

REGULAR MEETING OF  
THE KENOSHA UNIFIED SCHOOL BOARD  
HELD DECEMBER 13, 2022

A regular meeting of the Kenosha Unified School Board was held on Tuesday, December 13, 2022, 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 7:00 P.M. with the following Board members present: Mrs. Schmaling, Mr. Price, Mr. Meadows, Mr. Battle, Ms. Stevens, Mrs. Modder, and Ms. Adams. Dr. Weiss 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 the Superintendent's office. Anyone desiring information as to forthcoming meetings should contact the Superintendent's office.

Mrs. Schmaling introduced the student ambassador, Benjamin Rothove from Tremper High School, and he made his comments.

There were no awards or recognitions.

There were no Administrative and Supervisory Appointments.

The Superintendent's Report was given by Mr. William Haithcock, Chief of School Leadership; and Mrs. Christine Geyer, Coordinator of Professional Learning; who gave an overview of the Aspiring Administrators' Cohort Group.

Mrs. Modder gave the legislative report.

Views and comments were made by the public.

Remarks by the President were made by Ms. Adams.

The board recessed at 8:05 P.M. and reconvened at 8:09 P.M.

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 11/15/22 Special Meeting and Executive Session and the 11/15/22 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. Jeffrey Weiss, Superintendent of Schools; excerpts follow:

“It is recommended that the November 2022 cash receipt deposits totaling \$131,689.25, and cash receipt wire transfers-in totaling \$4,940,446.12, be approved.

Check numbers 617589 through 618277 (net of voided batches) totaling \$2,853,426.62, and general operating wire transfers-out totaling \$4,503,626.55, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the November 2022 net payroll and benefit EFT batches totaling \$16,741,145.70, and net payroll check batches totaling \$14,439.61, be approved.”

Mrs. Modder moved to approve the consent agenda as presented. Mr. Battle seconded the motion. Unanimously approved.

Mr. Hamdan introduced Mrs. Amber Drewieske from CliftonLarsonAllen, LLP and she presented the Annual Financial Report. She gave an overview of the independent auditors’ report, management’s discussion and analysis, district-wide financial statements, fund balance statements, required supplemental information, additional independent auditor’s report for basic financial statements, and federal and state awards.

Dr. Weiss presented the Governance Core Book Discussion submitted by himself, excerpts follow:

“Earlier this fall, copies of Governance Core by Michael Fullan and Davis Campbell were shared with school board members. This book provides the foundation for effective relationships between the school board and superintendent. Dan Nerad, the Wisconsin Association of School Boards consultant, will be basing the January 11, 2023 board learning session on the principles of Governance Core. As a means of preparing for this session, this agenda item will appear at the December 2022 and January 2023 regular school board meetings to allow for discussion prior to and after the January learning session.

The prompts below will guide our discussion for Chapters 1-3:

- What passage (please state the page number) resonated with you?
- What passage (please state the page number) gave you pause?”

Dr. Weiss and board members shared passages from Chapter 1-3 that resonated and/or gave them pause.

Dr. Weiss presented Policy 8712 – School Board Meeting Agenda Preparation and Dissemination submitted by himself, excerpts follow:

“Board President Ms. Adams requested Policy and Rule 8712 be brought forward for proposed revisions as a first reading at the December 13, 2022, regular school board meeting.

The proposed policy revisions are intended to add clarity, increased accessibility to agendas and additional opportunity for board member and student ambassador comments.

It is recommended that the board review/discuss the suggested revisions to Policy and Rule 8712 and approve as a first reading on December 13, 2022, and as a second reading on January 24, 2023.”

Ms. Stevens moved to approve the suggested revisions to Policy and Rule 8712 – School Board Meeting Agenda Preparation and Dissemination and approve as a first reading. Mrs. Modder seconded the motion. Motion passed. Mr. Meadows dissenting.

Dr. Weiss presented Policy 1510 – Advertising/Promotions submitted by himself, excerpts follow:

“Board Member Ms. Schmaling requested Policy 1510 be brought forward for discussion purposes to determine whether or not there is support for providing direction to administration regarding updates that would further restrict classroom displays beyond advertisements to include items such as flags and other political items. Administration will review and update the policy at the direction of and in alignment with the majority of the board.

