



**Kenosha
Unified**
SCHOOL DISTRICT

Moral imperative: ALL students will have an equal opportunity to prepare for college and/or careers with the support of highly qualified educators in a learning environment that is resource rich, safe, and welcoming.

REGULAR SCHOOL BOARD MEETING

March 25, 2025 at 7 p.m.

John J. Hosmanek Educational Support Center
Board Meeting Room
3600 52nd St., Kenosha WI, 53144

This page intentionally left blank



Regular School Board Meeting
 March 25, 2025
 John J. Hosmanek Educational Support Center
 3600 52nd St.
 Kenosha, WI 53144
 7:00 PM

I. Pledge of Allegiance	
II. Roll Call of Members	
III. Awards/Recognition	
IV. Introduction, Welcome and Comments by Student Ambassador	
V. Superintendent's Report	
VI. Legislative Report	
VII. Views and Comments by the Public	
VIII. Remarks by the President	
IX. Administrative and Supervisory Appointments	
X. Consent Agenda	
A. Consent/Approve	4
Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations and Separations	
B. Consent/Approve	5
Minutes of 2/13/25 Special Meeting, 2/25/25 Special Meeting and Executive Session, 2/25/25 Regular Meeting, 3/3/25 Special Meeting and Executive Session, 3/13/25 Special Meeting and Executive Session, and 3/13/25 Special Meeting	
C. Consent/Approve	21
Summary of Receipts, Wire Transfers and Check Registers	
XI. Old Business	
XII. New Business	
A. Discussion/Action	29
Head Start Federal Grant Request	
B. Discussion/Action	34
Capital Projects Plan	
C. Discussion	37
2025-26 Budget Update	
D. Discussion	39
Board Goal Setting	

E. Discussion	40
Standing Committee Meeting Update - February 22, 2025 Recap	
F. Discussion/Action	42
Resolution in Recognition of Cesar Chavez Day 2024	
G. Discussion/Action	44
Donations to the District	
XIII. Announcements/Updates by Board members (2-minute limit per member)	
• Per Policy 8710, comments in response to public comments are allowable only if the topic was included in the original notice of the meeting.	
XIV. Other Business as Permitted by Law	
XV. Tentative Schedule of Reports, Events and Legal Deadlines for School Board (April-May)	45
XVI. Predetermined Time and Date of Adjourned Meeting, if Necessary	
XVII. Adjournment	

**Kenosha Unified School District
Kenosha, WI
March 25, 2025**

The Office of Human Resources recommends the following actions:

ACTION	LAST NAME	FIRST NAME	SCHOOL/DEPT	POSITION	STAFF	DATE	FTE
Appointment	Connolly	Patrick	Curtis Strange Elementary School	SEL Support Specialist	ESP	01/10/2025	0.5
Appointment	Dulaney	Gessica	Prairie Lane Elementary School	Special Education	ESP	03/19/2025	1
Appointment	Espinosa	Sonia	Nash Elementary School	Special Education	ESP	02/24/2025	1
Appointment	Jimenez	Angela	Somers Elementary School	Special Education	ESP	03/10/2025	1
Appointment	Owens	Madison	Ruth Harman Academy	Grade 5	Instructional	03/03/2025	1
Appointment	Rendon	Alexis	Chavez Learning Station/ Bose Elementary	Head Start	ESP	02/18/2025	1
Appointment	Watson	Keonia	Grewenow Elementary School	Special Education	ESP	02/26/2025	1
Resignation	Bogdala	Emily	Grewenow Elementary School	Special Education	ESP	01/31/2025	1
Resignation	Burnett	Terri	Bullen Middle School	Special Education	ESP	03/07/2025	1
Resignation	Castellanos	Hannah	Bradford High School	Chemistry	Instructional	06/13/2025	0.67
Resignation	Ebbinger	Tatiana	Washington Middle School	Art	Instructional	04/04/2025	1
Resignation	Fuentes	Brenda	Harvey Elementary School	Information/Health Services	ESP	02/26/2025	1
Resignation	Hildreth	Kimberly	Washington Middle School	Guidance	Instructional	06/13/2025	1
Resignation	Kurklis-Ohnstad	Kristi	Hillcrest School	Information/Health Services	ESP	06/12/2025	1
Resignation	Malone	Mark	Grant Elementary School	Classroom	ESP	02/25/2025	1
Resignation	Mosley	Ardis	Washington Middle School	Classroom	ESP	02/19/2025	1
Resignation	Nixon	Danielle	Indian Trail High School and Academy	Administrative Support (12 MO)	ASP	03/06/2025	1
Resignation	Palmer	Corey	Southport Elementary School	Grade 4	Instructional	06/13/2025	1
Resignation	Rodriguez	Victoria	Bullen Middle School	Security	ESP	03/11/2025	1
Resignation	Tenuta	Francisco	Teaching and Learning	Bilingual and Translation Administrative Specialist (12 MO)	ASP	03/07/2025	1
Resignation	Whyte	Pamela	Lance Middle School	Science	Instructional	06/13/2025	1
Resignation	Wilber	Rose	Frank Elementary School	Classroom	ESP	03/13/2025	1
Retirement	Barrett	Pattilynn	Department of Special Education	C.C. Program Support	Instructional	06/13/2025	1
Retirement	Cates	Joan	Bose Elementary School	Grade 1	Instructional	06/13/2025	1
Retirement	Cetera	Cynthia	Lance Middle School	English	Instructional	06/13/2025	1
Retirement	Conner	Dawn	Bose Elementary School	Special Education	ESP	06/12/2025	1
Retirement	Felland	Bertha	Bose Elementary School	Kindergarten	Instructional	06/13/2025	1
Retirement	Hartnell	Jamie	LakeView K-8 Academy	Instructional Coach	Instructional	02/24/2025	1
Retirement	Henderson	Sandra	Bose Elementary School	Special Education	Instructional	06/13/2025	1
Retirement	Johnson	Deena	Somers Elementary School	Special Education	ESP	06/12/2025	1
Retirement	Jones	Gregory	Southport Elementary School	Grade 5	Instructional	06/13/2025	1
Retirement	Kroes	Susan	Somers Elementary School	Special Education	ESP	09/08/2025	1
Retirement	Marks	Marylou	Chavez Learning Station	Family Service Provider	ESP	06/12/2025	1
Retirement	Wilson	Maureen	Somers Elementary School	Early Childhood	Instructional	06/13/2025	1
Separation	Cicerale	Anthony	Food Service	Food Service Worker	Facilities	02/25/2025	1
Separation	Dixon	Steffon	Reuther Central High School	Art	Instructional	03/03/2025	1

This page intentionally left blank

A SPECIAL MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD FEBRUARY 13, 2025

A special meeting of the Kenosha Unified School Board was held on Thursday, February 13, 2025, at 5:00 p.m. in the Board Room at the John J. Hosmanek Educational Support Center. The purpose of this meeting was for a Discussion and Update on Act 20, Agenda Review for the February 25, 2025 Regular Board Meeting, Verbal Updates, and Views and Comments by the Public.

The meeting was called to order at 5:00 p.m. with the following members present: Mrs. Schmaling, Mr. Tierney, Mrs. Landry, and Mrs. Modder. Dr. Weiss, Mr. Haithcock, Mr. Hamdan, Mr. Keckler, Mr. Neir, Mrs. Ruder, and Mrs. Tindall were also present. Ms. Stevens arrived later. Ms. Adams and Mr. Price were excused.

Mrs. Modder, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Ms. Stevens arrived at 5:03 p.m.

Dr. Weiss introduced Mrs. Wendy Tindall, Chief Academic Officer, who then introduced her team to present the Act 20 presentation: Ms. Jodi Cascio, Coordinator of Learning Systems, Ms. Stacy Guckenberger, Director of Special Education and Student Support, Ms. Teresa Curley, Principal of Whittier Elementary, Ms. Mary Hoover, Coordinator of English Language Arts Elementary, Ms. Rachel Conran, Instructional Coach in Teaching & Learning, and Ms. Alessandra Hartnell, Instructional Coach at Grewenow Elementary.

Mrs. Tindall turned the meeting over to Ms. Hoover and the team who began the Act 20 presentation, which included the topics of: Curriculum, Personal Reading Plans, Professional Development for Leaders and Teachers, Reading Readiness Assessment, Personal Reading Plans, Grade 3 Promotion Policy, Successes, Challenges, and Next Steps for Advocacy.

