



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

August 26, 2025 at 7:00 PM

This page intentionally left blank



Regular School Board Meeting

August 26, 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	5
Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations and Separations	
B. Consent/Approve	9
Minutes of 7/22/25 Regular Meeting and 8/14/25 Special Meeting	
C. Consent/Approve	16
Summary of Receipts, Wire Transfers and Check Registers	
XI. Old Business	
A. 2025-2026 Base Wage Increase for the Administrative, Supervisory and Technical (AST) Employee Group	23
B. Proposed Increase to Elementary and High School Professional/Prep Time for the 2026-2027 School Year	24
XII. New Business	

A. 2025-2026 Base Wage Increase for Non-Full-Time Equivalent (FTE) Hourly Wage Employees	26
B. Revision of Policy and Rule 5534.1 - Anaphylaxis (First and Second Reading)	27
C. Approval of Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2025-2026 School Year	31
D. Conveyance of Property - 68th Avenue Indian Trail Outlet	35
E. Controlled Entrances Funding Options	44
F. Boys & Girls Club of Kenosha Gang Prevention Education Program 2024-2025 Year End Report and Approval of the 2025-2026 Memorandum of Understanding	45
G. Annual Restraint and Seclusion Report	55
H. Revision of Policy 1710 - Nondiscrimination on the Basis of Sex in Education Programs or Activities (Title IX) (First and Second Reading)	65
I. Resolution in Recognition of National Hispanic Heritage Month	80
J. Resolution in Recognition of National Suicide Prevention Awareness Month	82
K. Discussion/Action Donations to the District	83
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 (September)	84
XVI. Predetermined Time and Date of Adjourned Meeting, if Necessary	
XVII. Adjournment	

Kenosha Unified School District
Kenosha, WI
August 26, 2025

The Office of Human Resources recommends the following actions:

ACTION	LAST NAME	FIRST NAME	SCHOOL/DEPT	POSITION	STAFF	DATE	FTE
Appointment	Adams	Jenny	Forest Park Elementary School	Administrative Specialist (10 MO)	ASP	8/11/2025	1
Appointment	Baldwin	Jerron	Bradford High School	Art	Instructional	8/25/2025	1
Appointment	Barajas	Miriam	Indian Trail High School and Academy	Bilingual Community/Student Support	ASP	7/21/2025	1
Appointment	Bello	Yelka	Kenosha School of Language	Bilingual Grade 3	Instructional	8/25/2025	1
Appointment	Binon-Lashley	Nikki	Washington Middle School	Cross Categorical	Instructional	8/25/2025	1
Appointment	Bogdala	Emily	Grewenow Elementary School	Special Education	ESP	8/26/2025	1
Appointment	Breit	Courtney	Tremper High School	Special Education	ESP	8/26/2025	1
Appointment	Brothen	Amanda	LakeView K-8 Academy	Clerical	ESP	8/26/2025	1
Appointment	Clay	Whitney	Pleasant Prairie Elementary School	Grade 3	Instructional	8/25/2025	1
Appointment	Clendenning	Bryanna	Frank Elementary School	Cross Categorical	Instructional	8/1/2025	1
Appointment	Cope	Barry	Grant Elementary School	2nd Shift Night Custodian	Service	8/20/2025	1
Appointment	Cosgrave	Patrick	Grant Elementary School	Cross Categorical	Instructional	8/25/2025	1
Appointment	Cruz	Yesenia	Indian Trail High School and Academy	Administrative Support (10 MO)	ASP	8/11/2025	1
Appointment	Curenton	Marandia	Bradford High School	Cross Categorical	Instructional	8/25/2025	1
Appointment	Davis	Sandra	Bradford High School	Bilingual Community/Student Support	ASP	7/22/2025	1
Appointment	Derengowski	Bonnie	Indian Trail High School and Academy	CDS	Instructional	08/25/2025	1
Appointment	Diehl	Bonnie	Tremper High School	Chemistry/Bio Life Science	Instructional	8/25/2025	1
Appointment	Eisele	Kelsey	Chavez Learning Station	Preschool Associate	ESP	8/26/2025	1
Appointment	Epping	Jeannette	Brass Community School	Grade 1	Instructional	8/25/2025	1
Appointment	Fiske	Valarie	Pleasant Prairie Elementary School	Grade 2	Instructional	8/25/2025	1
Appointment	Floreani	Graham	Department of Special Education	Speech Therapist	Instructional	8/25/2025	1
Appointment	Freitag	Teresa	Whittier Elementary School	Special Education	ESP	8/26/2025	1
Appointment	Giannini	Dominic	Facilities	Maintenance Grounds Crew	Service	8/4/2025	1
Appointment	Goodlow	Kyasia	Grant Elementary School	Administrative Specialist (12 MO)	ASP	8/11/2025	1
Appointment	Gordon	Amy	Indian Trail High School and Academy	Special Education	ESP	8/26/2025	1
Appointment	Greco	Irena	Jeffery Elementary School	Grade 5	Instructional	8/25/2025	1
Appointment	Griswold	Sarah	Brass Community School	Classroom	ESP	8/26/2025	0.5
Appointment	Hagen	Janet	Bose Elementary School	Head Start	ESP	8/26/2025	1
Appointment	Halbur	Shelby	Chavez Learning Station	Preschool Associate	ESP	8/26/2025	1
Appointment	Harris	Zacarrea	Washington Middle School	Science	Instructional	8/25/2025	1
Appointment	Hauck	Maritza	Bradford High School	Bilingual	ESP	8/26/2025	1
Appointment	Heinemann	Pamela	Department of Special Education	Speech Therapist	Instructional	8/25/2025	1
Appointment	Henegar	Angie	Mahone Middle School	Guidance	Instructional	8/25/2025	1

Kenosha Unified School District
Kenosha, WI
August 26, 2025

The Office of Human Resources recommends the following actions:

Appointment	Hoar III	Robert	LakeView K-8 Academy	Security	ESP	8/26/2025	1
Appointment	Hunter	Destiny	Frank Elementary School	4K Special Education	ESP	8/6/2025	1
Appointment	Jacobson	Ashley	Frank Elementary School	Grade 4	Instructional	7/29/2025	1
Appointment	Jensen Rugaber	Sharon	Hillcrest School	At Risk Alternative Education	Instructional	8/25/2025	0.5
Appointment	Johnson	Roger	Nash Elementary School	CDS	Instructional	8/25/2025	1
Appointment	Kahle	Jennifer	Washington Middle School	Intervention Specialist	Instructional	8/25/2025	1
Appointment	Kent	Maggie	Indian Trail High School and Academy	Cross Categorical	Instructional	8/25/2025	1
Appointment	Kibar	Jennifer	Whittier Elementary School	Information/Health Services	ESP	8/26/2025	1
Appointment	Kisner	Randi	Bradford High School	Guidance- Comprehensive	Instructional	8/25/2025	1
Appointment	Kuzelka	Karen	Bose Elementary School	Cross Categorical	Instructional	8/25/2025	1
Appointment	Larsen	Nikkie	Hillcrest School	Information/Health Services	ESP	8/26/2025	1
Appointment	Leahey	John	Reuther Central High School	English/Accelerated Learning	Instructional	8/25/2025	1
Appointment	Lepley	Elizabeth	Washington Middle School	Spanish	Instructional	8/25/2025	1
Appointment	Locante	Martin	Washington Middle School	Art	Instructional	8/25/2025	1
Appointment	Malatesta	Abigail	Early Learners	Special Education	ESP	8/26/2025	1
Appointment	Martin	Shenia	Brass Community School	Grade 5	Instructional	8/25/2025	1
Appointment	Martinez	Topacio	Grewenow	Special Education	ESP	8/26/2025	1
Appointment	Mazzulla	Krystal	Department of Special Education	Special Health Care Nurse	Instructional	8/25/2025	1
Appointment	McClure	Eva	Grewenow Elementary School	Grade 5	Instructional	8/25/2025	1
Appointment	McKay	Darrius	Washington Middle School	Cross Categorical	Instructional	8/25/2025	1
Appointment	McKelly	Jennifer	Grant Elementary School	Information/Health Services	ESP	8/26/2025	1
Appointment	McKnight	Maleah	Reuther Central High School	English	Instructional	8/25/2025	1
Appointment	Mikutis	Cameron	Facilities	Maintenance Grounds Crew	Service	9/2/2025	1
Appointment	Munoz	Paola	Bullen Middle School	Science	Instructional	8/25/2025	1
Appointment	Nickos	Nathan	Grewenow Elementary/Southport Elementary Split	2nd Shift Night Custodian	Service	8/20/2025	1
Appointment	Olson	Emma	Lance Middle School	Science	Instructional	8/25/2025	1
Appointment	Otwaska	Melissa	Bradford High School	Administrative Specialist (12 MO)	ASP	7/29/2025	1
Appointment	Payne	Peter	Indian Trail High School and Academy	Cross Categorical	Instructional	8/25/2025	1
Appointment	Petrillo	Kelly	Department of Special Education	Speech Therapist	Instructional	8/25/2025	1
Appointment	Robak	Robert	Frank Elementary/Bradford High School Split	2nd Shift Night Custodian	Service	8/20/2025	1
Appointment	Roushia	Abigail	Washington Middle School	Grade 6	Instructional	8/25/2025	1
Appointment	Ruiz	Paola	Bradford High School	Administrative Support (10 MO)	ASP	8/11/2025	1
Appointment	Sanderson	Ashley	Forest Park Elementary School	Special Education	ESP	8/26/2025	1
Appointment	Schweitzer	Regan	Whittier Elementary School	Grade 4	Instructional	8/25/2025	1

Kenosha Unified School District
Kenosha, WI
August 26, 2025

The Office of Human Resources recommends the following actions:

