

REGULAR MEETING OF  
THE KENOSHA UNIFIED SCHOOL BOARD  
HELD JULY 25, 2023

A regular meeting of the Kenosha Unified School Board was held on Tuesday, July 25, 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. 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.

There were no awards or recognitions.

Dr. Weiss gave the Superintendent's Report.

Mrs. Modder and Mr. Price gave the legislative report.

Views and comments were made by the public. Ms. Adams noted that electronic submissions were received from John Musser, Peter Pingitore, Scott and Sandra Lindgren, and Carl Bryan.

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 6/27/23 Special Meeting and Executive Session, 6/27/23 Regular Meeting, 7/17/23 Special Meeting, and 7/18/23 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 June 2023 cash receipt deposits totaling \$2,674,982.00, and cash receipt wire transfers-in totaling \$48,385,332.01, be approved.

Check numbers 623993 through 625434 (net of voided batches) totaling \$6,338,886.88, and general operating wire transfers-out totaling \$5,240,671.77, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the June 2023 net payroll and benefit EFT batches totaling \$22,494,563.81, and net payroll check batches totaling \$829.02, be approved.”

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

Dr. Weiss introduced Policy and Rule 4221 – Alcohol and Drug Free Workplace submitted by Mr. Kevin Neir, Chief Human Resources Officer, 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 second reading.”

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

Mr. Kristopher Keckler, Chief Information Officer, and Mr. Richard Regner, Naming Committee member, presented the Consideration to Rename the Educational Support Center submitted by Mr. Keckler and Dr. Weiss, excerpts follow:

“On May 23, 2023, the KUSD School Board approved the formation of a citizen advisory committee to consider a request to rename the KUSD Educational Support Center (ESC), as outlined in KUSD Policy 7400 Naming or Renaming District-Owned Property and KUSD Policy 8860 Citizen Advisory Committee. The original request to rename the ESC was received on February 8, 2023, from Richard Regner to rename the Educational Support Center after longtime KUSD Administrator and former Superintendent John Hosmanek. Public notice was given on June 4, 2023, and a group of interested community members joined this committee (Appendix A), which held a meeting on June 20, 2023. The original submission and rationale is included in this report (Appendix B). There were four name variations discussed and rated by each member:

- No change;
- John J. Hosmanek Kenosha Unified Educational Support Center;
- The John Hosmanek ESC; and
- John Hosmanek Educational Support Center.

Nine committee members voted for the recommendation of the ESC building name change to “John J. Hosmanek Kenosha Unified School District Educational Support Center.”

Administration recommends that the Board of Education review and consider possible action to rename the Educational Support Center building at its July 25, 2023, regular School Board meeting.”

Mr. Keckler and Mr. Regner gave a Name Consideration for the ESC PowerPoint presentation which covered the following topics: Dr. John J. Hosmanek, KUSD accomplishments, Kenosha county accomplishments, and advisory committee recommendation.

Mrs. Modder moved to accept the committee’s recommendation to rename the Educational Support Center to the John J. Hosmanek Educational Support Center. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Keckler presented the KUSD Rightsizing Committee and Project Update submitted by himself and Dr. Weiss, excerpts follow:

“On May 23, 2023, the KUSD School Board approved a contract with Davis Demographics to provide a comprehensive demographic study in regards to student enrollment forecasts and related services. As outlined in KUSD Policy 8860, a citizen advisory committee was also established with invitations sent to dozens of community members and representatives from different organizations. The Kenosha Unified Rightsizing Committee (KRC) held initial meetings on June 28, 2023, and July 17, 2023. The bulk of these meetings centered around a wide variety of KUSD enrollment data, historical changes to school enrollments, and conditions of KUSD facilities. The group has also worked to refine suggestions for school closure criteria and considerations for other district changes impacted by the continual decline in student enrollments.

Kenosha Unified has provided Davis with a plethora of historical student data and related information regarding locations and capacity. They are developing updated study areas of KUSD neighborhoods and boundaries to establish references for upcoming scenarios.

A section of the KUSD website is providing the greater community with some of the shared data and information, as well as progress updates. The overall goal is to provide the KUSD School Board with options for consideration and decisions for December 2023.

This item is primarily informational, but the Board may take action as noticed in the full agenda.”

Mr. Keckler gave a KUSD Rightsizing Committee PowerPoint presentation which covered the following topics: open enrollment summary, initial feedback, and considerations for consolidation.

Mr. Meadows moved to target the utilization of the district’s elementary school buildings at 80% capacity and the district’s middle and high school buildings at 85% capacity. Motion failed due to lack of a second.