Dr. Weiss introduced and opened the opportunity for dialogue with State Rep. Amanda Nedweski, who gave background and detailed information regarding the writing and formation of Act 20, as well as other updates from the state government.

Dr. Weiss opened the Agenda Review discussion for the February 25, 2025, Regular Board Meeting. Discussion topics included:

- a. Policy 6311 - Reading Instruction
- b. Policy 8712 - School Board Meeting Agenda Preparation and Dissemination
- c. Head Start Semi-Annual Report
- d. Head Start Federal Grant Budget Revision Request
- e. Four-Year Graduation Rate

f. School Year 2025-2026 Preliminary Enrollment Projections

Verbal Updates/Information:

- Mr. Kevin Neir, Chief Human Resources Officer, presented the Teacher Licensure Audit Update.

A view and/or comment was made by the public.

Motion to Adjourn was made by Mrs. Landry. Second by Mr. Tierney. Motion carried unanimously.

Meeting adjourned at 6:51 p.m.

Denise Ewing
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD FEBRUARY 25, 2025

A special meeting of the Kenosha Unified School Board was held on Tuesday, February 25, 2025, in Room 125 at the John J. Hosmanek Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 6:02 p.m. with the following members present: Ms. Adams, Mr. Price, Mr. Tierney, Mrs. Landry, Ms. Stevens and Mrs. Modder. Dr. Weiss and Mr. Neir were also present. Mrs. Schmaling was excused.

Mrs. Modder, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Mrs. Modder announced that an executive session was scheduled to follow this special meeting for the purposes Review of Findings/Order by Independent Hearing Officer, Personnel: Employment Relationship, Personnel: Problems, Property: Sale, Property: Purchase, and Property: Lease/Rental.

Mrs. Landry moved that the executive session be held. Second by Mr. Price. Motion carried unanimously.

1. Personnel: Employment Relationship and Personnel: Problems
Mr. Neir updated board members on personnel matters and the board gave direction.

Mr. Neir departed the meeting at 6:24 p.m.

Dr. Weiss excused himself from the meeting at 6:27 p.m.

2. Review of Findings/Order by Independent Haring Officer
Board members reviewed four student expulsion orders.

Ms. Adams moved to approve the recommendation of the Independent Hearing Officer in regards to the Expulsion 1. Second by Mr. Tierney. Motion carried unanimously.

Mrs. Landry moved to approve the recommendation of the Independent Hearing Officer in regards to the Expulsion 2. Second by Ms. Stevens. Motion carried unanimously.

Mr. Tierney moved to approve the recommendation of the Independent Hearing Officer in regards to the Expulsion 3. Second by Ms. Stevens. Motion carried unanimously.

Mrs. Landry moved to approve the recommendation of the Independent Hearing Officer in regards to the Expulsion 4. Second by Mr. Tierney. Motion carried unanimously.

Dr. Weiss returned to the meeting at 6:35 p.m.

3. Property: Sale, Property: Purchase, and Property: Lease/Rental
Mr. Patrick Finnemore, Director of Facilities, and Mr. Tarik Hamdan, Chief Financial Officer, presented information to the board regarding the sale, purchase, and/or lease/rental of district properties.

Board members were given time to ask questions and discuss options.

Mrs. Landry moved to adjourn the meeting. Second by Mr. Tierney. Motion carried unanimously.

Meeting adjourned at 7:00 p.m.

Denise Ewing
School Board Secretary

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD FEBRUARY 25, 2025

A regular meeting of the Kenosha Unified School Board was held on Tuesday, February 25, 2025, at 7:00 p.m. in the Board Room at the John J. Hosmanek Educational Support Center. Mrs. Modder, President, presided.

The meeting was called to order at 7:06 p.m. with the following Board members present: Ms. Adams, Mr. Price, Mr. Tierney, Mrs. Landry, Ms. Stevens, and Mrs. Modder. Dr. Weiss was also present. Mrs. Schmaling attended virtually.

Mrs. Modder, 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. Tanya Ruder, Chief Communications Officer, presented the 2024 Southeast Conference Champions – Tremper Girls Soccer; the United Soccer Coaches Team Academic Award, Team Ethics, and Sportsmanship Award, and Team Pinnacle Award to Tremper Girls Soccer; and the National Scholastic Press Association All-American Rating to the staff of the ITHSA Yearbook – The Blaze.

Ms. Adams introduced the Student Ambassador, Brooke Wamboldt from Tremper High School, and she made her comments.

Dr. Weiss gave the Superintendent's Report.

Mr. Price gave the Legislative Report.

Views and comments were made by the public.

Mrs. Modder gave remarks by the President.

No Administrative or Supervisory Appointments.

Board members considered the following Consent-Approve items:

Consent-Approve items X(A) – Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations, and Separations;

Consent-Approve item X(B) – Minutes of the 1/28/25 Special Meeting and Executive Session and 1/28/25 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;

Consent-Approve item X(D) - Policy 6311 – Reading Instruction (second reading) by Mrs. Wendy Tindall, Chief Academic Officer; Ms. Mary Hoover, Coordinator of English Language Arts Elementary; Mr. Che Kearby, Coordinator of English Language Arts Secondary; and Dr. Weiss.

Ms. Adams moved to approve consent agenda items X(A), X(B), X(C), and X(D). Second by Mr. Price. Motion carried unanimously.

Dr. Weiss presented Policy 8712 – School Board Meeting Agenda Preparation and Dissemination submitted by Mrs. Modder and Dr. Weiss.

Mr. Tierney moved to approve Policy 8712 – School Board Meeting Agenda Preparation and Dissemination as a second reading as set forth in Attachment 3. Second by Mrs. Landry. Motion carried 6-1 with Ms. Adams dissenting.

Mr. William Haithcock, Chief of School Leadership, and Ms. Rhonda Lopez, Principal of Chavez Learning Center, presented the Head Start Semi Annual Report submitted by themselves, Ms. Michelle Santelli, Regional Coordinator, and Dr. Weiss.

There was no action on this item as it was an informational item.

Mr. Haithcock and Ms. Lopez presented the Head Start Federal Grant Budget Revision Request submitted by themselves, Ms. Santelli, and Dr. Weiss.

Mr. Price moved to submit and implement the proposed budget revision to the 2024-25 Head Start Federal Grant for a 1.0 FTE support position in the amount of \$82,310. Second by Ms. Stevens. Motion carried unanimously.

Mr. Kris Keckler, Chief Information Officer, presented the Four-Year Graduation Rate – Cohort Analysis report submitted by himself, Mr. Haithcock, Ms. Laura Sawyer, Data Analyst, and Dr. Weiss.

There was no action on this item as it was an informational item.

Mr. Keckler presented the School Year 2025-2026 Preliminary Enrollment Projections submitted by himself, Mr. Haithcock, Ms. Erin Roethe, Data Analyst, and Dr. Weiss.

There was no action on this item as it was an informational item.

Mrs. Modder presented the donations to the district, as requested by Mrs. Schmaling.

Ms. Stevens moved to approve the donations to the district. Second by Mr. Tierney. Motion carried unanimously.

Board members made announcements.

Ms. Stevens moved to adjourn the meeting. Second by Mrs. Landry. Motion carried unanimously.

Meeting adjourned at 8:01 p.m.

Denise Ewing
School Board Secretary

This page intentionally left blank

SPECIAL MEETING & EXECUTIVE SESSION
THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 3, 2025

A special meeting of the Kenosha Unified School Board was held on Monday, March 3, 2025, in the Board Room at the John J. Hosmanek Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 4:03 p.m. with the following members present: Mrs. Schmaling, Ms. Adams, Mr. Price, Mr. Tierney, Mrs. Landry, Ms. Stevens and Mrs. Modder. Dr. Weiss was also present. Mr. Neir; Attorney Christine Hamiel from Attolles Law, s.c.; Attorney Lori Lubinsky from Axley Brynelson LLP; Attorney Rebecca Ferber Osborn of WEAC Legal Counsel; Mr. Jonathan Arnett, defendant in first hearing; Kendra Koeppen-Mulwana, KEA Representative; Mr. Kris Keckler, Chief Information Officer; Mr. Scott Kennow, Principal of Indian Trail High School; and Susan Taylor, court reporter, were also present.