Current policy states, “No advertising will be permitted on school buildings or any District owned property if it advertises or promotes products or services or uses imagery, verbiage or other methods of communication (a) that pertains to products or services that are unlawful or prohibited in school, such as alcoholic beverages, tobacco or other harmful substances; (b) that are inappropriate for the intended age group, such as those related to the promotion of sexual activity; (c) that is political in nature; (d) or that is inconsistent with the District mission or educational objectives. No advertisement shall be construed as or constitute an endorsement by the Board, the District or the school of any product, services or activity or program. All advertisements must be approved by the Superintendent and/or their designee.”

It is recommended that School Board Policy 1510 - Advertising/Promotions be referred to the Personnel Standing Committee for review as it relates to possible further restriction of classroom displays beyond advertisements to include items such as flags and other political items.”

Mrs. Modder moved that School Board Policy 1510 - Advertising/Promotions be referred to the Personnel Standing Committee for review as it relates to possible further restriction of classroom displays beyond advertisements to include items such as flags and other political items. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Kristopher Keckler, Chief Information Officer, presented the School Year 2023-24 Preliminary Enrollment Projections submitted by Mrs. Erin Roethe, Data Analyst; Mr. Haithcock; Mr. Keckler; and Dr. Weiss, excerpts follow:

“Each year, the Office of Educational Accountability develops enrollment projections for future planning of district resources. Preliminary enrollment projections for School Years 2023-24, 2024-25, and 2025-26 are included with this report. Projections were based on historical enrollment trends, birth rates, and cohort progression models as well as taking into consideration known impact areas beyond nominal student mobility. Some of the prominent impact areas are listed below:

- Declining Birth Rate: The 2009-10 recession contributed to a noticeable one year drop in birth rates across the nation, along with a smaller, continual decrease since that time for the KUSD boundary area. The impact on KUSD will primarily be in Grade 8 for 2023-24. This rolling “dip” will repeat each subsequent year.
- Emergence of new schools: Within the Kenosha Unified boundary area, three new non-KUSD schools opened. Two of these at the early grade levels and one at the high school

level. All three of these programs have communicated that they plan to expand grade levels for the next few years, with increasing enrollments.

- Larger exiting cohorts: Just a few years ago, high school grade levels had an average cohort of around 1,600, and the current grade 9 cohort is just under 1,500.

The projections indicate that student enrollment at the boundary elementary level will be 6,958, a decrease of -256 students when compared to this school year. This decrease is mainly due to a continually declining birthrate and atypical early grade enrollments. The projected boundary middle school enrollment is 3,227 students, a decrease of -59 students when compared to school year 2022-23. At the high school level, the projected enrollment is 5,692 students for school year 2023-24. This is a decrease of -57 students when compared to School year 2022-23. Special schools and charter schools are expected to remain steady.

This report is an informational item. District administration will use these enrollment projections for the preliminary staff allocations coordinated by Human Resources, and the enrollment projections will be frequently reviewed and possibly updated as the school year progresses or as the need arises.”

Mr. Keckler gave a 2023-24 Enrollment Projection Report PowerPoint presentation which covered the following topics: City of Kenosha population trends, KUSD boundary annual births, number of births and KUSD kindergarten enrollment (5 years later), KUSD enrollment impact factors, KUSD annual total enrollment, KUSD cohort trending average, enrollment comparisons, KUSD exits to local schools, local non-KUSD school impact, KUSD homeschool data, KUSD open enrollment (transfer in/out), and KUSD boundary elementary, middle, and high school enrollments (5 year change).

Mrs. Tanya Ruder, Chief Communications Officer, presented Policy 6432 – Class Size submitted by Mr. Haithock, Mrs. Ruder, and Dr. Weiss, excerpts follow:

“Policy 6432 - Class Size has not been updated since 2013. With looming budgetary constraints, declining enrollment, and fewer teachers entering the profession, the policy has been reviewed to ensure it is realistic and sustainable in our current day situation.