Appointment	Seeger	Kailee	Frank Elementary School	Grade 5	Instructional	7/29/2025	1
Appointment	Sheahan-Spector	Molly	Indian Trail High School and Academy	Assistant Principal	AST	7/23/2025	1
Appointment	Sippert	Gina	Frank Elementary School	Kindergarten	Instructional	8/1/2025	1
Appointment	Stanislawski	Abigail	Bullen Middle School	Assistant Principal	AST	7/22/2025	1
Appointment	Story	Matthew	Indian Trail High School and Academy	Special Education	ESP	8/26/2025	1
Appointment	Stout	Breonna	Chavez Learning Station	Preschool Associate	ESP	8/26/2025	1
Appointment	Stricklin	Amanda	Harvey Elementary School	Special Education	ESP	8/26/2025	1
Appointment	Sullivan	Amy	Bose Elementary School	Kindergarten	Instructional	8/25/2025	1
Appointment	Swihart	Janet	Brass Community School	4K Program	Instructional	8/25/2025	1
Appointment	Taleck	Julie	Indian Trail High School and Academy	Special Education	ESP	8/26/2025	1
Appointment	Thompson	Jennifer	Tremper High School	Cross Categorical	Instructional	8/25/2025	1
Appointment	Tucker	Christina	Grant Elementary School	Grade 1	Instructional	8/25/2025	1
Appointment	Velez	Enjoli	Bradford High School	Security	ESP	8/26/2025	0.5
Appointment	Wanta	Richard	Indian Trail High School and Academy	Security	ESP	8/26/2025	1
Appointment	Woodard	Hilary	Roosevelt Elementary School	Special Education	ESP	8/26/2025	1
Appointment	Woods	JaToya	Washington Middle School	Math	Instructional	8/25/2025	1
Appointment	Worzalla	Patti	Indian Trail High School and Academy	Special Education	ESP	8/26/2025	1
Appointment	Wroblewski	Kyle	Prairie Lane Elementary School	Head Custodian	Service	7/28/2025	1
Appointment	Zwyer	Julie	Bose Elementary School	Grade 4	Instructional	8/25/2025	1
Resignation	Blum	Jason	Forest Park Elementary School	Head Custodian	Service	8/22/2025	1
Resignation	Ebner	Janelle	Boys and Girls Club	CDS	Instructional	6/13/2025	1
Resignation	Frank	Shantell	Mahone Middle School	Special Education	ESP	06/12/2025	1
Resignation	Hart	Jennifer	Nash Elementary School	Information/Health Services	ESP	6/12/2025	1
Resignation	Jimenez	Angela	Somers Elementary School	Special Education	ESP	6/12/2025	1
Resignation	Kueppers	Mary	Chavez Learning Station	Head Start	ESP	6/12/2025	1
Resignation	Meissner	Jason	Mahone Middle School	Middle School Choir	Instructional	6/12/2025	1
Resignation	Metzger	Pamela	Harborside Academy	Cross Categorical	Instructional	6/13/2025	1
Resignation	Morrison	Madison	Frank Elementary School	Kindergarten	Instructional	8/15/2025	1
Resignation	Muehlenberg	Rachel	Frank Elementary School	Physical Education	Instructional	8/25/2025	1
Resignation	Nikula	Sabrina	Department of Special Education	Psychologist	Instructional	6/13/2025	1
Resignation	Plants	Mary	Pleasant Prairie Elementary School	Grade 3	Instructional	6/13/2025	1
Resignation	Riley	Alyssa	Grant Elementary School	Night Custodian Second Shift	Service	8/1/2025	1
Resignation	Wohlgefahr	Jordyn	Bullen Middle School	Special Education	ESP	6/12/2025	1
Retirement	Bell-Myers	Andrea	Brass Community School	Grade 5	Instructional	6/13/2025	1

**Kenosha Unified School District
Kenosha, WI
August 26, 2025**

The Office of Human Resources recommends the following actions:

Retirement	Bujniewicz	Tamara	Early Learners	Special Education	ESP	6/12/2025	1
Retirement	Rosen	Tabitha	Grant Elementary School	Information/Health Services	ESP	6/12/2025	1
Retirement	Theama	Jerome	Facilities	Grounds Crew Worker	Service	8/28/2025	1
Separation	Schiller	Ursula	Department of Special Education	Interpreter	Instructional	06/12/2025	1

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD JULY 22, 2025

A regular meeting of the Kenosha Unified School Board was held on Tuesday, July 22, 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 7:00 p.m. with the following Board members present: Ms. Adams, Mr. Bryan, Mrs. Landry, Mr. Tierney, Ms. Stevens, Mr. Price, and Mrs. Modder. Mr. Bill Haithcock, Chief of School Leadership, was also present. Dr. Weiss was excused.

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.

There were no Awards or Recognitions.

There was no Student Ambassador present.

Mr. Haithcock 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.

Mr. Haithcock read the biographies and presented the following Administrative Appointments: Andrew Baumgart as Regional Coordinator of Middle Schools and Matthew St. Martin as Principal of Bullen Middle School.

Board members considered the following Consent-Approve items:

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

Consent-Approve item X(B) – Minutes of the 6/24/25 Special Meeting and Executive Session, 6/24/25 Regular Meeting, 7/10/25 Special Meeting, and 7/10/25 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;

Ms. Adams moved to approve the consent agenda as presented with the Revised Personnel Report. Second by Ms. Stevens. Motion carried unanimously.

Mr. Haithcock, along with Ms. Rhonda Lopez, Principal of Chavez/Head Start Director, presented the 2025-2026 Head Start State Supplemental Grant, submitted by themselves, Ms. Heather Connolly, Regional Coordinator of Leadership and Learning Elementary, and Dr. Weiss.

Mr. Bryan moved to approve the 2025-2026 Head Start State Supplemental Grant in the amount of \$323,866. Second by Mrs. Landry. Motion carried unanimously.

Mr. Haithcock presented the KUSD School Safety Committee Update submitted by himself and Dr. Weiss.

The Administration's recommendations included the following:

No Additional Cost:

- That KUSD update its practices mandating that all classroom doors, while the classroom is in use, will keep all classroom doors locked and closed unless that door is being used during ingress or egress.
- That all KUSD schools have a cell phone use procedure approved by the Office of School Leadership.
- That all KUSD schools develop protocols to use Raptor as the standard visitor management system, including the use of the "vendor" access software during the school day when students are present.
- That the KUSD Facilities Department start to conduct a multi-year study assessing the "hard corner" readiness in all KUSD classrooms.

Nominal cost:

- Until funding is identified, it is recommended that KUSD continue to maintain door monitors at the seven schools that do not have a controlled entrance in place. (Bose, Curtis Strange, Forest Park, Harvey, Jeffrey, Lance, and Whittier.)
- That KUSD begin work to put in place a policy that allows administrators and deans to use metal detecting wands to aid in searches of students when reasonable suspicion of a weapon exists. (The Office of School Leadership and secondary schools would purchase a metal detecting wand, if they do not already own one.)
- That KUSD enter into an annual contract with Safer Schools Together in order to receive Worrisome Online Behavior (WOB) reports. (Estimate \$22,000 per year.)
- That the KUSD Facilities Department and the Office of School Leadership submit a "Critical Incident Stabilization Grant" to the Wisconsin DOJ OSS, not to exceed \$120,000, in order to purchase additional cameras, monitors, door buzzers, swipe card entry systems and exterior door latch monitors to improve security at our building entrances.

- That KUSD investigate the cost to add safety film to the remaining entrances at our elementary schools. (Currently, the main entrances have safety film applied in alignment with WI DOJ recommendations.)

Mr. Price moved to approve the KUSD School Safety Committee's recommendations of the nine items with no cost or nominal cost, with the understanding that Administration bring options and costs back to the board for secured entrances of the remaining seven schools (Bose, Curtis Strange, Forest Park, Harvey, Jeffery, Lance, and Whittier) to the August board meeting. Second by Mrs. Landry. Motion carried unanimously.

Mrs. Wendy Tindall, Chief Academic Officer, and Ms. Mary Hoover, Coordinator of English Language Arts Elementary, presented the English Language Arts K-5 Curriculum Review submitted by themselves and Dr. Weiss.

No action was taken on this item as it was an informational item.

Mrs. Tindall presented Act 55 – Notice of Academic Standards, submitted by herself, Ms. Hoover, Mrs. Stacy Cortez, Coordinator of Elementary Math and Science, Mr. Che Kearby, Coordinator of Secondary English Language Arts and Social Studies, Mrs. Jennifer Lawler, Coordinator of Secondary math and Science, Ms. Lopez, and Dr. Weiss.

Ms. Adams moved to approve the annual declaration and parent notice of the district's student academic standards that will be in effect for the 2025-26 school year. Second by Ms. Stevens. Motion carried unanimously.

Mr. Tarik Hamdan, Chief Financial Officer, and Mr. Kevin Neir, Chief Human Resources Officer, presented the Educational Support Professional (ESP) Tier 3 Compensation Review submitted by themselves and Dr. Weiss.

Mrs. Landry moved to approve an increase of \$1 to each level (step) on Tier 3 of the ESP salary schedule for the 2025-2026 salary table. This change will be incorporated in any future changes the Board may approve to the full ESP salary table. The Fiscal impact to this recommendation would be approximately \$290,000, with some of the costs being covered by non-operational funding sources. Second by Mr. Bryan. Motion carried unanimously.

Mr. Hamdan and Mr. Neir presented the Holiday Reinstatement for 10-month, benefit-eligible, non-contracted employees, submitted by themselves and Dr. Weiss.

Ms. Adams moved to reinstate the benefit of the day before Christmas Day and the day before New Year's Day for 10-month, benefit-eligible, non-contracted employees as it had been prior to its removal. The fiscal impact to this recommendation would be approximately \$139,000 with some costs being covered by non-operational funding sources. Second by Ms. Stevens. Motion carried unanimously.

Mr. Hamdan presented the 2025-2026 Budget Update as submitted by himself and Dr. Weiss.

No action was taken on this item as it was an informational item.

Mr. Hamdan presented Negotiations with the Kenosha Education Association (KEA) for the 2025-2026 Collective Bargaining Agreement and Base Wage Increase for Employee Groups other than Teachers as submitted by himself, Mr. Neir and Dr. Weiss.

Mr. Bryan moved to approve, contingent on ratification by the KEA, a total base wage increase of 2.95% across the board for all members of the bargaining unit represented by the KEA as well as all regular full-time equivalent employees not represented by the KEA, effective July 1, 2025, with the exception of the AST group to be tabled and discussed at the August board meeting. Second by Ms. Adams. Motion carried 6-1 with Mrs. Modder dissenting.

Mr. Bryan read the Resolution Urging Immediate Action by Federal Representatives to Demand the Release of Withheld FY 2025 Federal Education Funds. Motion to approve made by Mr. Price. Second by Ms. Landry. Motion carried unanimously.

Mr. Haithcock presented the Approval of Expulsion Independent Hearing Officers submitted by himself and Dr. Weiss.

Mr. Price moved to approve the appointments of Therese Freiberg, Gayle Titus, and Michael Rupnow as Hearing Officers for the purpose of expulsion hearings for the 2025-2026 school year at the rate of \$100 for the first hour and \$25 for every 15 minutes after the first hour, not to exceed \$300 per hearing. Second by Ms. Stevens. Motion carried unanimously.

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

Mrs. Landry moved to approve the resolution and membership in SWSA for 2025-2026 fiscal year for \$3,700 and the authorization of Board Officers and District Administration to execute any documents related to the renewal. Second by Ms. Stevens. Motion carried unanimously.

Mr. Hamdan presented Revisions to Finance-Related Policies: Policy and Rule 1500 – Solicitations/Fundraising, Policy and Rule 3321 – Student Activity Funds, Policy and Rule 6740 – Student Fundraising Activities, Administrative Regulation 6740 – Fundraising Permission Form, and Policy and Rule 6741 – Raffles, as submitted by himself, Mr. Haithcock, Mrs. Lisa Salo, Accounting Manager, and Dr. Weiss.

Mr. Price moved to approve the revisions to Policy and Rule 1500 – Solicitations/Fundraising, Policy and Rule 3321 – Student Activity Funds, Policy and Rule 6740 – Student Fundraising Activities, Administrative Regulation 6740 – Fundraising Permission Form, and Policy and Rule 6741 – Raffles, as first and second readings. Second by Ms. Stevens. Motion carried unanimously.