Dr. Weiss, Mrs. Julie Housaman, Chief Academic Officer; and Mrs. Tanya Ruder, Chief Communications Officer; presented the Portrait of a Graduate submitted by them, excerpts follow:

“In April, the district embarked on the Portrait of a Graduate process. This process is designed to help develop a vision that articulates the community’s aspirations for our students and the many paths to success. This process is intended to create a clear, unified direction in the work we are doing to educate students in collaboration with the families, businesses and communities we serve.

To ensure a multitude of voices were involved in the process, meetings were held that included a variety of staff and community members.

The District Vision Team is proposing the following five competencies and descriptors for the Portrait of a Graduate plan:

- Continuous Learner - Self-motivated to expand knowledge, skills and perspectives;
- Active Reflector - Maintains awareness of self, as well as their impact on others and the world;
- Effective Communicator - Actively listens and clearly expresses ideas through various methods to inform, influence and motivate;
- Critical Thinker - Analyzes information from different perspectives to develop creative solutions; and
- Community Contributor - Collaborates with others for the greater good of society.

Administration recommends that the Board approve the proposed competencies and descriptors for Kenosha Unified School District’s Growth of a Graduate on July 25, 2023.”

Mr. Price moved to approve the proposed competencies and descriptors for Kenosha Unified School District’s Growth of a Graduate. Ms. Stevens seconded the motion. Motion carried. Mr. Meadows dissenting.

Mrs. Ruder presented Policy and Rule 1600 – Visitors, 4332 – Criminal Background Checks, and 6530 – Community Resources submitted by herself and Dr. Weiss, excerpts follow:

“Currently, Policy and Rule 1600 - Visitors, 4332 - Criminal Background Checks, and 6530 - Community Resources note that all visitors with access to students must have a criminal background check on file with the district. Due to the broad nature of the word “access” being used, which could refer to volunteers, chaperones, tutors, visitors or many other individuals, the district worked with legal counsel to clean up the language to make sure upholding the policies is both realistic and in line with current practices and procedures.

In 2022, KUSD updated its visitor procedures to include the use of a visitor management system, making it easier to determine if any visitors are registered sex offenders before allowing them into buildings. This system does not do a full criminal background check, but does allow the district to prevent registered sex offenders from having access to our students and staff.

Due to this implementation, the policies within have been updated to ensure that all individuals who will be unsupervised, and/or who will have little to no staff oversight while having direct access to students, complete a criminal background check. Examples include tutors, mentors, volunteers, chaperones and other non-KUSD staff who will be responsible for the safety and well-being of students. All others who will be supervised or visiting in the presence of staff will follow our visitor management procedures with the exception of large events, such as concerts, plays, athletic events, family education programs, etc. where this expectation is not realistic.

Waivers to the background check requirement may be considered for those who can establish that they are subject to a criminal background check at least as extensive as KUSD’s (e.g. police and fire personnel).

Administration recommends that the board approve the proposed revisions to Policy and Rule 1600 - Visitors, 4332 - Criminal Background Checks, and 6530 - Community Resources as a first reading on July 25, 2023, and a second reading on August 22, 2023.”

Mrs. Modder moved to approve the proposed revisions to Policy and Rule 1600 - Visitors, 4332 - Criminal Background Checks, and 6530 - Community Resources as a first reading. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Keckler and Ms. Christine O’Regan, Coordinator of Instructional Technology, presented the Update on Student and Staff Technology Acceptable Use Policy submitted by Mr. Keith Ebner, Network Manager; Mr. Travis Ciesielski, Technology Support Program Manager; Ms. O’Regan; Mr. Keckler; Mrs. Housaman, and Dr. Weiss, excerpts follow:

“Kenosha Unified maintains an inventory of well over 25,000 technology devices for instructional use. The continued growth of the organizational infrastructure, networks, utilities and emerging cyber security protocols generated the proposed revisions to both the student and staff technology acceptable use policies. The COVID Pandemic of 2019 subsequently forced Kenosha to develop and support a full 1:1 student and staff mobile device program. As the costs of such a program have grown, the district has slightly scaled back that commitment. Students still have a wide variety of opportunities to interact with mobile and stationary devices, but moving forward the lower grade levels will operate in a shared setting for mobile devices. Students in grades 2 through 8 will have dedicated devices on location, and for now high school students will continue to operate with an assigned device that they take home each night. Hoping to continue to reduce the break and

repair costs, as well as decrease the time and management of spares for buildings should only help support the frequency of access to these devices. The current technology refresh budget is managed centrally, thus producing a more efficient use, distribution, and support of these devices across the entire district. The continued struggle with a global threat for data breaches and quality control practices represent the remaining changes to these policies. A new section was also added to expand the privacy expectations regarding locker rooms and other private areas.