Mrs. Modder, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Mrs. Modder announced that an executive session had been scheduled to follow this special meeting to “consider dismissal, demotion, licensing, or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person, or consider the granting or denial of tenure for a university faculty member, and the taking of formal action on any such matter,,,,” and (a) deliberate concerning a case which was the subject of a quasi-judicial hearing before the Board,” for the purpose of considering and deliberating over the District Administration’s separate recommendations to terminate the employment and Wis. Stat. §§ 118.21/118.22 teacher contracts of two teachers and the respective responses, if any, by the teachers and the teachers’ representatives.

Mr. Price moved that the closed executive session be held. Second by Ms. Stevens. Motion carried unanimously.

The hearing then began in closed session at 5:05 p.m.

1. Termination Hearing

Attorney Hamiel opened the hearing by explaining the procedure process and by having the Board, Administration, and Defendant and his representation/attorneys introduce themselves for the record. She explained that the board must base findings solely on things presented in this hearing. Mr. Kennow was sequestered until the time that his witness statement was requested.

Attorney Lubinsky presented the opening statements for the Administration.

Attorney Ferber Osborn presented the opening statements for in defense of Mr. Arnett.

Attorney Lubinsky presented the case for the Administration. She handed out the exhibits pertaining to Mr. Arnett, which included the hearing notice, statement of charges, executive summary, and witness statements.

Dr. Jeff Weiss, Superintendent of KUSD, was sworn in by the court reporter as the first witness.

Attorney Ferber Osborn cross-examined the witness's testimony. There was no rebuttal given.

The Board was given time to ask questions of Dr. Weiss. Dr. Weiss was excused as a witness and departed the meeting at 4:20 p.m.

Mr. Scott Kennow, Principal of ITHSA, re-joined the hearing and was sworn in by the court reporter as the second witness at 4:23 p.m.

Attorney Lubinsky asked for the video to be entered into the record without need to be transcribed word for word by the court reporter. All attorneys agreed to accept the video as evidence. The video was then played for the hearing.

Attorney Ferber Osborn cross-examined the witness's testimony. There was no rebuttal given.

The Board was given time to ask questions of Mr. Kennow. Mr. Kennow was excused as a witness and departed the meeting at 5:16 p.m.

The Board recessed at 5:18 p.m. and reconvened at 5:33 p.m.

Dr. Weiss re-joined the hearing at 5:33 p.m.

Mr. Kevin Neir, Chief Human Resources Officer, was sworn in by the court reporter as the third witness.

Attorney Ferber Osborn cross-examined the witness's testimony.

Attorney Lubinsky was given time for rebuttal.

The Board was given time to ask questions of Mr. Neir. Attorney Hamiel asked a question about policies mentioned by Attorney Ferber Osborn in her opening statement and provided information to the Board regarding policies, code of ethics, and employee handbook items.

Mr. Neir was excused as a witness at 5:55 p.m. and Attorney Lubinsky rested.

Attorney Ferber Osborn then presented the defense of Mr. Arnett. She handed out exhibits for this case, which included Mr. Arnett's teacher contract, portions of the employee handbook, his employee evaluations and summary feedbacks, letters of character reference, curriculum information, portions of the AP Human Geography textbook, and Facebook screenshots.

Mr. Arnett was sworn in by the court reporter as the first witness.

Mr. Price left the meeting at 6:17 p.m.

The Board recessed at 6:18 p.m. and reconvened at 6:24 p.m.

Attorney Ferber Osborn resumed Mr. Arnett's testimony.

Attorney Lubinsky cross-examined the witness's testimony. There was no redirect given.

The Board was given time to ask questions of Mr. Arnett.

Attorney Lubinsky asked no further questions of the witness.

Attorney Ferber Osborn had no further witnesses.

There was no rebuttal given.

The Board accepted the exhibits from Attorney Lubinsky and Attorney Ferber Osborn, as well as the video, into record as evidence. Instruction was given to consider the student statements as hearsay, as the students were not there to give witness or be cross-examined.

Attorney Ferber Osborn gave her closing statements.

Attorney Lubinsky gave no closing statements.

The Board requested to re-watch the video and were given the link to do so in closed session. The Board and Attorney Hamiel then moved into the small board room at 6:55 p.m. for deliberation.

The Board returned to the main board room at 7:42 p.m.

Mr. Arnett, Attorney Ferber Osborn, and Ms. Koeppen-Mulwana were excused to Room 100A during the second hearing.

Hearing #2 began in closed session at 7:48 p.m.

2. Termination Hearing

Attorney Lubinsky began the hearing for Mr. Steffon Dixon at 7:48 p.m. She noted that the employee was not present, however he did submit a letter of resignation to the Human Resources office earlier in the day. The Board chose to hear the evidence and continue with the hearing. Attorney Lubinsky handed out exhibits pertaining to Mr. Dixon, which included the hearing notice, statement of charges, executive summary, and witness statements (Exhibits A-M).

Attorney Lubinsky called Ms. Maria Kotz, Principal of Reuther Central HS, as the first witness who was sworn in by the court reporter.

Attorney Lubinsky presented two videos that captured the incident: one collected via a student's cell phone and the second was in the hallway captured on a school security camera.

The Board was given time to ask questions of Ms. Kotz.

Ms. Kotz was excused as a witness and departed the meeting at 7:59 p.m.

Mr. Neir was sworn in by the court reporter as the second witness. The Board had no further questions of the witness. He was excused as a witness at 8:05 p.m.

Dr. Weiss was sworn in by the court reporter as the third witness. The Board had no further questions of the witness. He was excused as a witness at 8:09 p.m.

The Board had no further questions of the Administration.

The Board accepted the exhibits from Attorney Lubinsky, as well as the two videos, into record as evidence. Instruction was given to consider the student statements as hearsay, as the students were not there to give witness or be cross-examined.

The Board and Attorney Hamiel then moved into the small board room at 8:10 p.m. for deliberation.

The Board returned to the main board room at 8:19 p.m.

Mrs. Schmaling made a motion to adjourn closed session and reconvene in open session. Second by Ms. Adams. Motion carried unanimously.

Mrs. Schmaling made a motion to reject Administration's recommendation of termination of Mr. Jonathan Arnett and to refer the matter back to Administration for discipline consistent with the district's progressive discipline procedures Step 3. In addition, Administration should consider imposition of a Performance Improvement Plan, including the appointment of a peer mentor. Second by Mrs. Landry. Roll call vote: Ayes: Mrs. Landry, Ms. Stevens, Mrs. Schmaling, and Mrs. Modder. No: Ms. Adams and Mr. Tierney. Motion carried 4-2.

Ms. Stevens made a motion to approve the Administration's recommendation of termination of Mr. Steffon Dixon. Second by Mr. Tierney. Motion carried unanimously.

Mrs. Landry made a motion to adjourn. Second by Mr. Tierney. Motion carried unanimously.

Meeting adjourned at 8:21 p.m.

Denise Ewing
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 13, 2025

A special meeting of the Kenosha Unified School Board was held on Thursday, March 13, 2025, in Room 125 at the John J. Hosmanek Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 4:28 p.m. with the following members present: Mrs. Schmaling, Ms. Adams, Mr. Price, Mr. Tierney, Mrs. Landry and Mrs. Modder. Dr. Weiss and Mr. Neir were also present. Ms. Stevens was absent.

Mrs. Modder, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Mrs. Modder announced that an executive session was scheduled to follow this special meeting for the purposes of Personnel: Employment Relationship and Personnel: Problems.

Ms. Adams moved that the executive session be held. Second by Mr. Price. Motion carried unanimously.

1. Personnel: Employment Relationship and Personnel: Problems

Mr. Kevin Neir, Chief Human Resources Officer, updated board members on personnel matters.

Time was given for board members to ask questions and give direction.

Motion to Adjourn was made by Mrs. Landry. Second by Mr. Tierney. Motion carried unanimously.

Meeting adjourned at 4:56 p.m.

Denise Ewing
School Board Secretary

This page intentionally left blank

A SPECIAL MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD MARCH 13, 2025

A special meeting of the Kenosha Unified School Board was held on Thursday, March 13, 2025, at 5:00 p.m. in the Board Room at the John J. Hosmanek Educational Support Center. The purpose of this meeting was for an Agenda Review for the March 25, 2025 Regular Board Meeting, Discussion of Board Self-Assessment Presentation by Kelly Thompson, WASB Consultant, and Views and Comments by the Public.