There were no Donations to the District.

Board members made announcements.

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

Meeting adjourned at 9:31 p.m.

Denise Ewing
School Board Secretary

This page intentionally left blank

KENOSHA UNIFIED SCHOOL BOARD
Board of Education Meeting Minutes
August 14, 2025

A Special School Board Meeting was held on August 14, 2025, at 5:00 p.m. in the John J. Hosmanek Educational Support Center – Board Room, 3600 52nd St., Kenosha, WI 53144.

I. Pledge of Allegiance

The Pledge of Allegiance was recited.

II. Roll Call of Members

The meeting was called to order at 5 p.m. The following members were present: Mr. Bryan, Mrs. Landry, Mr. Tierney, Mr. Price, and Mrs. Modder. Ms. Adams was excused. Ms. Stevens arrived later.

III. Review of Agenda Items for the August 26, 2025, Regular School Board Meeting

An overview of the August 26, 2025, regular school board meeting agenda items (III.A - III.K) was provided.

Ms. Stevens arrived at 5:08 p.m.

III.A. 2025-2026 Base Wage Increase for the Administrative, Supervisory and Technical (AST) Employee Group

A PowerPoint presentation was given that covered the following topics: Consumer Price Index (CPI) Increase, Board Action on July 22, 2025, Board Impact - Updated AST Data, Tabled Item - Consideration for 2.95% AST Base Wage Increase, AST Employee Group - Administrative, Supervisor & Technical Positions, Salary Range Comparison, 2024-25 Publicly Available Staff Reporting Data - DPI, What is an Administrator?, Administrator Salaries for the 10 Largest Districts, Administrator Salaries from Surrounding Districts, 2024-25 District Populations, Administrator Comparison, Teacher Comparison, and Key Findings.

III.B. 2025-2026 Base Wage Increase for Non-Full-Time Equivalent (FTE) Hourly Wage Employees

A PowerPoint presentation was given that covered the following topics: Non-FTE Wage Table, New Non-FTE Layout, and Rough Cost Estimates.

III.C. Revision of Policy and Rule 5534.1 - Anaphylaxis

The recommendation will be for approval as a first and second reading at the August 26, 2025, regular school board meeting.

III.D. Approval of Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2025-2026 School Year

Annual approval needed.

III.E. Conveyance of Property - 68th Avenue Indian Trail Outlet

If this item is approved at the August 26, 2025, regular school board meeting, it will be presented at the September 16, 2025, Annual Meeting of Electors.

III.F. Controlled Entrances Funding Options

A PowerPoint presentation was given that covered the following topics: Initial Projected Costs, Funding Options, and Items for Consideration. An update on this item will be given at the September 11, 2025, special school board meeting.

III.G. Boys & Girls Club of Kenosha Gang Prevention Education Program 2024-2025 Year End Report and Approval of the 2025-2026 Memorandum of Understanding

End of year report provided and approval of the agreement for upcoming school year is being sought.

III.H. Annual Restraint and Seclusion Report

This is an annual report.

III.I. Revision of Policy 1710 - Nondiscrimination on the Basis of Sex in Education Programs or Activities (Title IX)

The recommendation is for a first and second reading at the August 26, 2025, regular school board meeting.

III.J. Resolution in Recognition of National Hispanic Heritage Month

Annual resolution.

III.K. Resolution in Recognition of National Suicide Prevention Awareness Month

Annual resolution.

IV. Verbal Updates/Discussion Items

IV.A. Policy 8850 - School Board Committees

This item will be placed on the September regular school board meeting for action.

IV.B. Harborside Academy Transition from a District Instrumentality Charter School to a District School of Choice

This item will be placed on a future agenda for action.

IV.C. Prep Time Discussion

An update on this item will be given at the August 26, 2025, regular school board meeting.

V. Views and Comments by the Public

There were no views or comments from the public.

VI. Adjournment

Mr. Tierney moved to adjourn the meeting, seconded by Ms. Landry. Motion passed Unanimously. Meeting adjourned at 6:59 p.m.

Submitted by: Stacy Schroeder - Executive Assistant

Kenosha Unified School District
Kenosha, Wisconsin
Summary of Cash Receipts and Disbursements
August 26, 2025

CASH RECEIPTS	reference	total
---------------	-----------	-------

July 2025 Wire Transfers-In, to Johnson Bank from:

WI Department of Public Instruction	state aids register receipts	\$ 25,130.97
Bankcard Services (Purplepass)	fine arts ticket sales receipts (net of fees)	7,146.25
Bank (Infinite Campus)	district web store receipts (net of fees)	22,959.70
Retired & Active Leave Benefit Participants	premium reimbursements	62,347.71
WI Department of Revenue	Computer State Aid	410,258.89
HHS	head start grant	405,606.01
Various Sources	small miscellaneous grants / refunds / rebates	19,993.02
Total Incoming Wire Transfers		953,442.55

July 2025 Deposits to Johnson Bank - All Funds:

General operating and food services receipts	(excluding credit cards)	425,304.15
--	--------------------------	------------

TOTAL JULY CASH RECEIPTS

\$ 1,378,746.70

CASH DISBURSEMENTS	reference	total
--------------------	-----------	-------

July 2025 Wire Transfers-Out, from Johnson Bank to:

Payroll & Benefit wires

Individual Employee Bank Accounts	net payrolls by EFT (net of reversals)	\$ 7,989,764.61
WI Department of Revenue	state payroll taxes	66,503.24
WI Department of Revenue	state wage attachments	1,575.85
IL Department of Revenue	IL state payroll taxes	2,809.08
IRS	federal payroll taxes	750,958.19
Delta Dental	dental insurance premiums	211,990.95
Diversified Benefits Services	flexible spending account claims	18,207.60
Employee Trust Funds	wisconsin retirement system	3,983,472.84
NVA	vision insurance premiums	17,628.11
Aflac	insurance premiums	0.00
Optum	HSA	326,789.03
Various	TSA payments	74,136.53

Subtotal 13,443,836.03

General Operating Wires

US Bank	purchasing card payment-individuals	170,228.13 *
Kenosha Area Business Alliance	LakeView lease payment	35,329.27
United Healthcare	health insurance premiums	4,521,561.04

Subtotal 4,727,118.44

Total Outgoing Wire Transfers \$ 18,170,954.47

July 2025 Check Registers - All Funds:

Net payrolls by paper check	Register# 01015DP	\$ 1,374.83
General operating and food services	Check# 646014 thru Check# 646850 (net of void batches)	5,884,963.41
Total Check Registers		\$ 5,886,338.24

TOTAL JULY CASH DISBURSEMENTS

\$ 24,057,292.71

*See attached supplemental report for purchasing card transaction information

KUSD Purchasing Card Program - Individual Cardholders**Transaction Summary by Merchant**

Billing Cycle Ending July 15, 2025

Merchant Name	Total
HOTEL	\$ 19,841.79
PBBS EQUIPMENT CORPORA	\$ 7,451.56
MENARDS KENOSHA WI	\$ 6,836.12
TIMBER-LEE MINISTRIES I	\$ 6,064.00
(PC) 3654 INTERSTATE	\$ 5,879.68
EQUIPMENT DEVELOPMENT CO,	\$ 5,424.50
MARKS PLUMBING PARTS	\$ 4,971.07
HAJOCA KENOSHA PC354	\$ 4,968.94
SHERWIN-WILLIAMS703481	\$ 4,064.71
DISCOVERY EDUCATION INC	\$ 4,000.00
HIGHWAY C SERVICE INC	\$ 3,902.47
SP FLOORBUFFERS.COM	\$ 3,801.00
LAGNIAPPE	\$ 3,364.00
MUSIC THEATRE INTL	\$ 3,330.00
FIRST SUPPLY KENOSHA	\$ 2,935.56
GLOBALKNOWLEDGE.COM	\$ 2,890.00
SP SCHOOLOUTLET	\$ 2,532.36
WASDA	\$ 2,085.00
COIL COMPANY HEAT TRANSFE	\$ 1,987.00
RESTAURANTS & CATERING	\$ 1,977.70
CARDIO PARTNERS INC	\$ 1,969.63
LEARNING WITHOUT TEARS	\$ 1,814.18
WASBO FOUNDATION	\$ 1,800.00
AMAZON MKTPL*NA7KR9RX1	\$ 1,785.98
AMAZON MKTPL*NO95G1ZZ2	\$ 1,785.98
KEEPERSECURITY.COM	\$ 1,625.00
SAMSClub.COM	\$ 1,623.82
IN *A BEEP, LLC	\$ 1,585.00
GRAINGER	\$ 1,549.14
DRAMATISTS PLAY SERV	\$ 1,508.30
SQ *MASTERS BUILDING SOLU	\$ 1,420.42
ENTERONE	\$ 1,180.00
SCHOLASTIC, INC.	\$ 1,148.32
UNTD RNTLS 180214	\$ 1,144.54
GRANITE INDUSTRIES	\$ 1,100.00
BOX OUT SPORTS	\$ 950.00
L & S ELECTRIC, INC.	\$ 947.60
DESCON	\$ 924.00
FASTSIGNS 301101	\$ 901.92
MID-STATE - 10303 - SALEM	\$ 881.60
TOP CHOICE RENTALS	\$ 875.05
IBUY STORES	\$ 862.14
DRAMATIC PUBLISHING ECOMM	\$ 852.60
REINDERS BRISTOL	\$ 838.62
AMAZON MKTPL*NA0JZ0U21	\$ 829.45
D W DAVIES & CO INC	\$ 828.15
VEHICLE MAINT. & FUEL	\$ 821.20

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending July 15, 2025

Merchant Name	Total
NOR*NORTHERN TOOL	\$ 797.48
LOYOLA CHGO CAS	\$ 775.00
SAN-A-CARE	\$ 766.62
SAMS CLUB #6331	\$ 759.67
AMAZON MKTPL*NO9QG2KO1	\$ 749.99
FOUNDATION BLDG 270	\$ 725.40
SP GLOWFORGE STORE	\$ 720.00
AMAZON MKTPL*NQ25Q25M0	\$ 715.00
MECHANICAL TECHNOLOGIES	\$ 713.72
BANDOSHOES	\$ 711.25
COYOTE LOGISTICS,LLC	\$ 708.02
AMAZON MKTPL*N36ZE5G00	\$ 659.88
LIFETOUCH NSS MOBILE	\$ 611.46
DASH MEDICAL GLOVES	\$ 611.44
KIMBALL MIDWEST PAYEEZY	\$ 611.25
G AND F MARKETING	\$ 604.80
AMAZON MKTPL*NQ31J89J0	\$ 588.95
OFFICEMAX/DEPOT 6358	\$ 586.79
EB *ADD SUBTRACT AND S	\$ 556.42
EB *DIGITS IN PLACE K-	\$ 556.42
EB *FRACTIONS UNFOLDED	\$ 556.42
EB *MULTIPLY THE MAGIC	\$ 556.42
SMORE.COM	\$ 537.00
AMAZON MKTPL*N32W32B00	\$ 493.91
JOHNSTONE SUPPLY RACINE	\$ 486.44
COLUMN PUBLIC NOTICE	\$ 470.75
CHESTER ELECTRONIC SUPPLY	\$ 449.90
AMAZON MKTPL*N32C06PS2	\$ 439.84
AWSA	\$ 438.00
SQ *KENOSHA SAFETY FUND	\$ 435.00
AMAZON MKTPL*N315G2JX2	\$ 421.87
WSPRA	\$ 420.00
CONCORD THEATRICALS CORP.	\$ 412.90
AMAZON MKTPL*N35PE6W72	\$ 360.01
AMAZON MKTPL*NQ5BC57Q0	\$ 355.87
WI DHFS LEAD AND ASBESTOS	\$ 350.00
DAY-OFF.APP	\$ 348.00
TRAFFIC SAFETY WAREHOUSE	\$ 343.71
THE GOOD GUYS SEWER	\$ 343.20
AMAZON MKTPL*NL6SF4VW1	\$ 337.80
WE ENER COMM 8002429137	\$ 323.54
SCHOOL CASH SUPPLIES	\$ 319.85
ULINE *SHIP SUPPLIES	\$ 309.72
RACINE ZOO - ADMISSION	\$ 309.00
VACLAND	\$ 303.94
DOCUSIGN INC.	\$ 300.00
AMAZON MKTPL*NQ4XW4601	\$ 297.92