While at first glance it may appear to have a lot of stricken language, the main updates were made to remove items that no longer exist, such as the SAGE program reference and the use of educational support professionals to lessen large class size impacts. Neither of these items have been in place for many years, and as such, have been removed. This does not impact the use of special education educational support professionals, that practice will remain.

We also took the time to streamline the maximum class size listings to make it easier to read and understand. A review of current class size averages was done to determine what room, if any, would be available for adjustments to class size limits without having a major impact on classrooms. As such, the following minor increases and adjustments are recommended at various grade levels:

- K-1 = unchanged (max size of 22);
- 2-3 = increase by 2 (max size increase from 22 to 24);
- 4-5 = increase by 1 (max size increase from 25 to 26);
- Split level elementary classes = increase by 2 (max size increase from 20 to 22);
- Secondary academics = increase by 1 (max size increase from 29 to 30); and
- Maintains ability to have larger band, choir, orchestra and theater class sizes.

In all cases, reasonable effort will be made to stay below the numbers outlined above, and quite often fall well below the maximum levels. However, in rare instances, they may also exceed the numbers. Class sizes are based on the student population of each school and ebb and flow from year-to-year, especially in areas with transient populations. The numbers above provide a guide that help the district plan staffing each year, and also allow flexibility to address areas of need if they should arise.

Administration recommends that the board approve the proposed revisions to Policy 6432 - Class Size as a first reading on Dec. 13, 2022, and a second reading on Jan. 24, 2023.”

Ms. Stevens moved to approve the proposed revisions to Policy 6432 - Class Size and approve it as a first reading. Mrs. Schmaling seconded the motion. Unanimously approved.

Dr. Weiss and Mr. Hamdan presented the Initial Round of Preliminary 2023-24 Budget Reduction Considerations submitted by themselves, excerpts follow:

“In anticipation of a difficult budgeting season due to continuous declining student enrollment, rising inflationary costs, and uncertainty surrounding the next biennial State budget, the administration began the planning process of developing recommendations for the 2023-24 fiscal year back in the spring of 2022. With the goal of gathering as much input as possible, the following is a list of the significant events that took place:

- In the spring of 2022 a Thought Exchange survey was shared with all KUSD staff so they could provide input and feedback.
  - Over 400 thoughts were grouped into themes that were reviewed by administration.
- On September 8, 2022, a special board meeting was held where school board members participated in a budget workshop alongside key administrative leaders representing each of our school levels.
- On October 11, 2022, a committee of the whole meeting, comprised of standing committee members (e.g. community members, staff and board members), was held and an electronic version of the budgeting simulation was completed.
- On November 3, 2022, two sessions of the electronic budgeting simulation were held for Administrative and Supervisory staff.
- On November 15 and 16, 2022, three sessions of the electronic budgeting simulation were held for all KUSD staff.

From the electronic budgeting simulation sessions, over 200 participants made up 30 groups that were facilitated by members of Leadership Council and administration. Information from each of these 30 groups was captured, analyzed, and reviewed by administration as the basis for forming tonight’s recommended preliminary 2023-24 budget reductions.

As shared with the Board at the November 15, 2022, meeting, the district is facing a preliminary deficit of approximately \$9.7 MM when considering the projected loss of student enrollment with a \$200 per member revenue limit increase paired with the projected increase in health insurance.

We anticipate the Governor will soon be releasing proposals for the next biennial budget that will contain recommendations that would significantly increase the funding provided to public schools, however, we also anticipate a highly contested budget development process at

the state level that will likely eliminate most of those recommendations. We will continue to closely monitor the state budget development process and update the Board as we know more.

The administration is recommending the following reduction items for the 2023-24 budget:

1. Reduce Education Support Center (ESC) departmental discretionary budgets by 20% for an estimated savings of \$600,000;
2. Reduce school discretionary budgets by 10% for elementary, 15% for middle, and 20% for high schools for an estimated savings of \$690,000;
- 3(a). Reduce the facilities major maintenance budget by 50% for an estimated savings of \$1,000,000;
- 3(b). Designates the TID #2 proceeds to be used for major maintenance projects to fund the large project to replace the fieldhouse floor at Bradford High School as described in the October 25, 2002, report;
4. Reduce the Technology Refresh budget by 50% for a savings of \$500,000;
5. Eliminate district contributions to staff Health Saving Accounts (HSA) for a savings of \$2,070,000; and
6. Instrumentality Charter School Cost sharing adjustments for a savings of \$300,000.

