/or additions. Mr. Garcia seconded the motion. Unanimously approved.

Mr. Kristopher Keckler, Chief Information Officer, present the KUSD Employee Engagement Survey Summary submitted by Mrs. Laura Sawyer, Research Analyst, Mr. Keckler and Dr. Ormseth, excerpts follow:

“In the Fall of 2021, Kenosha Unified implemented an annual organizational survey related to employee engagement. This survey was delivered by the Studer Education Group. KUSD has a series of projects that the Studer Education Group supports, including the parent and student surveys for School Leadership. The Studer Education Group supports school districts and higher education institutions with improving leadership practices and employee engagement services. KUSD has realized an increase in survey participation over each prior year, with the current survey reaching nearly 60% staff participation.

The survey was comprised of nineteen select response questions. For the select response portion, the first ten questions related to the perceptions of how a principal/supervisor supports the work environment. Four questions asked about how the district overall supports the work environment. There were four questions about the communication practices from the district, and then a final question about the cleanliness of the working environment. The scores referenced below are based on a 5.0 Likert scale, with a point distribution assigned for each response. The responses were averaged to obtain the mean score and provided in the Appendix A. The “Top Box” percentage referred to in the report is determined by the number of responses that selected the highest option of “Strongly Agree”.

The areas with the lowest mean scores were related to the effective management of finances (2.97), making decisions in the best interest of the district (3.09), open and honest communication (3.10), supporting honest two-way communication (3.21), and an environment that supports idea sharing (3.29). Though these were noted as the statements with the lowest overall scores for KUSD, they still achieved an approximate “Neutral” level on the scale score. None of these five statements achieved a “Top Box” value beyond the single digits, with the survey responders nearly evenly split on their level of agreement or disagreement.

KUSD staff noted high scores for principal and supervisory support, including demonstrating general concern (3.96), providing quality resources necessary to their job (3.89), and setting clear expectations on job performance (3.71). Principals and supervisors also provided the support recognizing good performance (3.72). Staff also rated principal and supervisory support with a high score when asked their opinion on the usage of available funds (3.74).

The area KUSD made the largest increase (0.70) from Fall 2020 to Fall 2021 was with the district making informed decisions based on the best interest of the district. Staff also had gains in recommending the district for his or her child as a parent from 3.01 in 2020 to 3.41 in 2022 (0.40). All other categories realized an increase or decrease of 0.03 of change year over year.

Approximately 25% - 40% of responders selected “Strongly Agree” for each of these areas. According to Studer, research suggests that the top box designation suggests a difference in loyalty and satisfaction, and that the top box score provides more focused data to better understand employee engagement and loyalty. This is an informational report.”

Mr. Keckler presented the Proposed Changes to the 2022-23 KUSD Instructional Calendar submitted by Mrs. Housaman, Mr. Haithcock, Mr. Keckler, and Dr. Ormseth, excerpts follow:

“In the spring of 2021, the KUSD School Board approved the KUSD Instructional Calendars for the 2022-23 school year. With subsequent review from multiple departments, the proposed changes will help assist with a more efficient use of professional learning opportunities in relation to testing windows and to align position work schedules. The Teaching and Learning Department held various planning sessions with different departments and School Leadership. Feedback and suggestions from these meetings allow for better alignment for when school staff can work with data timeline distributions and subsequent intervention and support periods within the instructional calendar. All respective school calendars governed by the Wisconsin state legislative minute requirement will still meet their expectations as well as the current board policy for establishing a surplus to meet the equivalent of two full instructional days.

Any board-approved changes will generate new calendars, posted online, and shared with all school buildings, staff, and parents.

Administration recommends that the School Board approve the proposed adjustments to the 2022-23 KUSD Instructional Calendar at the March 22, 2022, regular School Board meeting.”

Ms. Stevens moved to approve the proposed adjustments to the 2022-23 KUSD Instructional Calendar. Ms. Robinson seconded the motion. Unanimously approved.

Mr. Keckler presented the School Year 2023-24 Instructional Calendars submitted by Mrs. Housaman, Mr. Haithcock, Mr. Keckler, and Dr. Ormseth, excerpts follow:

“The proposed 2023-2024 instructional calendars continue the current organizational model, and align to state requirements with consideration to previous survey data from parents and staff. The majority of optional calendar items remain consistent, with a recent change to have three full days off for the Thanksgiving Break, and a potential to have the scheduled half day Friday prior to Memorial Day off as a full day if there are a surplus of minutes by mid-Spring.

The existing Wisconsin state requirements stipulate that elementary schools must meet a minimum of 63,000 minutes (1,050 hours) of instruction. Secondary schools have a requirement of 68,220 minutes (1,137 hours). The proposed calendars meet those requirements for the respective schools and include enough minutes for the equivalent of two full instructional days to cover any potential school cancellations, per Board policy.

It is important to understand that teachers’ compensation is not dependent upon any days “built in” to the calendar. A teacher’s contract for employment with the District does not specify workdays in a school year. In the event not all “built in” days (e.g. inclement weather

days) are used, teachers are not forwarded any additional wages for those unused days. Similarly, if those days are used pay is not deducted from the teacher. Under the Fair Labor Standards Act (“FLSA”), teachers are classified as salaried exempt employees and therefore are not entitled to overtime pay under the law. More importantly, teachers are salaried employees and not hourly employees. Therefore, since teachers are salaried employees and not hourly employees the District would not charge/ owe teachers hour for-hour for any “built in” days.

Certain choice schools, charter schools, and alternative programs align to the majority of the proposed boundary school calendars, but those programs may have minor alterations that best suit their specific instructional format. The following schools and programs have the approval to deviate from the state mandate for instructional student contact minutes: Brompton, Dimensions of Learning, eSchool, Harborside, Hillcrest, KTEC, Reuther and the Phoenix Program.