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending July 15, 2025

Merchant Name	Total
AURORA TRAINING ADVANTAG	\$ 297.00
BESTBUYCOM807068290771	\$ 295.39
HOLLAND SUPPLY INC	\$ 292.90
AMAZON MKTPL*N39548AF2	\$ 285.94
CAREERSAFE	\$ 283.85
THE HOME DEPOT 4926	\$ 281.88
YUBICO INC.	\$ 275.00
USPS PO 5666100158	\$ 274.98
AMAZON MKTPL*NQ8JH20U0	\$ 273.78
U-HAUL MOVING & STORAGE O	\$ 267.99
AMAZON MKTPL*NO6DG4DY1	\$ 266.20
SP FABRIC SIGN GUYS	\$ 262.70
SUPPLYHOUSE.COM	\$ 260.69
THE HOME DEPOT #4926	\$ 259.36
RVT*PEWAUKEE SCHOOL DISTR	\$ 250.00
LOWES #02560*	\$ 249.74
NOVISIGN LTD	\$ 240.00
SP TIMEKETTLE STORE	\$ 240.00
AMAZON MKTPL*N33QD8RT1	\$ 239.99
BROOKS TRACTOR MOUNT PLEA	\$ 237.25
AMAZON MKTPL*NQ1R52100	\$ 236.46
AMAZON MKTPL*NQ2180MS0	\$ 233.91
AMAZON MKTPL*NQ9472BB0	\$ 222.92
MONSTER JANITORIAL LLC	\$ 222.72
SP HEELYS	\$ 222.04
REDGATE SOFTWARE	\$ 221.55
AMAZON MKTPL*NQ0DX0190	\$ 214.38
AMAZON MKTPL*NQ1J33560	\$ 209.45
AMAZON MKTPL*NQ9366A71	\$ 201.41
AMAZON MKTPL*N34ZF6W11	\$ 196.59
WM SUPERCENTER #2668	\$ 188.06
WEBCONNEX LLC	\$ 187.11
WISCONSIN SCHOOL SAFETY	\$ 185.00
SP FODEEZ FRAMES	\$ 180.69
AMERICAN RED CROSS	\$ 170.00
OLLIES BARGAIN OUTLET 590	\$ 169.96
BEST BUY 00011916	\$ 164.99
BEACON ATHLETICS LLC	\$ 160.60
AMAZON MKTPL*NR6Q10NR1	\$ 157.58
AMAZON MKTPL*NL2X04M81	\$ 148.00
LIQUIDFILES	\$ 147.00
AMAZON MKTPL*NQ8T40VY0	\$ 143.96
SPECTRUM	\$ 141.94
SUNNYSIDE FLORIST OF KENO	\$ 140.00
AMAZON MKTPL*NL7GP1WU2	\$ 135.92
USA CLEAN BY JON-DON	\$ 135.26
PLANK ROAD PUBLISHING IN	\$ 132.95

KUSD Purchasing Card Program - Individual Cardholders**Transaction Summary by Merchant**

Billing Cycle Ending July 15, 2025

Merchant Name	Total
SQ *GLOBAL LEADERSHIP NET	\$ 131.95
AMAZON MKTPL*NL1CB9XO0	\$ 131.80
MUSIC THEATRE INTERNATIO	\$ 121.50
PRAIRIE SIDE ACE HARDWARE	\$ 119.96
FASTENAL COMPANY 01WIKEN	\$ 119.13
DICKS SPORTING GOODS	\$ 115.99
WORKPLACEPRO	\$ 111.60
NATIONAL SCIENCE TEACHER	\$ 110.00
AMAZON MKTPL*NR1A40PK1	\$ 109.71
HALOGEN SUPPLY COMPANY IN	\$ 109.63
AMAZON MKTPL*NL3L48DZ1	\$ 99.78
AMAZON MKTPL*NQ8HM6040	\$ 98.92
WALGREENS #9605	\$ 98.78
AI FLUENCY LAB	\$ 98.00
AMAZON MKTPL*N303D8PZ0	\$ 97.17
AMAZON MKTPL*NL5Q06GI0	\$ 97.09
KENOSHA COUNTY PARKS	\$ 94.79
HOMEDEPOT.COM	\$ 94.47
CABLE SAND & GRAVEL	\$ 92.70
PICK N SAVE #874	\$ 90.90
AMAZON MKTPL*NQ0CS70S0	\$ 87.98
ABILITY GLASS INC	\$ 85.45
WWW.DOODLE.COM	\$ 83.40
AMAZON MKTPL*N37VT0M42	\$ 81.98
AMAZON MKTPL*NQ3JC3WA1	\$ 81.98
LAMERS BUS LINE	\$ 78.90
AMAZON MKTPL*NQ9VY3AC0	\$ 77.97
AMAZON RETA* N36Q76EC1	\$ 76.59
SMARTSIGN	\$ 76.43
AMAZON.COM*NO21N2BU0	\$ 74.66
AMAZON MKTPL*N32LS2L42	\$ 73.98
COSTCO WHSE #1198	\$ 73.84
WAL-MART #1167	\$ 73.84
WWW.TENORSHARE.COM	\$ 73.80
AMAZON RETA* NQ6PS1KO2	\$ 72.80
DRI*UPRINTING	\$ 71.88
WM SUPERCENTER #1167	\$ 66.32
AMAZON MARK* NQ7DW1ZG0	\$ 64.31
AMAZON RETA* NO9EW9UD2	\$ 64.28
OPENAI *CHATGPT SUBSCR	\$ 60.00
AMAZON MKTPL*N31UT24M0	\$ 59.98
BROOKES PUBLISHING	\$ 58.76
AMAZON MKTPL*NO6378DE2	\$ 56.97
AMAZON MKTPL*NQ97R9WA1	\$ 56.00
AMAZON MKTPL*NL7X53VS0	\$ 55.37
TOWN & COUNTRY GLASS CO.,	\$ 52.50
WAL-MART #2358	\$ 51.48

KUSD Purchasing Card Program - Individual Cardholders**Transaction Summary by Merchant**

Billing Cycle Ending July 15, 2025

Merchant Name	Total
AMAZON.COM*NO4VS4NE0	\$ 51.30
DOA WISGLP RAFFLE LICENSE	\$ 51.00
MEIJER STORE #284	\$ 50.08
AMAZON MKTPL*NLODU4821	\$ 49.99
OFFICEMAX/OFFICEDEPT#2922	\$ 48.52
SMK*WUFOO.COM CHARGE	\$ 45.00
WAL-MART #2668	\$ 44.66
ADOBE INC	\$ 44.17
AMAZON MKTPL*NL1QZ23J2	\$ 41.94
AMAZON MKTPL*NQ6EG4090	\$ 41.94
SP SPHERO	\$ 40.00
AMAZON MKTPL*NL28G6MJ0	\$ 38.97
AMAZON MKTPL*NL2T10U50	\$ 38.21
AMAZON MKTPL*N38NC49T0	\$ 37.99
USPS PO 5642800260	\$ 36.98
AMAZON MKTPL*NL2K07ME2	\$ 35.92
AMAZON RETA* U94AV0OH3	\$ 35.79
UPS*BILLING CENTER	\$ 35.63
AMAZON MKTPL*N37FB9C02	\$ 33.75
DOLLAR TREE	\$ 31.65
SP NFHSLEARN.COM	\$ 30.00
AMAZON MKTPL*NL1RV2Q61	\$ 29.99
AMAZON MKTPL*NQ77K4PC1	\$ 29.99
AMAZON MKTPL*NR3J320S2	\$ 28.99
AMAZON MKTPL*NL8PZ16U0	\$ 27.13
AMAZON MKTPL*N30JW8LZ2	\$ 26.12
AMAZON MKTPL*NQ5G40IA1	\$ 25.99
CANVA* I04572-78407203	\$ 22.00
AMAZON RETA* N31862241	\$ 21.65
CSE*LAKES GAS CO 065	\$ 21.61
AMAZON MKTPL*N37A419G0	\$ 21.23
PIGGLY WIGGLY #037	\$ 19.93
AMAZON MKTPL*N34DO3A52	\$ 15.02
AMAZON RETA* N31X40SF2	\$ 14.56
HOBBY LOBBY #283	\$ 14.31
AMAZON RETA* N38YU3910	\$ 9.79
AMAZON MKTPL*N39SR9211	\$ 8.99
GETVERTICAL PV	\$ (506.55)
AMAZON MKTPLPLACE PMTS	\$ (817.19)
US Bank Purchasing Card Payment - Individuals	\$ 170,228.13

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 26, 2025

Administrative Recommendation

It is recommended that the July 2025 cash receipt deposits totaling \$425,304.15, and cash receipt wire transfers-in totaling \$953,442.55, be approved.

Check numbers 646014 through 646850 (net of voided batches) totaling \$5,884,963.41, and general operating wire transfers-out totaling \$4,727,118.44, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the July 2025 net payroll and benefit EFT batches totaling \$13,443,836.03, and net payroll check batches totaling \$1,374.83, be approved.

Dr. Jeffrey Weiss
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

Lisa M. Salo, CPA
Accounting Manager

This page intentionally left blank

Kenosha Unified School District
Kenosha, Wisconsin

August 26, 2025

**2025-2026 BASE WAGE INCREASE FOR
ADMINISTRATIVE, SUPERVISORY AND TECHNICAL (AST) EMPLOYEES**

Background:

On June 22, 2025, the Board of Education approved a cost-of-living increase for all collective bargaining groups and employee groups except for the Administrative, Supervisory and Technical (AST) employees. The Board asked that Administration provide additional details to questions they had regarding the cost of such an increase to this employee group. Administration will provide this information during the August 26, 2025, Board meeting.

Administrative Recommendation:

Administration recommends that the board approve a total base wage increase of 2.95% for all AST employees effective July 1, 2025.