The meeting was called to order at 5:03 p.m. with the following members present: Mrs. Schmaling, Mr. Price, Mr. Tierney, Mrs. Landry and Mrs. Modder. Dr. Weiss, Mr. Haithcock, Mr. Hamdan, Mr. Keckler, Mr. Neir, Mrs. Ruder, and Mrs. Tindall were also present. Ms. Stevens and Ms. Adams were absent.

Mrs. Modder, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Dr. Weiss opened the Agenda Review discussion for the March 25, 2025, Regular Board Meeting. Discussion topics included:

- Head Start Federal Grant Request
- Capital Projects Plan
- 2025-26 Budget Update
- Standing Committee Meeting Update – February 11, 2025 Recap
- Resolution in Recognition of Cesar Chavez Day 2025

Todd Price left the meeting at 5:34 p.m.

The Board recessed at 5:51 p.m. to dismiss the Leadership Council and reconvened at 6:00 p.m.

Dr. Weiss introduced Dr. Kelly Thompson, WASB consultant, who presented the Board Self-Assessment Results of the Annual Board Development Tool and WASB's Analysis Report. The presentation included the topics of:

- Part 1: Overview of the Essential Elements of Governance Framework Effective School Board Characteristics
- Part 2: Review of the Annual Board Development Tool: Survey Strengths and Opportunities for Growth
- Part 3: Determine Priorities for Board Governance
- Future: Developing a Strategic Goal in Board Governance

The Board was given time to ask questions of Dr. Thompson and discuss the results and ideas for moving forward with goals.

There were no views or comments from the public.

Motion to Adjourn was made by Mrs. Landry. Second by Mr. Tierney. Motion carried unanimously.

Meeting adjourned at 6:59 p.m.

Denise Ewing
School Board Secretary

Kenosha Unified School District
Kenosha, Wisconsin
Summary of Cash Receipts and Disbursements
March 25, 2025

CASH RECEIPTS	reference	total
February 2025 Wire Transfers-In, to Johnson Bank from:		
WI Department of Public Instruction	<i>state aids register receipts</i>	\$ 2,579,529.55
District Municipalities	<i>tax settlement - February payment</i>	24,719,611.39
Bankcard Services (MyLunchMoney.com)	<i>food services credit card receipts (net of fees)</i>	37,655.11
Bankcard Services (Purplepass)	<i>fine arts ticket sales receipts (net of fees)</i>	45,340.30
Bank (Infinite Campus)	<i>district web store receipts (net of fees)</i>	70,643.41
Retired & Active Leave Benefit Participants	<i>premium reimbursements</i>	42,853.90
HHS	<i>head start grant</i>	177,714.14
Various Sources	<i>small miscellaneous grants / refunds / rebates</i>	56,427.08
Total Incoming Wire Transfers		<u>27,729,774.88</u>
February 2025 Deposits to Johnson Bank - All Funds:		
General operating and food services receipts	<i>(excluding credit cards)</i>	<u>224,548.96</u>
TOTAL FEBRUARY CASH RECEIPTS		\$ 27,954,323.84

CASH DISBURSEMENTS	reference	total
February 2025 Wire Transfers-Out, from Johnson Bank to:		
<i>Payroll & Benefit wires</i>		
Individual Employee Bank Accounts	<i>net payrolls by EFT (net of reversals)</i>	\$ 8,040,197.96
WI Department of Revenue	<i>state payroll taxes</i>	448,763.26
WI Department of Revenue	<i>state wage attachments</i>	3,874.89
IL Department of Revenue	<i>IL state payroll taxes</i>	10,827.62
IRS	<i>federal payroll taxes</i>	2,632,323.74
Delta Dental	<i>dental insurance premiums</i>	203,949.21
Diversified Benefits Services	<i>flexible spending account claims</i>	9,990.59
Employee Trust Funds	<i>wisconsin retirement system</i>	1,617,888.46
NVA	<i>vision insurance premiums</i>	17,675.89
Aflac	<i>insurance premiums</i>	84,548.70
Optum	<i>HSA</i>	325,068.28
Various	<i>TSA payments</i>	<u>317,824.11</u>
<i>Subtotal</i>		<u>13,712,932.71</u>
<i>General Operating Wires</i>		
US Bank	<i>purchasing card payment-individuals</i>	167,985.61 *
Kenosha Area Business Alliance	<i>LakeView lease payment</i>	35,329.27
United Healthcare	<i>health insurance premiums</i>	4,218,419.55
Various	<i>returned checks</i>	149.35
<i>Subtotal</i>		<u>4,421,883.78</u>
Total Outgoing Wire Transfers		<u>\$ 18,134,816.49</u>
February 2025 Check Registers - All Funds:		
Net payrolls by paper check	<i>Register# 01003DP, 01004DP</i>	\$ 12,206.32
General operating and food services	<i>Check# 641298 thru Check# 642160 (net of void batches)</i>	<u>4,707,237.11</u>
Total Check Registers		<u>\$ 4,719,443.43</u>
TOTAL FEBRUARY CASH DISBURSEMENTS		\$ 22,854,259.92

*See attached supplemental report for purchasing card transaction information

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending February 17, 2025

Merchant Name	Total
HOTEL	\$ 12,307.92
TRANE SUPPLY-116407	\$ 7,749.24
RESTAURANTS & CATERING	\$ 7,172.83
MENARDS KENOSHA WI	\$ 6,338.52
PENSKE TRK LSG 567538	\$ 5,317.01
HYDRO-FLO PRODUCTS INC	\$ 5,200.00
MARKS PLUMBING PARTS	\$ 4,892.61
J F AHERN CO	\$ 4,191.75
IC* INSTACART	\$ 3,801.84
(PC) 3654 INTERSTATE	\$ 3,800.79
DAVIS ULMER SPRINKLER CO	\$ 3,717.00
VEHICLE MAINT. & FUEL	\$ 3,592.59
SCOTT HURST	\$ 2,625.00
HIGHWAY C SERVICE INC	\$ 2,529.94
PRODUCTS PAYMENT	\$ 2,462.04
ECONO SEWER AND DRAIN	\$ 2,225.35
SUPER SPORTS FOOTWEAR ETC	\$ 2,156.70
GRAINGER	\$ 2,149.59
HOMEDEPOT.COM	\$ 2,095.73
DASH MEDICAL GLOVES	\$ 2,078.76
HLOL PAINTS	\$ 2,067.98
LAMINATOR.COM	\$ 2,017.45
MILW PUBLIC MUSEUM	\$ 2,004.00
SAN-A-CARE	\$ 1,993.04
HAJOCA KENOSHA PC354	\$ 1,966.09
HUMAN RELATIONS MEDIA	\$ 1,892.13
TOWN & COUNTRY GLASS CO.,	\$ 1,852.54
VYRON CORPORATION	\$ 1,800.75
THE HOME DEPOT #4926	\$ 1,753.12
STERICYCLE INC/SHRED-IT	\$ 1,474.74
SAMSCLUB.COM	\$ 1,467.02
ULINE *SHIP SUPPLIES	\$ 1,407.92
MENARDS.COM	\$ 1,312.52
COLUMN PUBLIC NOTICE	\$ 1,256.50
AMAZON MKTPL*Z76QA2TP2	\$ 1,254.00
BUILDING CONTROLS & SOLUT	\$ 1,247.80
SHERWIN-WILLIAMS703481	\$ 1,228.97
SQ *MASTERS BUILDING SOLU	\$ 1,223.86
LAUNCH GURNEE (POS)	\$ 1,223.42
PINGBOARD	\$ 1,188.00
FIRST SUPPLY KENOSHA	\$ 1,142.35
ARING EQUIPMENT COMPANY I	\$ 1,092.98
SWEETWATER SOUND	\$ 1,087.95
GRASSROOTS WORKSHOPS	\$ 1,035.00
USPS.COM POSTAL STORE	\$ 1,029.65
COIL COMPANY HEAT TRANSFE	\$ 1,012.00
MAXON EQUIPMENT INC.	\$ 1,008.88