The administration recommends that the Board approve items 1 thru 6 as described in this report for an estimated \$5,160,000 in reductions to help balance the preliminary 2023-24 budget.”

Mrs. Modder moved to approve items 1, 2, 3(a), 4, and 6 as described in the report. Mrs. Stevens seconded the motion. Motion passed. Mrs. Schmaling, Mr. Meadows, and Mr. Battle dissenting.

Dr. Weiss presented the WASB Proposed Resolutions – 2023 submitted by himself, excerpts follow:

“The Superintendent and Leadership Council reviewed the 2023 WASB proposed resolutions and make the following recommendations:

<u>Resolution</u>	<u>Title</u>	<u>Recommendation</u>
23-01	High-Cost Transportation Aid	Support
23-02	Voter Education	Support
23-03	Independent Charter School Funding	Support
23-04	Learning Barriers for Students with Disabilities	Support
23-05	Discipline of Students with Disabilities	Support
23-06	Parent Contracts for Private School Transportation	(If properly funded) Abstain (Due to lack of financial impact clarity)
23-07	Career and Technical Education	Support
23-08	Services for Students with Disabilities at Voucher Schools	Abstain
23-09	Addressing Barriers to Learning for Students with Disabilities	Support
23-10	FORT Requirement for Educators	Support

23-11	Unemployment Compensation	Support
23-12	Societal Issues	Support
23-13	Weapons Possession	Support
23-14	Oppose Federal Agency Mandates Imposed Without Use of Rulemaking	Support
23-15	Universal Free School Meals	Support
23-16	Learning Loss	Support
23-17	Licensure	Support
23-18	Revenue Limits	Support
23-19	Classroom Technology	Support

It is recommended that the School Board provide direction to its delegate relative to the 2023 WASB proposed resolutions noted above and give the board delegate discretionary latitude to vote on amendments or other resolutions.”

Ms. Stevens moved to approve administration’s recommendation on the proposed WASB resolutions and give the board delegate discretionary latitude to vote on amendments or other resolutions. Mrs. Modder seconded the motion. Unanimously approved.

Dr. Weiss presented the Wisconsin Association of School Boards (WASB) Policy Resource Guide submitted by himself, excerpts follow:

“The Wisconsin Association of School Boards (WASB) Policy Resource Guide (PRG) is a web-based policy information tool designed for Wisconsin school districts to help update their policy manuals, develop policies on individual topics, answer day-to-day questions administrators may have when implementing district policies, and provide an additional resource for board member and administrator professional development within the district. The PRG is a subscription service and includes the following:

1. Access to sample policies on a wide variety of policy topics that have been written by WASB Policy and Legal Services staff members;
2. Access to a “Background Information” resource on many of the policy topics;
3. Access to new and updated information on a regular basis; and
4. Access to “Added Value” benefits.

The initial subscription to the PRG is for three years, with the district paying the same amount for each of the three years (currently \$4,500 each year) for a total of \$13,500. There is an annual renewal fee after the initial 3-year subscription (currently \$2,500 a year).

It is Administration’s intent to utilize the WASB Policy Resource Guide in conjunction with the WASB Policy Manual Quick Check Service, which will identify any WASB Policy Manual Checklist policies that seem to be missing from the District’s policy manual including:

- policies/procedures that are mandated by state and/or federal law and other recommended policies; and
- local policies with a last revision date indicating that they may need updating due to recent law changes affecting the topic.

This is an informational report.”

Ms. Stevens presented Resolution 405 – National Mentoring Month January 2023 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 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 405 – National Mentoring Month January 2023. Ms. Stevens seconded the motion. Unanimously approved.

Ms. Stevens presented the Donations to the District.

Ms. Stevens moved to approve the donations to the district as presented. Mr. Meadows seconded the motion. Unanimously approved.

Meeting adjourned at 10:03 P.M.

Stacy Stephens  
School Board Secretary