Dr. Jeffery Weiss
Superintendent of Schools

Mr. Tarik Hamdan
Chief Financial Officer

Mr. Kevin Neir
Chief Human Resources Officer

This page intentionally left blank

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 26, 2025

**PROPOSED INCREASE TO ELEMENTARY AND HIGH SCHOOL
PROFESSIONAL/PREP TIME FOR THE 2026-27 SCHOOL YEAR**

Background:

In the failed February 2025 referendum, the district asked voters to approve an increase in operational funding for additional professional/preparation time for elementary and high school teachers. Professional/preparation time refers to portions of a teacher's workday set aside for planning, grading, collaboration, and other professional responsibilities. Teachers do not provide direct instruction or work in front of students during this time. The following responsibilities are examples of work that may be completed during this time:

- Grading
- Supervision of bus activity/recess/lunch/hallway
- IEP/504 meetings/intervention accommodations
- Health/safety plans
- Statutory requirements (accountability, Act 20)
- Parent/guardian communications
- Lesson planning (differentiation, enrichment)
- Posting lessons, information and updates
- Researching new curriculum artifacts
- Team collaboration
- Professional learning
- Data analysis

The activities listed above are essential to the creation of a robust academic environment. Due to past cost-saving measures, the time available for teachers to complete these activities during their 7-hour workday has been significantly reduced.

Although the referendum did not pass, the need for additional time has not gone away. By passing a motion to make increased professional/preparation time a priority, budget construction for the 2026-27 school year will ensure that this increased time is implemented. Other areas of the budget will experience reductions. It is premature to specify the budget areas that this may affect.

Below are current and proposed time allotments (*NOTE: Minutes below are approximate as they may vary slightly by location*):

Current Elementary Teacher Schedule for 2025-26 SY

- Currently have 3 specials, or non-instructional time, per week
- Weekly Specials/Non-instructional Time: ~45 minutes, 3 times (Art, Music, PE) = **~135 minutes weekly**
- Weekly Prep/Professional time: ~220 minutes (~55 minutes x 4 M-Th) + ~211 minutes Friday = **~431 minutes weekly**
- **Total Non-contact Time = ~566 minutes, or ~9 hours 26 minutes weekly**

Proposed Elementary Schedule for 2026-27 SY

- Proposal: Add a 4th special (library) per week
- Weekly Specials/Non-instructional Time: ~45 minutes, 4 times (Art, Music, PE, Library) = **~180 minutes weekly**
- Weekly Prep/Professional Time: ~220 minutes (~55 minutes x 4 M-Th) + ~211 minutes Friday = **~431 minutes weekly**
- **Total Non-contact Time = ~611 minutes, or ~10 hours 11 minutes weekly**
- Projected cost increase of **~\$910K** for an additional 8.5 FTE Library Media Teachers

Current High School Teacher Schedule for 2025-26 SY

- High school staff currently teach 6 of 7 periods
- Weekly Prep/Professional Time: ~200 minutes (~50x4 M-Th) + ~45 minutes Friday = **~245 minutes weekly**
- Weekly Non-instructional Time: ~136 minutes(~34x4 M-Th) + ~93 minutes Friday = **~229 minutes weekly**
- **Total Non-contact Time = ~474 minutes, or ~7 hours 54 minutes**

Proposed High School Teacher Schedule for 2026-27 SY

- Proposal: Add a second prep/professional period each day, moving to teach 5 of 7 periods
- Weekly Prep/Professional Time: ~400 minutes (~50x8 M-Th) + ~90 (45x2) minutes Friday = **~490 minutes weekly**
- Weekly Non-instructional Time: ~136 minutes(~34x4 M-Th) + ~93 minutes Friday = **~229 minutes weekly**
- **Total Non-contact Time = ~719 minutes, or ~11 hours 59 minutes weekly**
- Projected cost increase of **~\$2.55MM** for additional FTE staff
 - Note: This figure was higher in previous presentations because those estimates were based on prior-year student schedules and staffing. The projection for the 2026-27 SY will be less due to continually declining birth rates/enrollment at the high school level.

Recommendation:

Administration recommends that the board:

- Approve an increase of elementary prep time for the 2026-27 school year by hiring nine additional Library Media Teachers; and
- Approve a reduction of the number of classes in high school teachers' full teaching load for the 2026-27 school year from six of seven to five of seven classes.

Dr. Jeffrey Weiss
Superintendent of Schools

Kenosha Unified School District
Kenosha, Wisconsin

August 26, 2025

**2025-2026 BASE WAGE INCREASE FOR
NON-FULL TIME EQUIVALENT (FTE) HOURLY WAGE EMPLOYEES**

Background:

On June 22, 2025, the Board of Education approved a cost-of-living increase for all collective bargaining groups and employee groups except for the Administrative, Supervisory and Technical (AST) employees. The Board asked that Administration provide additional details to questions they had regarding the cost of such an increase to this employee group. Additionally, the Board asked Administration to calculate the cost of a base wage increase of 2.95% for non-full time equivalent (EFT) hourly wage employees.

Administrative Recommendation:

Administration recommends that the board approve the adjusted non-full-time equivalent (FTE) hourly wage schedule for employees effective August 24, 2025.

Dr. Jeffery Weiss
Superintendent of Schools

Mr. Tarik Hamdan
Chief Financial Officer

Mr. Kevin Neir
Chief Human Resources Officer

This page intentionally left blank

**Kenosha Unified School District
Kenosha, Wisconsin**

August 26, 2025

REVISIONS OF POLICY AND RULE 5534.1–ANAPHYLAXIS

Background

In October 2024, the Board approved Policy and Rule 5534.1 - Anaphylaxis to guide prevention efforts and emergency response procedures for anaphylactic reactions within school settings. At the time, the policy language reflected the most common medical treatment format - epinephrine administered through an "auto-injector."

As medical guidance evolves and new treatment options become available, particularly those involving intranasal delivery, it is necessary to revise the current policy language to reflect these developments and support safe, effective emergency care using all medically approved administration methods.

The proposed revisions to Policy and Rule 5534.1 - Anaphylaxis include:

- Replacing the term “auto-injector” with “epinephrine delivery device” throughout the policy.
- Adding clarifying language indicating that epinephrine may be administered via intramuscular injection (e.g., auto-injector or syringe) or intranasally, based on the device used and prescriber directions.
- Updating training guidance to ensure that school staff are familiar with both intramuscular and intranasal administration techniques, as appropriate.

Recommendation

Administration recommends that the Board of Education approve to the revisions to Policy and Rule 5534.1 - Anaphylaxis as a first and second reading on August 26, 2025.

Dr. Jeffery Weiss
Superintendent of Schools

Mrs. Wendy Tindal
Chief Academic Officer

Ms. Stacy Guckenberger
Director of Special Education and Student Support

POLICY 5534.1
ANAPHYLAXIS

Every allergic reaction has the potential for developing into a life-threatening event known as anaphylaxis. Anaphylaxis is always a medical emergency as students can have the onset of symptoms within minutes to hours, and if untreated, it can lead to collapse and death shortly thereafter.

Anaphylaxis is usually an immediate reaction occurring within seconds or minutes to an hour following exposure to an allergen (food, insect sting, latex, medication). There is no predictable pattern with anaphylaxis. Each subsequent episode may be the same, more severe, or less severe.

For severe allergic reactions, epinephrine is the drug of choice for treatment. Every student with a history of anaphylaxis should have at least one Epinephrine ~~auto-injector~~ **delivery device** in the health office. Some students may have additional Epinephrine ~~auto-injectors~~ **delivery devices** at school or may carry an epinephrine ~~auto-injector~~ **delivery device** on their person. A completed medication authorization form signed by the parent or legal guardian AND a prescriber must be on file in the office. Medication authorization forms must be renewed annually.

Individuals not known to be at risk of anaphylaxis

A student not known to be at risk of anaphylaxis may also display symptoms of severe allergic reaction. Per the National Institute of Health, 16- 18% of children experience their first reaction at school. In such circumstances, school staff should assess the situation and take action as would be appropriate for any other illness/injury/emergency incidents. This includes calling 911 if anaphylaxis is suspected.

Any school staff or volunteer, or school bus operator validly authorized under state law to operate the school bus, he/she is operating, may use an epinephrine ~~auto-injector~~ **delivery device** to administer epinephrine to any pupil who appears to be experiencing a severe allergic reaction if, as soon as practicable, the school bus operator, employee or volunteer reports the allergic reaction by dialing the telephone number "911" or, in an area in which the telephone number "911" is not available, the telephone number for an emergency medical service provider.

When given intramuscularly (IM) in the outer thigh, the onset of action is quick and peaks within 9 minutes. **When given intranasally, it is absorbed through the nasal mucosa and onset of action is within 1 minute.** It must be given as soon as possible to treat and reverse symptoms. Administering epinephrine buys time to get to an emergency room for additional care. **If epinephrine is given, 911 or emergency services should be called immediately.**

A second Epinephrine ~~auto-injector~~ **delivery device** may be administered if no improvement in symptoms occurs within 15-20 minutes, **regardless of which delivery device is used.** When in doubt, administer Epinephrine ~~auto-injector~~ **delivery device** and immediately call 911. Due to the short duration of action of epinephrine and the high potential that additional emergency treatment will be needed, prompt activation of the local EMS by calling 911 and subsequent transport to a medical facility is imperative. Unfortunately, epinephrine and other treatments for anaphylaxis are not fail-safe; deaths can and do occur despite administration of emergency medications. The only truly effective treatment is absolute avoidance of the allergen.

When a student known to be at risk for anaphylaxis displays initial symptoms, it must be presumed that the student is in need of the assistance outlined in the student's emergency health plan. Immediate intervention is essential. It will not harm the student if his/her prescribed medication is given even if

anaphylaxis is not present. **When a trained employee, except healthcare professionals, administers epinephrine to a staff member, volunteer, or visitor displaying symptoms of anaphylaxis, it is presumed that the person administering the stock epinephrine delivery device is acting in good faith and is immune from civil liability unless the act or omission constitutes a high degree of negligence.**

LEGAL REF.: Wisconsin Statutes

Sections	118.125	Confidentiality/maintenance of student records
	118.29	Medication administration by school personnel; policy/procedure requirements
	121.02(1)(g)	Emergency nursing services standard
	146.81 - 146.83	Confidentiality of patient health care records]
PI 8.01(2)(g)	Wisconsin Administrative Code	Emergency nursing services requirements; medication administration procedures required

CROSS REF.: 5434 Student Alcohol and Other Drug Use
5531 Emergency Care Services

AFFIRMED: August 27, 2013
October 22, 2024

RULE 5534.1
ANAPHYLAXIS

A. Required Written Statements

4. Copies of all required written directions of a physician and written consent of a parent/guardian pertaining to administration of medication to a student shall be filed in the school Health office.
2. The practitioner providing the direction and prescribing the medication must state in writing, either on the prescription or in a letter, the name of the student, the name of the drug including strength, dosage, time indications, **route** and duration of the prescription; the specific conditions under which he/she should be contacted regarding the condition or reactions of the student receiving the prescription medication. The practitioner must also express a willingness to accept communication from the person dispensing or administering the prescription medication.