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending February 17, 2025

Merchant Name	Total
KIMBALL MIDWEST PAYEEZY	\$ 988.93
VACLAND	\$ 906.02
SP CESA 6	\$ 851.70
WASBO FOUNDATION	\$ 842.00
WI ASSOCIATION OF SCHO	\$ 836.00
IN *A BEEP, LLC	\$ 816.00
SAMS CLUB #6331	\$ 807.61
EXPEDIA 73015492884241	\$ 798.72
AMZN MKTP US*Z70363AP1	\$ 791.96
WWW.AIA.ORG	\$ 746.75
MUSIC THEATRE INTERNATIO	\$ 740.00
TRAXSIDE SKATING	\$ 737.00
IN *GATEKEY MANUFACTURING	\$ 715.00
MONSTER JANITORIAL LLC	\$ 710.41
IN *FILTRATION CONCEPTS,	\$ 695.25
FIRST STAGE MILWAUKEE	\$ 694.00
SP BLACKHAWK SUPPLY	\$ 656.04
FARM & FLEET STURTEVANT	\$ 604.86
LOWES #02560*	\$ 602.88
SAMSCLUB #6331	\$ 590.23
WISCONSIN SCHOOL SAFETY	\$ 580.00
PBBS EQUIPMENT CORPORA	\$ 575.00
IN *ADS DISPOSAL	\$ 550.00
BILINGUAL DICTIONARIES	\$ 549.15
GRAND APPLIANCE KENOSHA	\$ 536.00
LINCOLN CONTRACTORS SUPPL	\$ 516.13
VIKING ELECTRIC - KENOSHA	\$ 488.69
AMAZON MKTPL*4K1MR7403	\$ 486.93
AMAZON MKTPL*Z56WA5FV1	\$ 479.94
SP STORE.DEANNASINGH	\$ 474.75
FIELDPRINT, INC.	\$ 453.00
SUPPLYHOUSE.COM	\$ 441.49
RATH JANUS	\$ 425.14
WM SUPERCENTER #1167	\$ 410.09
SP OATES SPECIALTIES L	\$ 405.18
BLAIN'S FARM & FLEET	\$ 394.18
AMAZON MKTPL*ZC8RJ7531	\$ 379.90
ENTERPRISE RENT-A-CAR	\$ 359.34
JOHNSTONE SUPPLY RACINE	\$ 340.04
SP SPORTBIZ.CO	\$ 340.00
MILWAUKEE SYMPHONY ORCHES	\$ 339.00
DAY-OFF.APP	\$ 338.00
OFFICESUPPLY.COM	\$ 337.88
HALLMAN LINDSAY & OLEA	\$ 326.43
THE BRAILLE SUPERSTORE	\$ 320.75
HOBBY LOBBY #350	\$ 315.93
WISCONSIN EDUCATIONAL	\$ 313.00

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending February 17, 2025

Merchant Name	Total
SP CLEANFREAK.COM	\$ 311.00
SQ *BETTY BRINN CHILDREN'	\$ 308.50
MENARDS RACINE WI	\$ 300.81
MAILCHIMP *MISC	\$ 300.00
CPP*MIDWEST BADMINTON	\$ 300.00
AMZN MKTP US*Z76Y50KE2	\$ 289.99
EXPEDIA 73026662243864	\$ 280.94
SQ *KENOSHA HISTORY CENTE	\$ 280.80
U-HAUL MOVING & STORAGE O	\$ 270.81
SIGNUPGENIUS	\$ 269.89
WIAIMH	\$ 263.00
USPS PO 5666100158	\$ 261.79
AMAZON MKTPL*0M45K4AN3	\$ 261.56
PY *THE LETTERING MACHINE	\$ 259.23
SP UPBUCKET	\$ 247.98
SHERWIN-WILLIAMS703180	\$ 235.78
DRIVELINE BASEBALL	\$ 234.80
LOWES #00907*	\$ 231.15
SMARTSIGN	\$ 226.40
AMAZON MKTPL*ZG9HO0SL2	\$ 219.98
BESTBUYCOM807027814680	\$ 219.98
AMAZON MKTPL*EF20J6AD3	\$ 216.53
BLUE ROBOTICS	\$ 214.38
DICKSSPORTINGGOODS.COM	\$ 210.99
JOHNSON PLASTICS PLUS	\$ 207.05
AMAZON MKTPL*QS4QB6YB3	\$ 206.77
AMZN MKTP US*ZG0V53SS1	\$ 195.60
AMAZON RETA* ZC8US1P90	\$ 192.44
TATERBALL	\$ 184.84
AMAZON MKTPL*311RX6G13	\$ 181.40
TOOLS 4 FLOORING	\$ 179.65
AMAZON.COM*Z74JK0Z82	\$ 175.00
FASTSIGNS 301201	\$ 173.26
AMAZON MKTPL*ZG0FT6MS0	\$ 171.87
THE WEBSTAURANT STORE INC	\$ 171.34
ZOOM.COM 888-799-9666	\$ 168.70
FESTIVAL FOODS	\$ 166.83
GIH*GLOBALINDUSTRIALEQ	\$ 165.29
AMAZON MKTPL*ZD5PY0WI1	\$ 160.74
ACT*KENOSHA YMCA	\$ 160.00
AMERICAN RED CROSS	\$ 160.00
HARRIS CALORIFIC SALES, I	\$ 158.00
SAMS CLUB#6331	\$ 156.90
GO RITEWAY TRANSPORTATION	\$ 155.61
WSST	\$ 155.00
PROLIGHTING	\$ 153.48
AMAZON RETA* ZG2RC4YQ0	\$ 149.99

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending February 17, 2025

Merchant Name	Total
HARBOR FREIGHT TOOLS3397	\$ 149.99
AMAZON MARK* ZC3TF6W20	\$ 149.42
COLLECTIBLE CANVAS	\$ 145.80
CELLOSTRAP.COM	\$ 137.98
SPECTRUM	\$ 136.42
AMZN MKTP US*ZC0695WM1	\$ 135.29
NSPRA	\$ 135.00
T J MAXX #1359	\$ 133.94
VSP*SPIRAL BINDING	\$ 131.90
GOODWILL RETAIL #026	\$ 130.74
WI DHFS LEAD AND ASBESTOS	\$ 125.00
SEALS UNLIMITED INC -ECOM	\$ 124.50
PLEASANT PRAIRIE	\$ 120.00
SQ *SISTAKEEPER EMPOWERME	\$ 115.16
1000BULBS.COM	\$ 114.17
OTC BRANDS *OTC BRANDS	\$ 112.68
EASYKEYS.COM	\$ 109.98
FIVE BELOW 7070	\$ 107.70
HERITAGEASIANART.ORG	\$ 105.00
ZORO TOOLS INC	\$ 104.84
SP MISSBELLYDANCE	\$ 102.00
OFFICEMAX/DEPOT 6358	\$ 101.23
CRICUT	\$ 100.67
TEMU.COM	\$ 100.61
VIKING ELECTRIC-MILWAUKEE	\$ 99.00
1-800-FLOWERS.COM,INC.	\$ 97.62
AMAZON MKTPL*KE2ZW6WS3	\$ 96.91
MEIJER STORE #284	\$ 95.55
SP TOWER GARDEN	\$ 87.58
BRODER BROS., CO	\$ 84.85
PICK N SAVE #871	\$ 84.40
AMZN MKTP US*ZG1UJ32G1	\$ 84.38
SCHAUER POWER CENTER	\$ 81.93
AMZN MKTP US*ZC8NW1AF0	\$ 71.71
IKEA OAK CREEK	\$ 70.39
INTERNATIONAL LITERACY AS	\$ 68.00
FASTENAL COMPANY 01WIKEN	\$ 62.56
MILWAUKEE REP. BOX OFFI	\$ 61.50
AMAZON MKTPL*CV7JX4H73	\$ 61.15
AMZN MKTP US*6R00S5SB3	\$ 60.11
AMAZON MKTPL*ZC7LP8JA0	\$ 59.99
GOODWILL RETAIL #021	\$ 57.84
EBAY O*25-12689-01745	\$ 57.16
SUNNYSIDE FLORIST OF KENO	\$ 56.97
SP NORTHLAND METAL	\$ 55.60
URBAN LEAGUE RACINE	\$ 53.32
SAMS CLUB RENEWAL	\$ 52.75