Administration recommends that the Board of Education review and approve the listed revisions as a first reading at the July 25, 2023, regular School Board meeting and a second reading at the August 22, 2023, regular School Board meeting:

- Policy and Rule 4226 Staff Technology Acceptable Use Policy; and
- Policy and Rule 6633 Student Technology Acceptable Use Policy.”

Ms. Stevens moved to approve the proposed revisions for Policy and Rule 4226 - Staff Technology Acceptable Use Policy and Policy and Rule 6633 - Student Technology Acceptable Use Policy as a first reading. Mr. Battle seconded the motion. Unanimously approved.

Mr. Keckler and Ms. O'Regan presented the 2023-2026 Integrated Library and Technology Plan submitted by Ms. O'Regan, Mrs. Housaman, Mr. Keckler, and Dr. Weiss, excerpts follow:

“Over the past decade, Kenosha Unified has worked to implement various components of the previous Integrated Library Media and Technology Plans. The most recent version was aligned to the emergence of the global COVID 19 Pandemic, and how districts across the nation and world had to rapidly adjust to the changing educational landscape, navigating emergency funds, global supply chain logistics and supporting the whole child who may or may not have participated through short or long term virtual learning formats. Now that a few years have passed, and most districts have gained valuable experience with the management of this pandemic, and other related educational variables, KUSD must look long term into the next decade and have realistic approaches to funding, staff support, and the value of technology integration throughout the school system. KUSD will continue to provide a plethora of technology devices to provide opportunities for all students to learn and engage with the various technology and instructional resources in a manner that can be supported from all sides, including the financial sources and the instructional capacity.

A KUSD technology leadership committee (Appendix A) has reviewed the existing plan, and provided updated revisions for the new three-year cycle. In reference to PI 8.01(2)(h)1.1, the DPI strongly encourages Local Education Agencies (LEA's) to integrate the district's library plan and technology plan. These plans are inclusive of the required planning expectations related to funds and projects for school libraries. KUSD has supported and previously signed the Future Ready District Pledge. This pledge presents a commitment to improving the technology integration and overall support for quality digital learning. To date, over 3,400 school district superintendents have signed this pledge. This represents over 20 million students and more than 2 million educators who are working to establish quality technology integration into the learning environment. Based on a desire to define evidence-based approaches to manage this process, the U.S. Department of Education and the American Institutes for Research (AIR) published a rubric on the characteristics of Future

Ready Leadership. Kenosha Unified leadership will continue to review and integrate the strategies for improved digital learning when possible.

The goals and objectives of this plan align with the Kenosha Unified School District Improvement Plan and are guided by the practices outlined in the Future Ready Librarian Framework and ISTE Standards for Educators (Appendix B). The Library and Information Services Departments support the KUSD mission to provide excellent, challenging learning opportunities and experiences that prepare each student for success through information literacy. We accomplish this by providing instructional opportunities that integrate the work to align with the newly revised and adopted district Moral Imperative and first two goals.

Administration recommends that the Board of Education review and accept the 2023-2026 Integrated Library and Technology Plan at the July 25, 2023, regular Board meeting.”

Mr. Battle moved to accept the 2023-2026 Integrated Library and Technology Plan. Ms. Stevens seconded the motion. Unanimously approved.

Mrs. Housaman presented the Report on Contract in Aggregate of \$50,000 – Imagine Learning – Edgenuity submitted by Ms. O’Regan, 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: Imagine Learning in the amount of \$305,281.19 (3 year agreement) for Edgenuity digital libraries 9-12 comprehensive site license.

The Purchase/Contract Rationale is provided in Appendix A. The quote from Imagine Learning is provided in Attachment A.

Administration recommends that the Board of Education approve the \$305,281.19 contract with Imagine Learning-Edgenuity for a digital library of credit recovery seat licenses for the high schools. The funding source for this purchase is the Teaching and Learning budget.”

Ms. Stevens moved to approve the \$305,281.19 contract with Imagine Learning-Edgenuity for a digital library of credit recovery seat licenses for the high schools. Mrs. Modder seconded the motion. Unanimously approved.

Mrs. Housaman presented the Act 55 – Notice of Academic Standards submitted by Mrs. Rhonda Lopez, Principal of Chavez Learning Station; Mrs. Jennifer Lawler, Coordinator of Secondary Math and Science; Mr. Che Kearby, Coordinator of Secondary English Language Arts and Social Studies; Mrs. Mary Hoover, Coordinator of Reading and Elementary Social Studies; Mrs. Stacy Cortez, Coordinator of Elementary Math and Science; Mrs. Housaman; and Dr. Weiss, excerpts follow:

“On July 12, 2015, the Wisconsin 2015-17 State Budget Bill, Act 55, was signed into law. It requires Kenosha Unified School District to provide the parents and guardians of all enrolled students with notice of the academic standards in mathematics, science, reading and writing, geography, and history that have been adopted by the school board and that will be in effect during each school year.