B. Medication Administration

1. Designated school employees i.e., health/information assistants, principals, secretaries, teachers, counselors, first responders, will dispense and administer medication at the elementary and middle school level. In order to do so, staff will be trained annually by a school nurse on how to administer ~~Epi Auto injectors~~ **epinephrine delivery devices**. This would include a return demonstration using ~~epi-auto-injector~~ **epinephrine delivery devices** trainers, in addition to District assigned module trainings.
2. Students will be allowed to carry and administer their own medication with written parent/guardian and Physician permission. Any student needing prescription medication during school hours must have the prescription on file in the Health office. If a student is unable to administer his/her own medication, a designated school employee will assume this responsibility.
3. WI School Meds on line training course for school personnel will be provided.

C. Medication Storage and Recordkeeping

1. All medication must be supplied in the original container. The label on the bottle must contain the name and telephone number of the pharmacy, the pupil's identification, name of the practitioner, medication name, number dispensed, strength, dose, route, times or circumstances for medication to be given, special directions for storage or dispensing. Non-prescription medication must be in the original container with the directions on the container including pupil's name. The prescribed medication shall be kept in a locked cubicle or drawer. Taking the medication shall be supervised by the designated school personnel at the time conforming with the indicated schedule.
2. Anyone dispensing or administering medication under Board policy and these procedures shall record such action in a log kept in the District's Student Information system. Documentation must contain the recorded time the medication was administered and the initials of the person who was responsible for the administration of the medication.
3. Any unused medication at the end of the period for which it was prescribed shall be picked up by the parent/guardian after notification to the parent/guardian, or the medication shall be destroyed.

D. Liability Exemption

School employees, except health care professionals, shall be immune from civil liability for any acts or omissions in administering medication to students in accordance with Board policy, these procedures and state law requirements unless the act or omission constitutes a high degree of negligence.

School employees and volunteers, other than health care professionals, who in good faith render emergency care to a student, are immune from civil liability for any of their acts or omissions in rendering such emergency care.

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 26, 2025

**APPROVAL OF PROVISIONS GOVERNING THE TRANSPORTATION
OF STUDENTS ATTENDING PUBLIC AND PRIVATE
SCHOOLS FOR THE 2025-2026 SCHOOL YEAR**

The following provisions for the transporting of students attending public and private schools will become effective at the beginning on the fifteenth day of August 2025. (These provisions relate to Board Policies 3511 - Transportation and 3514 – Use of Privately Owned Vehicles to Transport Students.)

Students Attending Public Schools

1. Pursuant to Wisconsin Statutes, transportation shall be provided to all students residing in the City of Kenosha, Village of Pleasant Prairie, and the Village and Town of Somers who live two or more miles from the public school to which they are assigned.
2. Pursuant to Wisconsin Statutes relating to transportation in areas of unusual hazards, transportation shall be provided to students of all elementary schools, 4k kindergarten through grade 5, who reside in the Village of Pleasant Prairie, Village or Town of Somers (except elementary school students residing within the attendance areas of Forest Park, Grant, Strange, and Harvey Elementary schools), and certain designated areas in the district as described below.
3. Transportation will be provided for all students residing in the corporate limits of the City of Kenosha and living west of Highway 31, with the exception of Nash Elementary students where safe walking conditions are available and for Bradford High School students where the only access road is Highway 31.
4. Transportation will be provided to students residing within the corporate limits of the City of Kenosha who attend 4k through grade 5 of the elementary school located outside the corporate limits of the City of Kenosha.
5. Transportation will be provided for students who reside within the Bose Elementary School attendance area east of the Chicago and Northwestern Railroad tracks and for students who reside west of 22nd Avenue.
6. Transportation will be provided for students who reside within the Jeffery Elementary School attendance area on the south side of 89th Street and further south of 89th Street, west of 22nd Avenue, and east of 39th Avenue.

7. No transportation will be provided for students who are voluntarily enrolled in alternative programs, participating in part-time and full-time open enrollment programs, or participating in Recreation Department programs.
8. Elementary students (grades 4k through 5) may be required to walk up to one mile to an authorized school bus pick-up point. Students in grades 6 through 12 may be required to walk up to 1 mile to a school bus pick-up point. Exceptions to these distances may occur in areas considered “unusually hazardous” and will be subject to approval by the Supervisor of Transportation.
9. Students supervised before and after school by a day care center located within the attendance area of the school may be bused to or from the school. The Superintendent will make recommendations to the Board relative to any exceptions to this policy.
10. Transportation will be provided to students attending the academy portion of Indian Trail High School and Academy (ITHSA), residing less than two miles from school, until such time that the City of Kenosha will provide improved walking areas and are in the attendance boundary of ITHSA.
11. Students attending schools of choice are not provided transportation. Lakeview Technology Academy (LTA) students may request bus service to their boundary high school and ride a District provided shuttle bus from their boundary high school to LTA. Students are then shuttled back to their boundary high school for transportation rides home. (Note: Harborside will be allowed to use the boundary high school routes and take a shuttle to and from Harborside so long as Harborside continues to pay for their transportation.)
12. Transportation will be provided to students who reside in Lance Middle School attendance area who live on Cooper Road or west of Cooper Road until such time that the Village of Pleasant Prairie provides improved walking areas to avoid walking on Cooper Road as the only walk path to school. Students may be required to walk no more than 200 ft. on Cooper Road to get to an approved walk path or a bus stop.
13. Students who reside on Highway “H”, 39th Avenue, and Springbrook Road may be required to walk no more than 200 ft. on these roads.
14. Transportation will be provided to students who reside in the Bradford High School attendance area who are less than two miles but become more than two miles due to the hazardous walk zone along Washington Road from east of Highway 31 to 39th Avenue.

Students Attending Private Schools

1. Pursuant to Wisconsin Statutes, transportation shall be provided to students attending private schools on the same basis as set forth above for students attending public schools with the additional provisions listed below.
2. Pursuant to Wisconsin Statutes, students residing in the school district who attend private schools located not more than five miles beyond the boundaries of the school district but within the state are eligible for transportation. In lieu of district bus transportation, parent contracts will be offered to the parent or guardian of each eligible pupil in accord with Wisconsin Statutes.
3. Pursuant to Wisconsin Statutes, transportation will be provided as set forth above to the private school located in the attendance area in which the pupil resides.

Transportation for Students with Exceptional Needs

1. Transportation services for students with special needs shall be provided in accordance with the student's Individualized Education Program (IEP) or Section 504 Plan, as required by state and federal laws. The district shall ensure that transportation is provided in a safe and appropriate manner that meets the unique needs of each eligible student. When a student's disability prevents them from accessing regular transportation services, specialized transportation arrangements will be made, including the use of monitors, specialized equipment, or modified vehicles as necessary. The need for transportation as a related service shall be determined by the IEP or 504 team and reviewed at least annually.

Other Provisions Concerning the Transportation of Students

1. Pursuant to Wisconsin Statutes, the Board is empowered to administer, set transportation routes and schedules, secure necessary information, make reports, and apply for and receive aids for the transportation of both public and private school students actually transported.
2. Insofar as possible, administrators of private schools shall be requested to coordinate their school calendars with the public school calendar.
3. Transportation will be provided for public and private school students as approved by the Board to implement state-mandated programs and federal programs.

4. Insofar as possible, bus stops for students with exceptional needs and Head Start students are to be designated near to and on the same side of the street as the residence unless bus aids are provided or other arrangements are made with the parent through the district Transportation Office.
5. The provisions of this policy statement as set forth above shall apply in all instances except those in which extraordinary conditions are held to prevail and shall be subject to further review pending any required adjustments due to unforeseen circumstances.
6. Administration will be responsible for establishing and maintaining bus routes in accordance with this policy and changes in student population.

Administration Recommendation

Administration recommends school board approval of the Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2025-2026 school year.

Dr. Jeffery Weiss
Superintendent of Schools

Mr. Jeff Marx
Transportation Supervisor

Mr. John Setter
Director of Facilities

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

August 26, 2025

**CONVEYANCE OF PROPERTY
68TH AVENUE INDIAN TRAIL OUTLOT**

Background:

During the construction of the original Indian Trail Academy, Mahone Middle School and the additions to Indian Trail that made it into Indian Trail High School and Academy as well as the time periods in between, a large amount of land in that area was purchased both by KUSD as well as other private developers. The majority of the land acquired by the private developers was used for single and multi-family housing. There was one small 0.16 acre parcel that was part of the land purchased by the private developers that ended up being east of the new stretch of 68th Avenue which was constructed south of 52nd Street in the late 1990's. That parcel was too small to be developed and is adjacent to land owned by KUSD that is used for baseball and softball fields and stormwater management as part of the Indian Trail site. Attachment 1 to this report provides an aerial view of the 0.16-acre parcel outlined in blue.

In February of this year, KUSD was approached by the corporation counsel attorney from Kenosha County who resolves open real estate issues including outlots abandoned by developers that create problems for the County Treasurer and Land Information Office. The County cannot legally convey the property to KUSD, but it can convey land to the local municipality, in this case the City of Kenosha. The County is proposing to have the City of Kenosha take transfer of the parcel from the County through a Memo of Understanding (MOU). The City of Kenosha has expressed a willingness to take title of the parcel and convey it to KUSD with a Quit Claim Deed (Attachment 2). The conveyed parcel will then be combined with the existing Indian Trail retention pond parcel. In order for the City to get this approved, the City and County needs a commitment from the KUSD School Board to accept the parcel from the City.

Attachment 3 is the approved Memorandum of Understanding (MOU) between Kenosha County and the City of Kenosha. The document describes the collaboration process between the County, City and KUSD. The Kenosha City Council approved the MOU at the July 21, 2025 Common Council Meeting. Next, the MOU will be referred to the Kenosha County Finance Committee and the County Board for approval at their August 19, 2025 meeting. The KUSD school board will take final action on the matter at the August 26, 2025 School Board meeting.

Provided the School Board is supportive of this conveyance proposal, the property acquisition will require approval at the Annual Meeting of Electors on September 16, 2025.

After the anticipated approval of the matter at the Electors meeting, the conveyance will be formally be executed by the City of Kenosha and KUSD. KUSD has agreed to pay the \$60.00 Register of Deeds recording fee that covers both the City and KUSD.

Schedule of Events Summary:

July 21, 2025 – Kenosha City Common Council and Finance Committee voted to approve the MOU between the County of Kenosha and the City of Kenosha.

August 14, 2025 – KUSD School Board Agenda Review of Conveyance to KUSD.

August 19, 2025 – Kenosha County Board votes on approval of the County to City MOU property transfer.

August 26, 2025 - KUSD School Board vote on the City of Kenosha Conveyance of property to KUSD.

September 16, 2025 – Electors meeting vote to approve the Conveyance of the property to KUSD from the City of Kenosha.

