

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD JUNE 27, 2023

A regular meeting of the Kenosha Unified School Board was held on Tuesday, June 27, 2023, 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 7:09 P.M. with the following Board members present: Mr. Meadows, Mrs. Modder, Ms. Stevens, Mr. Battle, Mrs. Schmalings, Mr. Price, and Ms. Adams. Mrs. Housaman 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.

There were no awards or recognitions.

Mrs. Julie Housaman, Chief Academic Officer, gave the Superintendent's Report.

Mr. Price gave the legislative report.

Views and comments were made by the public.

There was not a student ambassador present.

Remarks by the President were made by Ms. Adams.

There were no administrative or supervisory appointments.

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 5/23/23 Special Meeting and Executive Session, 5/23/23 Regular Meeting, 5/24/23 Special Meeting and Executive Session, 6/6/23 Special Meeting and Executive Session, and 6/19/23 Special Meeting and Executive Session.

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 May 2023 cash receipt deposits totaling \$355,796.03, and cash receipt wire transfers-in totaling \$19,648,323.35, be approved.

Check numbers 623001 through 623992 (net of voided batches) totaling \$4,491,347.37, and general operating wire transfers-out totaling \$4,314,164.64, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the May 2023 net payroll and benefit EFT batches totaling \$18,052,181.77, and net payroll check batches totaling \$6,744.36, be approved.”

Consent-Approve item X-D – Policy and Rule 5431 – Student Dress Code submitted by Ms. Kim Fischer, Regional Coordinator of Secondary School Leadership; Mrs. Ruder, Chief Communications Officer; and Dr. Weiss, excerpts follow:

“Policy and Rule 5431 - Student Dress Code was last updated in 2018. Since then, administration and the Board of Education have heard concerns from students and parents/guardians regarding gender and cultural biases being ingrained in the existing language. In an effort to address this, a committee of administrators was formed that worked to remove these items and clean up the policy overall. The goal was to create a policy that relied less on fashion terms that often date the policy quickly, as well as making the policy have a more positive than negative tone.

To ensure this resulted in a draft that was generally accepted, the committee held listening sessions with students, staff and parents/guardians. During this process, the committee presented the policy to nearly 500 students, staff and parents/guardians to gather feedback on the current and/or draft policy that was then included in the attached draft. One of the main points shared was that the updates were focused on health and safety.

Overall, the tone of the policy has greatly changed. Some of the original language still exists, but may have been updated to align with new language and/or sections. The responses from each focus group were used to ensure updates were made along the way in an effort to capture all voices, concerns and viewpoints.

Administration recommends that the board approve the proposed revisions to Policy and Rule 5431 - Student Dress Code as a second reading on June 27, 2023.”

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

Mrs. Housaman presented the Report on Contact in Aggregate of \$50,000 – MobileMind submitted by Ms. Christine O’Regan, Coordinator of Instructional Technology & Library Media; Mr. Hamdan; Mrs. Housaman; and Dr. Weiss, 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: MobileMind in the amount of \$147,800 for a digital platform for professional learning.

The Purchase/Contract Rationale is provided in Appendix A. The quote from MobileMind is provided in Attachment A. The Letter of Sole Ownership from MobileMind is provided in Attachment B.

Administration recommends that the Board of Education approve the \$147,800.00 contract with MobileMind for a digital platform to provide staff with on-demand access to professional learning.”

Mr. Battle moved to approve the contract with MobileMind in the amount of \$147,800 for a digital platform to provide staff with on-demand access to professional learning. Mr. Price seconded the motion. Unanimously approved.

Mr. William Haithcock, Chief of School Leadership, presented the Report on Contract in Aggregate of \$50,000 – Adoption of Instructional Materials for K-12 Classroom Culture and Management submitted by Ms. Stacy Guckenberger, Coordinator of Special Education and Student Support; Mrs. Heather Connolly, Interim Regional Coordinator of School Leadership; Ms. Jenny Schmidt, Director of Special Education and Student Support; Mr. Haithcock; and Dr. Weiss, excerpts follow:

“Elementary schools in KUSD have adopted the Second Step curriculum for PreK/ Kindergarten classrooms and middle schools have the Second Step virtual curriculum. Some schools have expanded the program to include grades 1-5. This program aligns with the CASEL standards adopted by Wisconsin DPI and KUSD for social emotional learning. There is a need to offer consistent lessons and programs to all of our elementary and middle school students. There is not a Second Step for high school students at this time. The lessons are available in Spanish. Currently we do not have a program for our high schools.

KUSD has received grant funding from DPI for the Getting Kids Ahead Grant. These funds have specific regulations for expenditures. These funds can be used to purchase the Second Step and The Core Project curriculum.

Several schools have already purchased similar curriculum using Title 1 or school funds. We see a need to close the gap of access to resources and materials for all our buildings. Purchasing Second Step as a 3 year virtual license for all PreK-8th grade classrooms will ensure that all students and teachers have access to lessons that are designed to help students to regulate their emotions and behaviors. The lessons will also focus on self management, self awareness and responsible decision making. As we develop our plans for Portrait of a Graduate work, these lessons align with teaching students skills that they will carry forward helping them to be college and career ready.