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending February 17, 2025

Merchant Name	Total
WALGREENS #12413	\$ 47.94
AMAZON MKTPL*ZC50374J1	\$ 47.27
AMAZON MKTPL*JZ9QZ89W3	\$ 46.94
AMAZON MKTPL*ZG4C88862	\$ 45.82
CALL-EM-ALL	\$ 45.00
JIFFY.COM	\$ 42.79
AMAZON MKTPL*ZC4CL48I0	\$ 41.40
GFS STORE #1919	\$ 40.97
WALGREENS #9605	\$ 40.47
OPENAI *CHATGPT SUBSCR	\$ 40.00
AMAZON MKTPL*Z77ZM2VT2	\$ 39.96
AMZN MKTP US*QS0SO22D3	\$ 39.58
FASTSIGNS 301101	\$ 39.05
SMK*WUFOO.COM CHARGE	\$ 39.00
EPILOG LASER	\$ 37.00
QUIZLET.COM	\$ 35.99
AMAZON MKTPL*Z53OB1PI1	\$ 34.03
AMAZON MKTPL*ZC3AY6YH2	\$ 33.96
AMAZON MKTPL*MJ6665383	\$ 33.58
EBAY O*25-12689-01744	\$ 32.99
ADOBE INC.	\$ 31.64
SOUTHPAW ENTERPRISES INC	\$ 31.00
CABLE TIES PLUS	\$ 30.61
REINDERS BRISTOL	\$ 28.99
DOLLARTREE	\$ 28.75
TEACHERSPAYTEACHERS.COM	\$ 28.00
DOLLAR TREE	\$ 27.43
AMAZON MKTPL*1G49765M3	\$ 26.95
AMAZON MKTPL*Z72F35T81	\$ 26.45
AMAZON MKTPL*YP9C91DK3	\$ 24.97
R-K NEWS INC	\$ 24.72
PRAIRIE SIDE ACE HARDWARE	\$ 24.15
AMZN MKTP US*ZG6L77PB2	\$ 23.09
AMAZON.COM*GM1NX8X63	\$ 21.99
ADOBE *ADOBE	\$ 21.09
HOERNEL LOCK & KEY INC-KE	\$ 21.00
AMAZON RETA* ZD95C9UY1	\$ 20.56
AMAZON MKTPL*986X13WE3	\$ 20.19
AMAZON MKTPL*ZD2U487S1	\$ 19.99
WALGREENS #3617	\$ 19.90
MICHAELS STORES 1395	\$ 15.81
AMAZON PRIME*ZG1EX9Y30	\$ 14.99
TARGET 00022517	\$ 13.74
FAMILY DOLLAR	\$ 13.19
WAL-MART #3893	\$ 7.10
PURPLEPASS TICKETING SERV	\$ 6.85
ICI*FEE PLEASANT PRAIR	\$ 3.78

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending February 17, 2025

Merchant Name	Total
AMAZON MKTPLACE PMTS	\$ (33.98)
SEMLER INDUSTRIES	\$ (51.60)
CANVA* 04364-51131838	\$ (119.99)
US Bank Purchasing Card Payment - Individuals	\$ 167,985.61

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

March 25, 2025

Administrative Recommendation

It is recommended that the February 2025 cash receipt deposits totaling \$224,548.96, and cash receipt wire transfers-in totaling \$27,729,774.88, be approved.

Check numbers 641298 through 642160 (net of voided batches) totaling \$4,707,237.11, and general operating wire transfers-out totaling \$4,421,883.78, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the February 2025 net payroll and benefit EFT batches totaling \$13,712,932.71, and net payroll check batches totaling \$12,206.32, be approved.

Dr. Jeffrey Weiss
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

Lisa M. Salo, CPA
Accounting Manager

**Kenosha Unified School District
Kenosha, Wisconsin**

March 25, 2025

HEAD START FEDERAL GRANT REQUEST

Submission Request for Board Approval

The Kenosha Unified School Board of Education is requested to approve the submission and implementation of the Head Start Federal Continuation Grant for the 2025-2026 school year. This grant provides \$2,681,087 in funding for Head Start operations to support the Kenosha Unified School District's Head Start Program.

Grant Overview

- Grant Title: Federal Head Start Grant
- Funding Source: U.S. Department of Health and Human Services, Administration for Children and Families
- Grant Period: July 1, 2025 – June 30, 2026

Purpose

The Head Start program delivers comprehensive services in health, education, social-emotional development, and family engagement for low-income preschool students and their families. This funding will support 330 high-risk students aged three or four by September 1, 2025. Funds will ensure compliance with the Head Start Act and Performance Standards across all program areas.

Impact

- Students Served: 330 eligible students
- Alignment with District Goals: The program promotes school readiness by ensuring high-quality classroom instruction and equipping families with resources to support children's development. Readiness goals encompass language, literacy, cognition, physical health, and social-emotional development, laying the foundation for kindergarten success.

Fiscal Impact

Details are provided in the Fiscal, Facilities and Personal Impact Statement (Attachment A).

Program Changes

For the 2025-2026 school year, one half-day session will be added at Bose Elementary, bringing the total to two. This change will now provide two half-day sessions supported by Head Start. This change will allow neighborhood families increased access to Head Start programming and help achieve full student enrollment.

For the 2025-2026 school year the Head Start program will continue to serve students and families at these locations:

- Two Sessions (AM/PM):
 - Bose Elementary (1 class)
 - Brass Community School (1 class)
 - Cesar Chavez Learning Station (1 class)

- C. Strange Elementary School (2 classes)
- Frank Elementary School (1 class)
- Grewenow Elementary School (2 classes)
- KSOL (1 class)
- Full-Day Sessions:
 - Bose Elementary (1 class)
 - Brass Community School (1 class)
 - Cesar Chavez Learning Station (6 classes)
 - Frank Elementary School (1 class)

Program Improvements Based on Self-Assessment

The management team, in collaboration with staff, will focus on strengthening health and safety practices and implementing the Pyramid Model framework for social-emotional development.

Key Initiatives

- Mandatory, job-embedded Pyramid Model training for all staff.
- Targeted monthly training sessions based on behavioral data.
- Active supervision protocol for student safety.
- Classroom monitoring for health, safety, and Pyramid Model practices.
- Continued development of an effective, program-wide multi-tiered system of support specific to early childhood development

Five Year Grant Goals

1. Enhance students' social-emotional competence to ensure kindergarten readiness.
2. Empower families with the knowledge and skills to advocate for their children's education.

Progress Highlights

- Staff training in Pyramid Model strategies with a minimum of one staff in each classroom fully trained. One school administrator, one social worker, one 4K instructional coach, five Head Start teachers, and four Head Start ESP's.
- Classroom observations using the Teaching Pyramid Observation Tool to increase fidelity and to inform professional development.
- Parent workshops on Triple P Parenting and customized home-based Pyramid Model practices responding to individual student needs.
- Data tracking and follow-up for students requiring additional support through an enhanced multi-tiered system of support specific to early childhood development.
- Use of Classroom Assessment Scoring System (CLASS) monitoring to improve adult-child interactions.
- Improved attendance monitoring and family engagement strategies.

Evaluation Plan

The approval of this grant request will allow the Head Start program to continue delivering critical services to families and children in our community. The program's success will be measured by:

- Measuring student outcomes across eight developmental domains, aligned with Wisconsin Model Early Learning Standards and the Head Start School Readiness Goals.
- Sharing progress with parents three times annually.

- Semi-annual Head Start program reports and Head Start monthly reports (HS22) shared with the Policy Council and KUSD School Board.
- Annual self-assessments and public reports detailing program statistics, services, and budgets.
- Maintaining a waiting list of eligible families.

Staff Persons involved in preparation of the grant application:

- Rhonda Lopez, Principal/Head Start Director
- Annette Glazebrook, Education & Disabilities Coordinator
- Jodee Rizzitano, Health Coordinator
- Karina Haebig, ERSEA Coordinator
- Julie King (SW), Mental Health/ Family Services Coordinator
- Deanna Hawlish, Data Specialist
- Head Start Policy Council

Administrative Recommendation

Administration recommends that the board approve the 2025-26 Head Start Federal Grant.

Dr. Jeffrey Weiss
Superintendent of Schools

William Haithcock,
Chief of School Leadership

Michelle Santelli
Regional Coordinator

Rhonda Lopez
Principal/Head Start Director

Kenosha Unified School District No. 1

Fiscal, Facilities and Personnel Impact Statement

Title: **Budget Year:**

Department **Budget Manager:**

REQUEST

Approval from the KUSD Board of Education is requested to submit and implement the 2025-26 Head Start Federal Grant. The amount of \$2,681,087 will fund the KUSD Head Start Program. This funding amount includes \$2,649,772 for operations and \$31,315 for training and technical assistance.