Administration Recommendation:

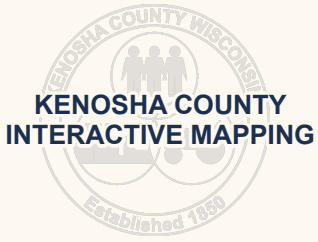
Administration recommends initial School Board approval of the proposed land conveyance as well as placing this item on the agenda of the upcoming Annual Meeting of Electors for review and approval.

Dr. Jeffrey Weiss
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

John Setter, AIA
Director of Facilities

Indian Trail Outlot Conveyance



ATTACHMENT 1



1:3,032
1" = 253'

Date Printed: 7/30/2025



DISCLAIMER This map is neither a legally recorded map nor a survey and is not intended to be used as one. This drawing is a compilation of records, data and information located in various state, county and municipal offices and other sources affecting the area shown and is to be used for reference purposes only. Kenosha County is not responsible for any inaccuracies herein contained. If discrepancies are found, please contact Kenosha County.

State Bar of Wisconsin Form 3-2003
QUIT CLAIM DEED

Document Number

Document Name

THIS DEED, made between City of Kenosha

_____ ("Grantor," whether one or more),
and Kenosha Unified School District

_____ ("Grantee," whether one or more).

Grantor quit claims to Grantee the following described real estate, together with the rents, profits, fixtures and other appurtenant interests, in Kenosha County, State of Wisconsin ("Property") (if more space is needed, please attach addendum):

Tax parcel # 08-222-34-340-100:

Outlot 1 of Indian Trails Estates, being a Subdivision of part of the Southwest Quarter of Section 34, Town 2 North, Range 22 East of the Fourth Principal Meridian. Said lands lying and being in the City of Kenosha, County of Kenosha, and State of Wisconsin.

Recording Area

Name and Return Address

Kenosha Unified School District
3600 52nd Street
Kenosha, WI 53144

08-222-34-340-100

Parcel Identification Number (PIN)

This is not homestead property.
(is) (is not)

This parcel 08-222-34-340-100 is to be combined with parcel 08-222-34-303-001.

Dated _____

_____(SEAL)_____(SEAL)
David Bogdala, Mayor

_____ (SEAL) _____ (SEAL)
* * _____

AUTHENTICATION

Signature(s) _____

authenticated on _____

*

TITLE: MEMBER STATE BAR OF WISCONSIN

(If not, _____
authorized by Wis. Stat. § 706.06)

THIS INSTRUMENT DRAFTED BY:

ACKNOWLEDGMENT

STATE OF WISCONSIN)
) ss.
KENOSHA COUNTY)

Personally came before me on _____,
the above-named David Bogdala

to me known to be the person(s) who executed the foregoing instrument and acknowledged the same.

 *

 Notary Public, State of Wisconsin
 My Commission (is permanent) (expires: _____)

(Signatures may be authenticated or acknowledged. Both are not necessary.)

NOTE: THIS IS A STANDARD FORM. ANY MODIFICATIONS TO THIS FORM SHOULD BE CLEARLY IDENTIFIED.

QUIT CLAIM DEED

© 2003 STATE BAR OF WISCONSIN

FORM NO. 3-2003

* Type name below signatures.

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF KENOSHA
AND KENOSHA COUNTY REGARDING THE TRANSFER OF OUTLOT
LANDS FROM KENOSHA COUNTY
TO CITY OF KENOSHA**

This is a Memorandum of Understanding ("MOU") entered into between the City of Kenosha (the "City"), a Wisconsin municipal Corporation with offices located at 625 52nd St. Kenosha, Wisconsin 53140, and Kenosha County (the "County"), a duly existing Wisconsin County with offices located at 1010 56th Street, Kenosha Wisconsin 53140.

WHEREAS, the County, due to tax delinquency, has taken a tax deed on an outlot parcel: 08-222-34-340-100, located in the City of Kenosha, as described and depicted in **Exhibit A** (the "Lands") attached hereto and incorporated herein by reference; and

WHEREAS, the previous owners of the Lands failed to pay taxes or maintain the Lands, and there are outstanding taxes due on the Lands; and

WHEREAS, benefits accrue to counties and municipalities by cooperative agreements on property wherein transfers and agreements on terms mutually agreeable occur;

WHEREAS, the City has expressed interest in acquiring the Lands from the County for management or transfer benefiting the Kenosha Unified School District (KUSD). The Lands consist of one former outlot contiguous to land owned by KUSD at Indian Trails High School; and

WHEREAS, the City intends to acquire the Lands, but has requested the County waive the City's responsibility for the payment of any outstanding taxes and/or special assessments; and

WHEREAS, the City finds that it is in the best interest of the health, general welfare, and safety of the residents of the City of Kenosha to acquire the Lands from the County for transfer and subsequent combination with contiguous owner for maintenance; and

WHEREAS, the County and City find that transferring the Land to the City will allow for the Lands to be used in a beneficial manner and is in the best interest of the residents of the City and County; and

WHEREAS, this MOU confirms the discussions between the County and the City regarding the Land and City interest in owning it.

NOW, THEREFORE, the City and the County hereby agree as follows:

1. Purchase Price and Outstanding Taxes. The City agrees to pay \$1.00 for the Lands. The County shall not require the payment of any outstanding taxes or special assessment charges by the City.
2. Intended Use of Land. The City intends to transfer the lot to KUSD, the contiguous owner, who will accept the outlot to be combined with their existing property under tax parcel number 08-222-34-340-100.

3. Current Zoning and Comprehensive Plan. The Comprehensive Plan identifies the Land as "Government & Institutional. The current zoning of the lands is RM-2 Multiple-Family Residential. The Lands will not need to be rezoned upon their transfer.
4. The City will accept the Lands by quit claim deed and immediately transfer such Lands to KUSD by quit claim deed. The City will not be responsible for any expenses the City may incur in connection with the City's acquisition or transfer of the Lands. Such City expenses may include, but are not limited to, recording fees, title fees, and closing costs.
5. The County assumes all responsibility for maintaining the Lands while it is owned by the City.
6. No forbearance or waiver of any term of this MOU shall be construed as a waiver of any other term in this MOU or any other instance or particular covered by this MOU.
7. If any provision of this MOU is held to be unenforceable or invalid for any reason, the remaining provisions will continue in full force and effect and with such unenforceable or invalid provision to be changed and interpreted to best accomplish its original intent and objectives.
8. This MOU has been negotiated between the parties and each party has participated in the drafting of this MOU. Each entity is responsible for maintaining its own copy of this MOU.
9. This MOU may not be modified or amended, except by an agreement in writing, executed and delivered by the party against whom enforcement of such modification or amendment is sought.
10. The parties agree that this MOU shall be governed by the laws of the State of Wisconsin and all disputes shall be adjudicated in the Kenosha County Circuit Court.
11. Each of the undersigned hereby represents and warrant that they have the requisite power and authority to execute this MOU and that the execution and delivery of this MOU by the undersigned has been approved by all action required by law.
12. Any notice required to be given to any party to this MOU shall be in writing and delivered either by hand or certified mail, return receipt requested, to the addresses indicated below, or such address as the parties indicate in writing. Notice shall be effective as the date of delivery, if by hand, or mailing, if by certified mail.
13. This Memorandum of Understanding does not bind the parties to close this transaction or enter the agreements that will be required to do so. All rights to approve or deny such agreements are reserved, provided the matter is considered in good faith.

IN WITNESS THEREOF, the City and the County have caused this Memorandum of Understanding to be signed and dated as of this 28th day of July, 2025.

CITY OF KENOSHA
A Wisconsin MUNICIPAL CORPORATION

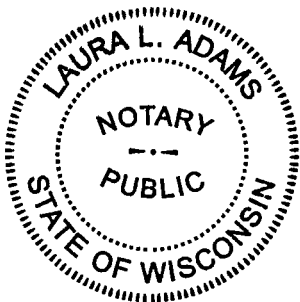
By: [Signature]
Mayor David Bogdala

Attest:

By: [Signature]
Michelle Nelson, City Clerk/Treasurer

STATE OF WISCONSIN)
) SS:
COUNTY OF KENOSHA

Personally, came before me this 28th day of July, 2025, in Kenosha, Wisconsin, David Bogdala, Mayor, and, Michelle Nelson, City Clerk/Treasurer, of the City of Kenosha, to me known to be such Mayor and City Clerk/Treasurer of the City of Kenosha and acknowledged to me to be the same.



[Signature]
Printed Name: Laura L. Adams
Notary Public: Kenosha County, State of WI
My Commission expires: 4/23/28

KENOSHA COUNTY, A Wisconsin County

By: _____
Samantha Kerkman, County Executive

Attest:

By: _____
Regi Waligora, County Clerk

STATE OF WISCONSIN)
) SS:
COUNTY OF KENOSHA

Personally came before me this ____ day of _____, 2025, in Kenosha, Wisconsin, Samantha Kerkman, County Executive and Regi Waligora, County Clerk to me known to be such County Executive and County Clerk of Kenosha County and acknowledged to me to be the same.

Printed Name: _____
Notary Public: _____ County, State of WI
My Commission expires: _____

Document drafted by:

Andy Buehler
Kenosha County Division of Planning and Development
and

Attorney John Moyer
Office of Kenosha county Corporation counsel
925 56th St.
Kenosha, WI 53140

Exhibit A

Legal Description and Depiction of Lands

Tax parcel# 08-222-34-340-100

Outlot 1 of Indian Trails Estates, being a Subdivision of part of the Southwest Quarter of Section 34, Town 2 North, Range 22 East of the Fourth Principal Meridian. Said lands lying and being in the City of Kenosha, County of Kenosha, and State of Wisconsin.

This page intentionally left blank

Kenosha Unified School District
Kenosha, Wisconsin

August 26, 2025

Controlled Entrances Funding Options

Included in the proposed referendum question that failed on February 18, 2025, was the funding needed to complete controlled entrance projects at the last seven schools in our district that do not have them.

The seven schools without controlled entrances are as follows:

1. Bose Elementary
2. Curtis Strange Elementary
3. Forest Park Elementary
4. Jeffery Elementary
5. Harvey Elementary
6. Whittier Elementary
7. Lance Middle School

The total projected cost of the projects was estimated at \$12.5 MM, which we would have needed to borrow, leading to additional interest costs, making the total true cost close to \$15 MM over the proposed 5-year borrowing period. In addition to the construction, \$450 K per year was also proposed to fund upgraded security hardware and software items.

Student safety and security remain a top priority for the district, and the administration has not stopped exploring potential funding options, which will be presented and discussed tonight as requested by the Board.

Dr. Jeffrey Weiss
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

This page intentionally left blank

**Kenosha Unified School District
Kenosha, Wisconsin**

August 26, 2025

**BOYS & GIRLS CLUB OF KENOSHA GANG PREVENTION EDUCATION PROGRAM
2024-2025 YEAR END REPORT AND APPROVAL OF THE 2025-2026 MEMORANDUM OF
UNDERSTANDING**

Background:

The Boys & Girls Club of Kenosha (BGCK) and the district have enjoyed a partnership for more than 20 years working collaboratively to address the issue of gang involvement and delinquency issues in our community. The district provides financial support to the BGCK so they can monitor, supervise, and mentor youth in gang prevention groups, while working on anger management, team building, job skills development, gang resistance, and social and delinquency issues.