During the 22-23 school year, a team of staff surveyed schools, met with principals, shared and received feedback from the District culture team, wrote the RFP, and evaluated all of the 19 programs that were submitted in order to make this recommendation to the KUSD school board. These members included: Chief of School Leadership, Chief Academic Officer, Coordinator of Community School Relations, Regional Coordinator of Elementary Schools, Director of Special Education and Student Support, and three Special Education Coordinators.

There is an inconsistent implementation of programs and materials at this time. The recommendation for the PreK through 8th grade classrooms is to implement a researched-

based program to help students regulate their emotions and behaviors. The Second Step program aligns with CASEL standards and is an easy to navigate resource for teachers. The lessons are less than 20 minutes a few days a week. Common district-wide language and expectations will make it easier for younger students to transition between classrooms and schools.

The 2020 World Economic Forum recently stated, "Skill gaps continue to be high as in demand skills across jobs change in the next five years. The top skills and skill groups which employers see as rising in prominence in the lead up to 2025 include groups such as critical thinking and analysis as well as problem-solving, and skills in self-management such as active learning, resilience, stress tolerance and flexibility." Purchasing this curriculum will provide teachers a resource to prepare our students for their future. The Core Project lessons will help to prepare our students for college and career readiness skills.

Starting in the Fall of 2023, Second Step will be implemented at all elementary and middle schools in KUSD. Each school will include Second Step programming in their School Improvement Plan and provide School Leadership with their plan for implementation. Second Step also offers a Bully Prevention program with this purchase. Schools will identify staff that would work on these lessons.

Administration recommends that the Board of Education grant approval to purchase the following materials using the Getting Kids Ahead Mental Health Grant in the total amount of \$327,875.00 for the 2023-24 and 2024-25 school years:

<u>Text</u>	<u>Publisher</u>	<u>Grade Level</u>	<u>Amount</u>
Second Step	Committee for Children	K-8	\$236,715
The Core Project	The Core Project	9-12 & 6-12 at eSchool only	\$ 91,160"

Mr. Battle moved to approve the purchase of the recommended materials using the Getting Kids Ahead Mental Health Grant in the total amount of \$327,875.00 for the 2023-24 and 2024-25 school years. Ms. Stevens seconded the motion. Motion carried. Mr. Meadows and Mrs. Schmaling dissenting.

Mr. Keckler presented the Report on Contract in Aggregate of \$50,000 – ESGI submitted by Ms. Mary Hoover, Coordinator of Elementary Reading and Social Studies; Ms. Amy Franz, Purchasing Agent; Mr. Kristopher Keckler, Chief Information Officer; Mr. Hamdan; Mrs. Housaman; and Dr. Weiss, 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.” As this quote is just shy of this threshold, KUSD would still like to follow this practice.

The following contract/agreement has not been added to the Contract Management Database and is being presented for board approval: ESGI in the amount of \$49,950 for a digital platform for an online phonics assessment system.

Administration recommends that the Board of Education approve the \$49,950 contract with ESGI for a digital platform to provide an online phonics assessment system.”

Mr. Price moved to approve the \$49,950 contract with ESGI for a digital platform to provide an online phonics assessment system. Mrs. Modder seconded the motion. Unanimously approved.

Mr. Aaron Williams, Coordinator of Career and Technical Education, and Ms. Stacy Guckenberger, Coordinator of Student Support, presented the Education for Employment Plan submitted by Mrs. Housaman, Ms. Schmidt, Ms. Guckenberger, Mr. Williams, and Dr. Weiss, excerpts follow:

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

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

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

Kenosha’s plan provides students, parents, and community members with an understanding of learning outcomes and the implementation of E4E programs and services in the district.

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

As the Kenosha Unified School District continues to update its E4E plan each year, the economic growth in Kenosha County (regionally and in the state) is studied. Some of the major developments in Kenosha are industrial, healthcare, housing, and retail. It is important that economic development continues to be shared with staff and students so that students are being educated about labor market needs and educational and training requirements for occupations that will fill those needs. Long-term planning with the E4E plan, the Office of Career and Technical Education, and Academic and Career Planning will work to align goals and indicators to the Kenosha Unified School District’s achievement plan.

A total of 132 students participated in Youth Apprenticeship opportunities. Previous year totals include:

- 2021-22: 171 students;
- 2020-21: 132 students;
- 2019-20: 136 students;

- 2018-19: 47 students, and
- 2017-18: 13 students.

Students had the opportunity to earn multiple industry-recognized credentials through their CTE courses.

This is an informational report.”

