

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