At this time, the Department of Public Instruction has not finalized the vendor contract or identified the date of the spring 2024 assessment for Grade 11. Similar to recent years, the High School Instructional Calendar will reflect that date once the state contract is completed and communicated.

Administration recommends that the School Board review and accept the proposed 2023-24 Instructional Calendars at its March 22, 2022, meeting.”

Ms. Stevens moved to approve the proposed adjustments to the 2023-24 Instructional Calendars. Ms. Robinson seconded the motion. Unanimously approved.

Dr. Ormseth presented the Educator Effectiveness Waiver and Resolution 389 – School Board Resolution for the Waiver of Certain School Board or School District Requirements submitted by Mr. Neir, Mr. Haithcock, Mr. Keckler, and Dr. Ormseth, excerpts follow:

“Due to the disruptions of the COVID Pandemic, and the prioritization of the safe operation of the schools, Kenosha Unified is seeking a one-year waiver for the state Educator Effectiveness monitoring and reporting requirement, for School Year 2021-22. The variable last minute adjustments for pandemic related protocols, health notifications, and larger than historical staff absences and substitute shortages has created an untenable scenario to meet this requirement. KUSD had previously requested this specific waiver in prior years due to pandemic related conditions. This was first applied in 2019-20, thereby waiving the requirements to meet PI 8.01 and Wis. Stat. § 115.415.

The Wisconsin Legislature developed the 20 Wisconsin Education Standards found in Wisconsin Administrative Code sec. PI 8.01, which establish minimum expectations for each school district. Standard 17 requires each school district to evaluate all licensed school personnel in their “first year of employment and, at least, every third year thereafter.” Wis. Stat. § 115.415 requires the specific process by which all Wisconsin districts meet the requirements listed in PI 8 for principals and teachers--the Wisconsin Educator Effectiveness (EE) System.

Per state law, the district will need to hold a public hearing under s.118.38 (1) (b) and document the date of the public hearing to receive a waiver. (The public hearing can be virtual). Like many other school districts, KUSD has already reached out to DPI in regards to this waiver request for proper guidance and support. The time freed up in granting this waiver will be

focused on time for staff and professional development of staff around the social and emotional needs of students, differentiated instructional needs, and family and student engagement.

For this waiver, the state statutory requirement for holding a public hearing remains. The attached resolution allows a district to formally request this waiver to the Wisconsin Department of Public Instruction after the notice and session of the public hearing.

Administration recommends that the School Board approve the Educator Effectiveness Cycle waiver request for School Year 2021-22 and adopt KUSD Resolution 389 at the March 22, 2022, regular School Board meeting.”

Mrs. Modder presented Resolution 389 – School Board Resolution for the Waiver of Certain School Board or School District Requirements which read as follows:

“WHEREAS, Wis. Stat. §118.38(1) and Wis. Admin. § PI 8.01(4) authorize school boards to request the Department of Public Instruction to waive any school board or school district requirement in Wis. Stat. chs. 115 to 121 or in the administrative rules promulgated by the Department under the authority of those chapters; and

WHEREAS, Wis. Stat. §118.38(1)(b) requires that before requesting a waiver, a school board shall hold a public hearing in the school district on the request for a waiver of any requirement in Wis. Stat. chs. 115 to 121; and

WHEREAS, Wis. Stat. §§ 120.12(1) and 12.44(2) authorize the Board of Education to have the possession, care, control and management of the property and affairs of the school district; and

WHEREAS, on March 11, 2020, the World Health Organization characterized COVID-19 as a pandemic; and WHEREAS, in the Spring of 2020, pursuant to Wis. Stat. § 323.10, Wisconsin Governor Tony Evers issued multiple Executive Orders as a result of the coronavirus pandemic (COVID-19); and

WHEREAS, during the subsequent school years, school districts struggled to address quality educational offerings while navigating a changing landscape of regulations from various governing bodies; and

WHEREAS, the Kenosha Unified School District has experienced staggering student and staff absences, and severe substitute shortages, thus complicating an already difficult operational struggle that has prevented school administrators from having sufficient time to address the Wisconsin Educator Effectiveness requirements.

NOW, THEREFORE BE IT RESOLVED, that:

1. On March 22, 2022, the Kenosha School Board of Education held a public hearing, in satisfaction of Wis. Stat. §118.38(1)(b), concerning a request for a waiver of the requirements identified herein; and

2. In compliance with Wis. Stat. §§ 118.38(1) and (1m), and for the reasons set forth herein, the Board of Education hereby directs the District Administrator or her designee to

apply, on behalf of the Board, to the Office of the Superintendent for Public Instruction (OSPI) for the waiver of the following:

a. Waiver of the requirements to complete an Educator Effectiveness Cycle for educators in their Supporting or Summary Year in 2021-22, including waivers of the requirements to meet PI 8.01 and Wis. Stat. §§ 115.415 and 121.02(1)(q) for the 2021-22 school year only due to the realized disruptions of the global COVID pandemic.

BE IT FURTHER RESOLVED that execution of this Resolution is conclusive evidence of the Board of Education's approval of this action and of the authority granted herein at a duly noticed meeting of the Board held on March 22, 2022."

Ms. Stevens moved to approve the Educator Effectiveness Cycle waiver request for School Year 2021-22 and adopt KUSD Resolution 389 - School Board Resolution for the Waiver of Certain School Board or School District Requirements. Mrs. Modder 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. Ms. Robinson seconded the motion. Unanimously approved.

Meeting adjourned at 8:57 P.M.

Stacy Stephens
School Board Secretary