Accordingly, the district academic standards that will be in effect in these specific content areas for the 2023-24 school year are listed below. Electronic links to the detailed version of the applicable standards are provided pursuant to section 120.12(13) and section 118.30(1g)(a)1 of the state statutes.

Additionally, with regard to emphasizing content area literacy in all subjects, the Kenosha Unified School District has adopted the Common Core Standards for Disciplinary Literacy. A link to this additional resource is: <http://dpi.wi.gov/standards/literacy-all-subjects>.

Administration recommends that the Board of Education approve the annual declaration and parent notice of the district’s student academic standards that will be in effect for the 2023-24 school year at the July 25, 2023, board meeting.”

Mr. Price moved to approve the annual declaration and parent notice of the district’s student academic standards that will be in effect for the 2023-24 school year. Ms. Stevens seconded the motion. Unanimously approved.

Mr. William Haithcock, Chief of School Leadership, presented the Expulsion Independent Hearing Officers – Resolution 410 submitted by himself and Dr. Weiss, excerpts follow:

“Administration brings forth a recommendation concerning the appointment of Hearing Officers to assist the District with any expulsion hearings for the upcoming 2023-2024 school year. Hearing Officers are part time employees that are called upon when needed for expulsion hearings and are paid \$100 for the first hour and \$25 for every 15 additional minutes after the first hour not to exceed \$300 for each hearing.

Christopher Hauser handled the majority of the expulsion hearings since the 2021-2022 school years and will continue to serve as our main hearing officer. Mrs. Titus and Mr. Rupnow, who were added as KUSD hearing officers in April of 2022, will continue to serve as backup/secondary hearing officers for the 2023-2024 school year and thereafter.

Administration recommends that the Board of Education re-authorize the appointment of Christopher Hauser, Gayle Titus, and Michael Rupnow as Hearing Officers for the purpose of expulsion hearings for the 2023-2024 school year at the rate of \$100 for the first hour and \$25 for every 15 additional minutes after the first hour not to exceed \$300 per hearing. It is also recommended that the Board approve Resolution 410 – Resolution to Authorize Independent Hearing Officers to Determine Pupil Expulsions for the 2023-2024 School Year.”

Mrs. Modder moved to re-authorize the appointment of Christopher Hauser, Gayle Titus, and Michael Rupnow as Hearing Officers for the purpose of expulsion hearings for the 2023-2024 school year at the rate of \$100 for the first hour and \$25 for every 15 additional minutes after the first hour not to exceed \$300 per hearing. It is also recommended that the



Board approve Resolution 410 – Resolution to Authorize Independent Hearing Officers to Determine Pupil Expulsions for the 2023-2024 School Year. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Hamdan presented the Renewal of the Southeastern Wisconsin School Alliance (SWSA) Membership submitted by himself and Dr. Weiss, excerpts follow:

“For the past twenty years, the District has participated in the Southeastern Wisconsin School Alliance (SWSA) which provides school leaders and parents with objective, non-partisan information, and training needed to be strong advocates for educational excellence. The SWSA serves nearly 30 urban and suburban school districts with a combined enrollment of more than 210,000 students.

The mission of the Southeastern Wisconsin School Alliance is to advocate for the benefit of all students by driving education policies supporting strong public schools to ensure world-class practices, economic vitality, and community well-being.

The SWSA supports the mission through the following tiered approach:

- Develop and implement key strategies to advocate for sound education policy;
- Raise the impact of SWSA by identifying and developing mutually beneficial partnerships;
- Continue to strengthen the SWSA business model by supporting school districts and their communities; and
- Leverage research to drive educational practice and advocacy.

The SWSA meets at least once a month and the annual membership fee is \$3,200. Attachment A is the letter from the fiscal agent, the required resolution to be approved by the Board in order to participate in the alliance, and the 66.0301 Agreement which authorizes the School District of South Milwaukee as the fiscal agent to manage the SWSA funds. Attachment B is the 2023-24 Proposed Annual Budget for the SWSA, the projected participating member school districts, and the member payment schedule.

Administration recommends that the Board approve the attached resolution and membership in SWSA for the 2023-2024 fiscal year in the amount of \$3,200 and authorization of Board Officers and District Administration to execute any and all documents related to the renewal.”

Ms. Stevens moved to approve the attached resolution and membership in SWSA for the 2023-2024 fiscal year in the amount of \$3,200 and authorization of Board Officers and District Administration to execute any and all documents related to the renewal. Mrs. Modder seconded the motion. Unanimously approved.

Ms. Stevens moved to adjourn the meeting. Mr. Meadows seconded the motion. Unanimously approved.

Meeting adjourned at 8:50 P.M.

Stacy Schroeder  
School Board Secretary