



KENOSHA UNIFIED SCHOOL BOARD  
**AUDIT/BUDGET/FINANCE MEETING**  
John J. Hosmanek Educational Support Center  
Board Room  
September 10, 2024  
**MINUTES**

A meeting of the Kenosha Unified Audit/Budget/Finance Committee chaired by Ms. Adams was called to order at 5:00 p.m. with the following Committee members present: Ms. Gibeaut, Mr. Castro, Ms. Koch, Ms. Jackson, Ms. Andrysiak-Montemurro, Ms. Cullen, Ms. Adams, Ms. Stevens, Mr. Price, and Mrs. Modder. Dr. Weiss and Mr. Hamdan were also present. Dr. Moon and Mr. Frese were absent.

Ms. Adams welcomed committee members and introductions were made.

Ms. Adams asked that all committee members get a copy of Policy 8850 – School Board Committees and read through it, specifically regarding the section about community and other board members' participation in committee meetings.

**Review of District Goal Two: Fiscal Responsibility:**

Mr. Tarik Hamdan, Chief Financial Officer, reviewed District Goal Two: Fiscal Responsibility which covered three Strategies: Implement budget prioritization sessions, Implement transparent budget development practices, and Implement and support effective budget management practices.

**Referendum Update:**

Mr. Hamdan updated the committee on the current status of the referendum process including explaining the underlying concepts that will be used to form the question, presenting the current financial state of the district, what the safety improvements and academic enhancements will entail, and the proposed timeline of the survey and ballot projection.

Time was given for committee members asked questions of Mr. Hamdan and Dr. Weiss.

It was noted that the next meeting would take place on November 12, 2024.

Meeting adjourned at 5:41 p.m.

Denise Ewing  
School Board Secretary



KENOSHA UNIFIED SCHOOL BOARD  
**CURRICULUM/PROGRAM MEETING**  
John J. Hosmanek Educational Support Center  
Board Room  
September 10, 2024  
MINUTES

A meeting of the Kenosha Unified Curriculum/Program Committee, chaired by Mr. Price, was called to order at 5:45 p.m. with the following committee members present: Mr. Adams, Ms. Wallach, Ms. Gayter, Ms. Krajacic, Mr. Bigden-Russell, Mr. Wideman, Mr. Sitamraju, Ms. Zapp, Mrs. Landry, Mr. Tierney, Mrs. Modder, and Mr. Price. Dr. Weiss, Mrs. Tindall, Ms. Stone, and Ms. Cascio were also present. Ms. Powell arrived late.

Mr. Price welcomed committee members and introductions were made.

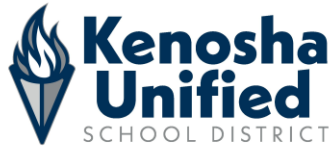
**Review of District Goal One: Student Achievement**

Mrs. Wendy Tindall, Chief Academic Officer, introduced Ms. Jody Cascio, Coordinator of Learning Systems, and Ms. Laura Stone, Culture and Safety Coordinator, and they presented information related to District Goal One: Student Achievement. The presentation included the following topics: Coherence, Forward Together: Moral Imperative, Mission, and Vision statements; District Improvement Plan (DIP) and School Improvement Plan (SIP); and the aggressive 12% improvement goal. The three Strategies of Goal One were discussed referencing multiple data points, cultivating cultures at each school and with the district as a whole, implementing culture coaches, and improving family and community engagement through the use of surveys. Ms. Cascio noted that CESA #1 helped with this goal as the state redefined involvement vs. engagement. A new baseline will be established using the 2024-25 school year report card. This is a three year plan for improvement on this goal.

It was noted that the next meeting would take place on November 12, 2024.

Meeting adjourned at 6:31 p.m.

Denise Ewing  
School Board Secretary



## KENOSHA UNIFIED SCHOOL BOARD

### PERSONNEL MEETING

John J. Hosmanek Educational Support Center

Board Room

September 10, 2024

### MINUTES

A meeting of the Kenosha Unified Personnel Committee chaired by Mr. Tierney was called to order at 6:33 p.m. with the following committee members present: Mr. Bryan, Mrs. Kempinen, Dr. Kavenik, Mrs. Kretchmer, Mr. Hayslett, Ms. Nash, Mr. Arguelles, Ms. Gorman, Ms. Spata, Mrs. Schmaling, Ms. Adams, Mrs. Modder, and Mr. Tierney. Dr. Weiss and Mr. Neir were also present.

Mr. Tierney welcomed committee members and introductions were made.

Dr. Weiss explained about committee structures and district goal alignment, noting the importance of being transparent with the community by listing all goals on the district website.

#### **Review of District Goal Three: Effective and Engaged Workforce:**

Mr. Kevin Neir, Chief Human Resources Officer, presented information about how the district is working toward a more effective and engaged workforce. His presentation included the topics of: Background Information, KUSD Retention Rate, Stats on HR Numbers, District Goal Three: Effective and Engaged Workforce and Strategy 1 – Recruitment, Collaborating with Community Partners, Career Fairs, Student Placement (student teachers), and Numbers for Point of Reference.

#### **Recruitment Update:**

Mr. Neir explained compensation and ideas for retaining and engaging current staff, while also attracting new staff through the possible use of referrals and signing bonuses, trying to strike a balance between recruitment and retention.

Time was given for committee members to ask questions of Mr. Neir and Dr. Weiss. Mrs. Kempinen handed out a sheet with her thoughts about recruiting and retaining special educators and support staff.

The subject of prep time was discussed and also increasing pay of current teachers, which would boost morale and help retain staff longer term.

It was noted that the next meeting would take place on November 12, 2024.

Meeting adjourned at 7:14 p.m.

Denise Ewing  
School Board Secretary



KENOSHA UNIFIED SCHOOL BOARD  
**PLANNING/FACILITIES/CHARTER REVIEW MEETING**  
John J. Hosmanek Educational Support Center  
Board Room  
September 10, 2024  
**MINUTES**

A meeting of the Kenosha Unified Planning/Facilities Committee, chaired by Mrs. Schmaling, was called to order at 7:18 p.m. with the following committee members present: Mr. Kuehl, Mr. Miskovic, Mr. Barry, Ms. Robinson, Mrs. Zajicek-Bagenski, Mrs. Landry, Ms. Stevens, Mrs. Modder, and Mrs. Schmaling. Dr. Weiss, Mr. Haithcock, Mrs. Santelli, Mr. Hamdan, Mr. Keckler, Mr. Creel, Mr. Kosman, Ms. Nielsen, Mrs. Ball-Patterson, Ms. Schofield, and Mr. Czarnecki were also present. Mr. Pokorny, Ms. Lopez, and Ms. Sigman were absent.

Mrs. Schmaling welcomed committee members and introductions were made.

**Kenosha School of Technology Enhanced Curriculum (KTEC) Academic and Financial Yearly Review:**

Mr. Jason Creel, Principal of KTEC, Mr. Joe Kosman, Assistant Principal of KTEC, and Ms. Elizabeth Nielsen, Assistant Principal of KTEC, presented the Academic and Financial Yearly Review of KTEC. The topics in the report included their mission statement, the school's financial status, the academic state report card, comparisons of demographics, overall scores, behavioural and engagement data, achievements and growth. They also gave an update on the move and improvements to the former Lincoln building and an estimate on cost and future plans for the former KTEC East site.

Committee members were given time to ask questions of the KTEC administration, the KTEC Governance Board, and the KUSD administration who were present.

It was noted that the next meeting would take place on November 12, 2024.

Meeting adjourned at 8:40 p.m.

Denise Ewing  
School Board Secretary