RATIONALE/ INSTRUCTIONAL FOCUS

The Head Start program provides comprehensive services in the areas of health, education, social/emotional development, and parent involvement for low-income preschool students and their families. The grant will service 330 high-risk students who will be three and four years of age on or before September 1, 2025. Funds will be utilized to serve the children and their families in all program component areas as required by the Head Start Act and through the Head Start Performance Standards.

IMPACT

The Head Start Federal grant will provide:

- Funding for staffing (teachers, educational support personnel) to serve 330 children within the requirements of the Head Start Performance Standards and Head Start Act
- Funding for Head Start support staff (Family Service Providers) for families of Head Start children
- Funding for snacks for Head Start students
- Funding for bus monitors
- Funding for administrative support personnel (head secretary, medical records clerk, data specialist, health specialist, custodial staff)
- Funding for facilities (Chavez Learning Station)
- Funding for required professional learning
- Funding for required software access fees
- Funding for diapers, supplies, and classroom materials
- Funding for providing meals and childcare for parent education/governance events

BUDGET IMPACT		
Object Level	Descriptive	Amount
100's	Salaries	\$1,258,379.00
200's	Fringes	\$1,024,383.00
300's	Purchased Services	\$150,002.00
400's	Non-Capital Objects	\$130,907.00
500's	Capital Objects	\$0.00
		\$117,416.00
	TOTAL	\$2,681,087.00

This is a one-time or a recurring expenditure

FUNDING SOURCES
Select Funding Sources:

This page intentionally left blank

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

March 25, 2025

2025-2026 CAPITAL PROJECTS PLAN

Background:

Board Policy 3711 requires that a major maintenance project list be developed annually by the Department of Facilities Services and that the list be reviewed and approved by the School Board for action no later than April 1 of each year. This report includes the proposed major maintenance and energy savings projects plan for 2025-26.

Historically during times of rapid enrollment growth, this report also includes the capacity projects as required by Board Policy 7200; however, there are no capacity projects proposed for the coming year.

As part of the process to balance the projected budget for the 2023-24 fiscal year, the overall major maintenance budget was reduced from \$2,000,000 to \$1,000,000. That major maintenance budget is annually supplemented by an additional \$500,000 that is a part of our utilities/energy budget to fund capital projects each year. The energy project funds were generated from measured savings from previous energy projects over a 10-year period. Energy savings generated from projects the past decade have been placed back in the general fund for other district expenditures.

The 2025-26 capital projects plan is provided as Attachment A to this report. The plan is a continuation of the overall major maintenance plan initiated 24 years ago, and the energy savings project program started 22 years ago. The major maintenance plan includes a proposed contingency of \$55,000 or 3.67% of the available budget for projects that will be performed this year. Board Policy 3711 recommends that a contingency of not more than 5% be reserved at the beginning of each year; contingencies have ranged from 0.86% to 4.25% over the past 24 years.

Administration Recommendation:

Administration recommends Board approval of the 2025-26 Capital Projects Plan as described in this report.

Dr. Jeffrey Weiss
Superintendent of Schools

Patrick M. Finnemore, PE
Director of Facilities

John E. Setter, AIA
Project Architect

PROPOSED 2025-26 CAPITAL PROJECTS PLAN

Exterior Envelope Projects:

Annually, we perform projects to maintain the exterior envelope of our buildings to protect the original investment of the school, minimize any moisture issues in the buildings, and help ensure the security of the school. The largest individual project planned is the replacement of the roof over the two-story classroom wing at Whittier Elementary. This roof section is original to the addition constructed at Whittier in 1991. The other two building envelop projects planned are the water proofing and cladding of the exterior wall of the gymnasium at Grant Elementary and replacing the caulk in between the precast panels at Mahone Middle School. The estimated cost for the exterior envelop projects is \$698,000.

Exterior Door Replacements:

The KUSD Carpenter Crew is tasked each year with identifying and replacing exterior doors at a number of schools based on the age, condition, maintenance history, frequency of use, and any security related concerns. This year, the following doors or sets of doors are planned on being replaced:

- Door 10 (main student and staff entrance on the west side of the building) at Reuther/Harborside
- Door 2 at Curtis Strange
- Door 1 (main entrance) at Pleasant Prairie
- Door 5 at Forest Park

The estimated cost for these projects is \$105,000.

Asphalt/Concrete Replacement Projects:

There are two asphalt/concrete projects planned for this summer. The first is a continuation of a multi-year project that began last summer to improve the main student parking lot at Indian Trail. Because of its size, the Indian Trail lot replacement will be spread over many years as funding allows addressing improving water drainage issues and replacing the worst sections of asphalt first. The second project is replacing/improving the concrete plaza in front of Mahone Middle School. The estimated cost for these two projects is \$462,000.

LED Lighting Projects:

For the past several years, we have been upgrading the lighting at our school buildings with LED lighting. This started with exterior lighting at all of the schools a number of years ago and then transitioned to high use areas in all of the schools

and eventually to full building conversions. We have made significant progress, and 2025 will be the last year of this annual investment. The work is performed by a combination of the KUSD Electrical Crew and KUSD custodial staff that move from building to building after hours working on the lighting upgrades. The estimated cost for the materials for this work is \$50,000. The payback for the LED projects is under 3 years.

Building Renovation Projects:

There are a handful of smaller building renovation projects planned for this summer. These projects include the replacement of the carpet in the library at the Kenosha School of Language, replacement of the subflooring and flooring in a classroom (Room 8) at Lakeview K-8, and replacement of toilet partitions in selected restrooms at Forest Park and Grewenow Elementary Schools. The estimated cost of these projects is \$90,000.

Replacement of Ventilation System for District Paint Booth:

The paint booth in the Painter Crew shop area of the ESC is original to the opening of the ESC in the mid-1980's. The paint booth is extensively used by the Painter Crew especially in support of the furniture and casework making of our Carpenter Crew which has been a large component of the services provided to our schools for the past 24 years. KUSD has been making much of our furniture and casework in-house for approximately one-third the cost of purchasing from outside vendors. The new system will also have a small energy savings component to it. The estimated cost to upgrade this system is \$40,000.

This page intentionally left blank

Kenosha Unified School District
Kenosha, Wisconsin

March 25, 2025

2025-2026 Budget Update

Given that the operating referendum has failed, the administration has been refining the data used to project the following 2025-2026 fiscal year budget and is presenting the recommended framework that would result in a balanced budget. This continues to be a preliminary projection as many variables remain unknown, primarily those contained in the upcoming 2025-2027 State of Wisconsin Biennial Budget.

In the spirit of full transparency, the administration will walk through the original preliminary budget projections that presented an operational shortfall of approximately \$19 MM coupled with the additional \$3.45 MM requested for security upgrades.

Budgetary items have now been classified into three categories:

1. **Long-Term Hold**
 - a. Controlled Entrances
 - b. Security Hardware
 - c. Upgraded Security Systems
 - d. Additional High School Prep Time
 - e. Additional Elementary Prep Time

2. **Short-Term Hold/Delayed**
 - a. Technology Refresh Restoration
 - b. Major Maintenance Restoration
 - c. Curricular Materials Restoration
 - d. Staff Compensation

3. **Recommended Reductions**
 - a. Staffing Adjustments
 - b. Program Reductions/Cuts

Understanding the AST staff group:

Tonight's presentation will also clarify the composition of the Administrative, Supervisory, and Technical (AST) group within Kenosha Unified, including how it has evolved.

The AST group includes a combination of salaried and hourly positions that are located at our schools and the Education Support Center. Before 2017, KUSD also had an employee group called Miscellaneous, which included a variety of positions. The district reviewed this group in the 2016-17 fiscal year, and employees were reassigned to existing employee groups, such as administrative support professionals, educational support professionals, teachers, facilities, AST, etc.

Of the 84.4 positions previously classified under Miscellaneous, 35 were identified to be moved into the AST group. This reassignment created the false perception that the district had increased or expanded its administration when it was due to reclassifying the AST group—not new hiring.

Additionally, the district employs district-funded positions and grant-funded positions. Throughout the years, the district has been able to create positions in many staff categories, including AST, with the support of state or federal grants. These positions do not affect the operational budget, and any reductions in them would not address the overall budget shortfall.

This agenda item is informational only at this time and requires no formal Board action.

Dr. Jeffrey Weiss
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, WI

March 25, 2025

Board Goal Setting

In February 2025, in accordance to Policy 8530 – Board Self-Assessment, the board of education conducted their annual board self-assessment.