Mr. Neir presented Policy and Rule 4221 – Alcohol and Drug Free Workplace submitted by himself and Dr. Weiss, excerpts follow:

“Policy and Rule 4221 – Alcohol and Drug-free Workplace was last updated in March 2017. While generally an adequate policy, the rule is extremely vague and lacks the language needed to outline for employees the procedures that will take place should reasonable suspicion arise. Language regarding reasonable cause and/or suspicion will be added to the 2023-2024 Employee Handbook upon its creation. In order to ensure there are no questions as to what will occur prior to an employee being hired and/or if there is reasonable cause and/or suspicion following hire, the Office of Human Resources worked with legal counsel to review and make slight changes to the policy and to revamp/clarify the rule. The final, updated rule will also be added to the 2023-24 Employee Handbook which requires annual review sign-off by all employees in the district.

By updating this policy, we will be clarifying how this process should be implemented for both employees and the district. Additionally, this will reduce the district’s overall liability surrounding transporting employees, whether it is the staff driving or the employee suspected of being under the influence of drugs and/or alcohol.

Feedback was sought from the Personnel Standing Committee regarding the proposed revisions to School Board Policy 4221 at its April 18, 2023 meeting.

It is Administration’s recommendation that the school board approve the recommended updates to School Board Policy and Rule 4221 – Alcohol and Drug-Free Workplace as a first reading.”

Mrs. Modder moved to approve the recommended updates to School Board Policy and Rule 4221 – Alcohol and Drug-Free Workplace as a first reading. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Hamdan presented the LakeView Technology Academy Lease Extension submitted by Mr. Patrick Finnemore, Director of Facilities; Mr. Hamdan; and Dr. Weiss, excerpts follow:

“The existing lease for the building housing Lakeview Technology Academy between the Kenosha Area Business Alliance Foundation (KABAF) and the Kenosha Unified School District (KUSD) commenced on July 1, 2005. In addition, KUSD and Gateway Technical College (GTC) entered into a sublease for the building on that same day. The original lease and sublease expired on June 30, 2020, and were followed by three (3) one-year extensions that take us through June 30, 2023.

At the regular meeting held on June 28, 2022, the KUSD Board of Education voted unanimously to approve the relocation of the Lakeview Technology Academy to the new Kenosha Innovation Neighborhood (KIN) located on the former Chrysler engine plant site. On February 28, 2023, the Board unanimously approved the terms of the new lease agreement between the KABAF and KUSD that will be effective as soon as occupancy is granted to KUSD.

In order to bridge the gap between July 1, 2023, and the time it takes to build the new Lakeview building and gain occupancy, KABAF has offered an additional extension for a period of nineteen (19) months that will take us through January 31, 2025. As a precautionary construction measure, an additional six (6) optional one (1) month extensions are also available at the same rate. While previous extensions had built-in increases to match the change in Consumer Price Index (CPI), this final extension shall reflect only a 4% increase from the current payment as opposed to the full CPI change of 8%.

Administration recommends Board approval of the nineteen (19) month lease extension with a 4% increase for Lakeview Technology Academy as described in this report and Attachment A.”

Ms. Stevens moved to approve the nineteen (19) month lease extension with a 4% increase for Lakeview Technology Academy as described in this report and Attachment A. Mr. Price seconded the motion. Motion carried. Mr. Battle abstaining.

Mr. Hamdan presented the Authorization of 2023-2024 Expenditures Prior to the Formal Adoption of the Budget submitted by himself and Dr. Weiss, excerpts follow:

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

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

Administration recommends that the Board authorize the payment of all currently authorized salaries and benefits beginning July 1 and continuing until the budget is formally adopted. Administration also recommends that the Board authorize expenditures in other areas to continue at the discretion of the administration. Expenditures should not exceed one-third of the funding authorized in the prior year’s budget unless Board action has occurred to modify specific programs or activities. The one-third guide represents 4 of the 12 months in the fiscal year between July and October.”

Mr. Battle moved to approve the authorization of payment of all currently authorized salaries and benefits beginning July 1 and continuing until the budget is formally adopted and to also authorize the expenditures in other areas to continue at the discretion of the administration. Expenditures should not exceed one-third of the funding authorized in the prior year’s budget unless Board action has occurred to modify specific programs or

activities. The one-third guide represents four of the 12 months in the fiscal year between July and October. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Neir presented the Employee Handbook submitted by himself and Dr. Weiss, excerpts follow:

“The 2023-2024 Employee Handbook is the ninth edition. The handbook revisions noted are clarification on current language, grammatical and formatting corrections.

After an initial review by the Human Resources team of the 2022-2023 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 2023-2024 Employee Handbook with the changes and/or additions noted.”

Mr. Battle moved to approve the 2023-2024 Employee Handbook with the recommended changes and/or additions. Mr. Meadows seconded the motion. Unanimously approved.

Ms. Stevens presented the Donation to the District.

Ms. Stevens moved to approve the donation to the district as presented. Mrs. Modder seconded the motion. Motion carried. Mr. Price abstaining.

Announcements/updates by the following board members were made: Mr. Meadows, Mr. Price, and Ms. Stevens.

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

Meeting adjourned at 8:10 P.M.

Stacy Schroeder
School Board Secretary