At the March 13, 2025, special school board meeting, Dr. Kelly Thompson, WASB Search and Governance Consultant, was present to review the following with the board of education:

- Review the essential elements of governance framework
 - Communication and engagement
 - Quality leadership
 - Accountability
 - Strategic focus on the future
- Review strengths and opportunities from the Annual Board Development Tool
- Determine priority areas for board governance
 - Culture and planning were the selected priority areas
- Tasked the board of education with drafting a goal or two in the areas of culture and planning

At the March 25, 2025, regular school board meeting, the board of education will discuss potential future goals for the board of education.

Mary Modder
School Board President

Dr. Jeffrey Weiss
Superintendent

This page intentionally left blank

Kenosha Unified School District
Kenosha, WI

March 25, 2025

School Board Standing Committees Update – February 11, 2025 Recap

Policy 8850 - School Board Committees states, *“Administration and the chairs of the standing committees will provide an update of the committee’s work at the following board meeting.”* Below are updates from the four standing committee meetings outlining their work at their February 11, 2025, meeting:

Personnel Committee

The Personnel Committee was chaired by Mr. Tierney. The committee reviewed and discussed proposed revisions in Policy 8712 – School Board Meeting Agenda and Dissemination pertaining to the process for granting agenda item requests from individual board members.

The committee made a recommendation to change the suggested the following policy revision: “from three of seven board members” to “from three or more of seven board members”. The suggested revision was incorporated in to the policy revisions and was approved at the February 25, 2025, regular school board meeting.

Curriculum/Program Committee

The Curriculum/Program Committee was chaired by Mr. Price with Mrs. Wendy Tindall, Chief Academic Officer, and members of the Teaching and Learning providing a mid-year update on the District Improvement Plan. The presentation consisted of updates pertaining to the following three strategies:

- Strategy 1: Ensure that all students receive high quality instruction, grade level content, deep engagement and high expectations through the effective use of data
 - Professional development
 - Content Rounds
 - Student Feedback
 - Tier 3 intervention
 - School Improvement Plan
- Strategy 2: Cultivate a safe, positive learning environment
 - Summer Culture Workshop
 - Culture Teams
 - Culture Coach
- Strategy 3: Foster and strengthen family and community engagement
 - Family engagement professional learning
 - Family engagement survey
 - Districtwide communication platform
 - Community Town Halls / Conversations

Audit/Budget/Finance Committee

The Audit/Budget/Finance Committee was chaired by Ms. Adams with Mr. Tarik Hamdan, Chief Financial Officer, and Mrs. Tanya Ruder, Chief Communication Officer, providing an update on the referendum which covered the following topics:

- Why is KUSD facing financial challenges?
- Cost-saving measures
- Staff reductions since 2019-20
- Proven fiscal responsibility
- KUSD vs. surrounding districts
- Proposed solution
- Budgetary projections
- Property tax impact
- What’s at stake
- Benefit to students
- Benefit to the community

Planning/Facilities/Charter Review Committee

The Planning/Facilities/Charter Review Committee was chaired by Mrs. Schmaling. Mr. Patrick Finnemore, Director of Facilities, providing an update on the redevelopment of the closed school sites and the relocation of Hillcrest School. Mr. Finnemore covered the following items:

- Recap of Vacant Buildings
 - Dimensions of Learning – sold in September 2024
 - Jefferson Elementary
 - Kenosha eSchool (Jefferson Annex)
 - KTEC – East
 - KTEC – West
 - McKinley Elementary
 - Washington Middle School
- Redevelopment Agreement with the City of Kenosha
- Next Steps with the City of Kenosha
- Redevelopment Plans for the Sites
- Hillcrest Relocation
 - To former Wilson Elementary building – approved at 1/28/25 board meeting
 - Benefits of Wilson Building

The standing committees are next scheduled to meet on June 10, 2025.

This is an informational item, no board action is necessary.

Wendy Tindall
Chief Academic Officer

Kevin Neir
Chief Human Resources Officer

Tarik Hamdan
Chief Financial Officer

Tanya Ruder
Chief Communications Officer

Patrick Finnemore
Director of Facilities

Jeffery Weiss
Superintendent of Schools



César Chávez Day 2025

WHEREAS, César Estrada Chávez was born on March 31, 1927, near Yuma, Arizona; and

WHEREAS, in 1962, he co-founded the United Farm Workers of America, which organized migrant farm workers to advocate for safe and fair working conditions, reasonable wages, and more; and

WHEREAS, for more than three decades, César Estrada Chávez influenced change through peaceful tactics such as fasts, boycotts, and strikes, which inspired millions of Americans and resulted in dignity and respect being earned for hundreds of thousands of farmworkers across the country; and

WHEREAS, during his lifetime, he was a recipient of the Martin Luther King Jr. Peace Prize, was posthumously awarded the Presidential Medal of Freedom, and had the César Estrada Chávez National Monument in Keene, California dedicated in his honor; and

WHEREAS, in 2014, President Barack Obama declared March 31 César Chávez Day to honor his life and legacy nationally each year; and

WHEREAS, even after his death in 1993, his message of non-violence, unity, and justice of all people continues on today; and

WHEREAS, César Estrada Chávez gave hope and pride to generations of Latinos, in addition to inspiring millions of Americans to strive for social justice.

NOW, THEREFORE, BE IT RESOLVED that the Kenosha Unified School Board recognizes the importance of César Chávez Day and supports the importance of the role he played in the history of the United States.

President, Board of Education

Superintendent of Schools

Secretary, Board of Education

Members of the Board:

*Resolution 421
March 25, 2025*



Día de César Chávez 2025

MIENTRAS QUE, César Estrada Chávez nació el 31 de marzo de 1927, cerca de Yuma, Arizona; y

MIENTRAS QUE, en 1962, cofundó United Farm Workers of America, que organizó a trabajadores agrícolas migrantes para abogar por condiciones de trabajo seguras y justas, salarios razonables y más; y

MIENTRAS QUE, durante más de tres décadas, César Estrada Chávez influyó en el cambio a través de tácticas pacíficas como ayunos, boicots y huelgas, que inspiraron a millones de estadounidenses y dieron como resultado que cientos de miles de trabajadores agrícolas en todo el país se ganaran la dignidad y el respeto; y

MIENTRAS QUE, durante su vida, recibió el Premio de la Paz Martin Luther King Jr., recibió póstumamente la Medalla Presidencial de la Libertad y se le dedicó el Monumento Nacional César Estrada Chávez en Keene, California en su honor; y

MIENTRAS QUE, en 2014, el presidente Barack Obama declaró el 31 de marzo César Chávez Día para honrar su vida y legado a nivel nacional cada año; y

MIENTRAS QUE, aún después de su muerte en 1993, su mensaje de no violencia, unidad y justicia para todos continúa hoy; y

MIENTRAS QUE, César Estrada Chávez dio esperanza y orgullo a generaciones de latinos, además de inspirar a millones de estadounidenses a luchar por la justicia social.

AHORA, POR LO TANTO, SEA RESUELTO que la Junta Escolar Unificada de Kenosha reconoce la importancia del Día de César Chávez y apoya la importancia del papel que jugó en la historia de los Estados Unidos.

President, Board of Education

Superintendent of Schools

Secretary, Board of Education

Members of the Board:

*Resolution 421
March 25, 2025*



March 25, 2025

DONATIONS TO THE DISTRICT

The district has received the following donation:

1. Lee Mechanicals, Inc. donated \$750 to Bradford High School's boys' soccer student activity account.

Administrative Recommendation

Administration requests the Board of Education approve acceptance of the above-listed gift(s), grant(s), or bequest(s) as per Board Policy 1400 to authorize the establishment of appropriate accounts to monitor fiscal activity, to amend the budget to reflect this action and to publish the budget change per Wisconsin Statute 65.90(5)(a).

Dr. Jeffrey Weiss
Superintendent of Schools

This page intentionally left blank

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

March 25, 2025

**Tentative Schedule of Reports, Events, and Legal
Deadlines for School Board**

(April-May)

April

- 4/1 - Spring general election – Board of Education on ballot
- 4/4 - Staff workday, no students report
- 4/18 - Good Friday, district closed - no students report
- 4/21-4/25 - Spring break, schools closed - no students report
- 4/29 – Regular school board meeting

May

- 5/23 - Half day for students and instructional staff
- 5/26 - Memorial Day - district closed - no students report
- 5/27 - Regular school board meeting
- 5/29 - Last day for graduating seniors 🎓