The BGCK has supervised and mentored 50 case-managed youths in gang prevention programs at our middle and high school levels. Last year, there were approximately 126 students that participated in weekly youth empowerment group sessions known as prevention group facilitation at Washington, Mahone, Lance, and Bullen middle schools. In these sessions, BGCK approved curriculum was utilized that covered such things as anger management, good decision making, coping mechanisms, role modeling, goal setting, as well as financial literacy. The year end report (Attachment A) is included in this report. The goals and results from the past year are also included (Attachment A & B).

A description of the program and goals for the Gang Prevention Education Program are included (Attachment C). The partnership with the district, the Juvenile Justice Office and the BGCK is invaluable. The third document in this report is the Memorandum of Understanding (Attachment D) between the BGCK and the district for the 2025-2026 school year.

Recommendation:

Administration recommends that the School Board approve entering into a Memorandum of Understanding with the BGCK for a Gang Prevention Education Program, at the cost of \$60,000 (from Fund 80), during the 2025-2026 school year.

Dr. Jeffrey Weiss
Superintendent of Schools

William Haithcock
Chief of School Leadership

Boys and Girls Club of Kenosha/KUSD Gang Prevention Initiative
Year End Report 2024-2025

1. Boys & Girls Club of Kenosha (BGCK) staff facilitated student groups with gang prevention activities at several schools throughout the district. Youth participated in groups using evidence-based curriculum from the Boys & Girls Clubs of America's National Program Street SMART that was revised in 2015. The groups facilitated in Kenosha Unified School District (KUSD) are typically held during lunch or CORE class period to decrease the amount of time taken away from academics. BGCK staff and KUSD faculty hand select youth that exhibit certain risk factors that put them at increased risk for gang involvement, such as, but not limited to disruptive classroom behavior, family member known gang member, lack of extracurricular activities, fighting with classmates, etc.

Each group contains no more than 12 students, and they are typically separated by gender, which allows for freer conversation between the students and staff members. Based on the feedback given from KUSD staff and students, appropriate Street-Smart lessons are presented to address issues specific to those in the group. Once certain requirements (better classroom behavior, no major or minor infractions for an established period of time, etc.) are met, members of the group are allowed to attend incentive field trips. Furthermore, Street Smart programs are also facilitated at the Boys & Girls Club (BGCK) two times a week throughout the school year in BGCK Teen Center in addition to the school groups. The youth remain in their groups approximately 3-6 months working on anger management, team building, job skill development, gang resistance and social and delinquency issues.

2. BGCK staff also case-managed 50 youth that were referred to the program by KUSD counselors, staff, and Kenosha County case workers. The BGCK staff organized and supervised incentive-based field trips for case managed youth. Shortly after the pandemic the number of trips was lessened, however BGCK staff have begun to increase experiences for youth. For example, youth attended trips to the Black History Museum in Milwaukee, ice- skating, Sky Zone Wisconsin Dells, Six Flags, etc. All 50 youth who participated in the gang prevention initiative experienced positive behavioral changes which may be related to the pro-social activities offered at the BGCK. Thirty-eight youths in the gang prevention program are actively participating in the summer youth employment program in 2024 and have been placed at several public and private businesses in the Kenosha area.

3. BGCK staff maintained frequent contact with the families of case managed youth through home visits, weekly phone calls and activities. Some of the activities were the Haribo Classic at UW-Parkside, Carthage College Football invitational, Juneteenth Festival, Cinco de Mayo, and much more. BGCK staff also gave families tours of the Teen and Tween Centers to introduce more families to the activities at the BGCK and provided referrals for additional resources within the community.

4. BGCK staff collaborated with principals of individual schools daily to provide continuity of care for the 50 case-managed youth. Gang prevention staff visited schools as requested to assist with gang involvement and delinquency issues. They helped identify graffiti, provided security at sporting events, identified issues happening outside the school to ensure they are not brought into the schools, and worked closely with SRO police officers at the schools to further prevent gang activity at KUSD schools. Additionally, staff spoke at various school events related to gang prevention or teen violence and attended open houses at various KUSD locations. Lastly, outreach staff were often called to the school to assist students with behaviors, advocate on behalf of the student or provide a listening ear

during a free period.

Overall Progress 2024-2025 Year End Results

Goal 1 - 85% of youth will not have a new offense in the program.

- 94% of case managed youth did not have a new offense.

Goal 2 - 85% of youth will participate in at least four non-gang related activities per month.

- 96% of youth have participated in at least four non-gang related programs per month.

Goal 3 - 70% of parents/families will increase involvement in youth care.

- 66% of parents participated in at least two activities per month. This is an area where BGCK, like many youth agencies, has struggled. However, more community events increased parental participation during this school year.

Goal 4 - 80% of youth will maintain or reduce their gang risk assessment score from program intake to program completion.

- 98% of youth reduced their gang risk assessment score from program intake to completion of their time in the program.

Goal 5. 75% of youth who participate in the program for at least three months will improve school attendance.

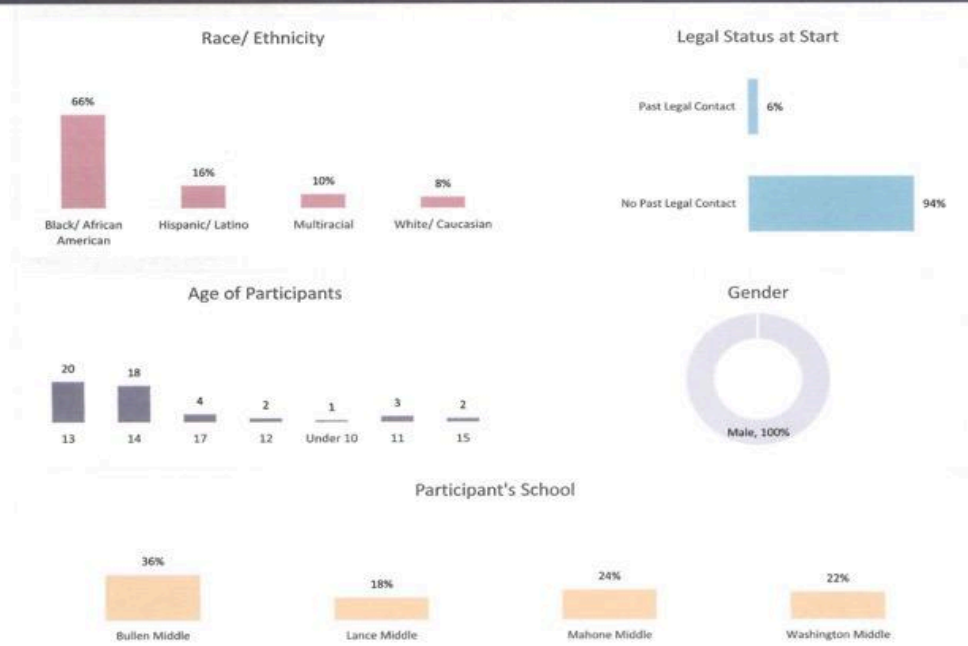
- 82% of youth have improved their school attendance.

Goal 6 - 75% of youth will improve their academic performance overall.

- 80% of youth participating improved their academic performance. The average GPA upon entry to the gang prevention program was 1.8; upon exit youth increased their average to 2.2.

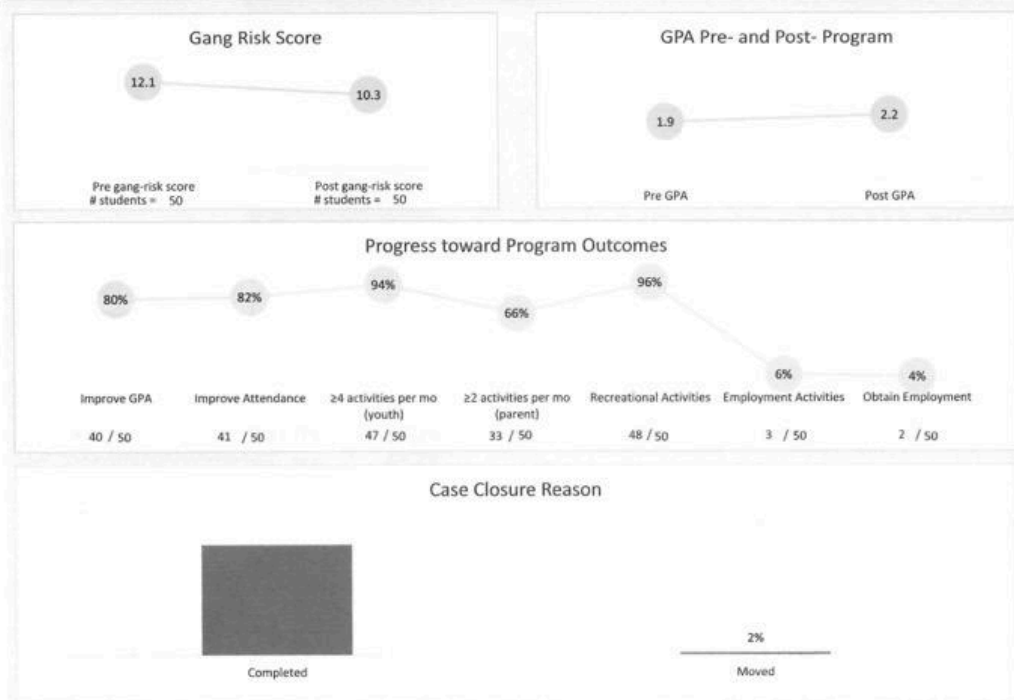
Gang Reduction Program Dashboard - Demographics

Total Participants = 50



Gang Reduction Program Dashboard - Outcomes

Total Participants = 50



GANG PREVENTION/YOUTH EMPOWERMENT EDUCATION PROGRAM 2025-2026

The Boys & Girls Club of Kenosha (BGCK) and the Kenosha Unified School District (KUSD) have enjoyed a partnership for many years working collaboratively to address the issue of gang involvement and delinquency issues in our community. This partnership provides the BGCK with the support they need to monitor, supervise, and mentor youth in gang prevention groups, while working on anger management, team building, job skills development, gang resistance, and social and delinquency issues.

The program has two essential programs: case management and prevention group facilitation in schools.

Case managed youth in the BGCK Youth Empowerment Program include 12-18 year olds with a large focus on middle school students. Historically (in the last six years), the demographics of youth served are 63% African American, 22% Hispanic, 10% Multiracial, and 5% Caucasian.

One hundred percent of students receiving case management come from low socio-economic backgrounds and typically non-traditional homes such as families with single parents, guardians other than a birth parent, an incarcerated parent, parents struggling to make ends meet while working multiple jobs, unstable home circumstances, etc. Case managed students reside within the KUSD boundaries, and the program provides case management to 50 youths each school year. Free/reduced lunch status through KUSD is used to determine low-income status. The number of students enrolled fluctuates at any given time, however a typical number of students on the caseload is 15 to ensure much needed time and resources are provided.

The groups facilitated in KUSD are typically held during lunch or CORE class period to decrease the amount of time taken away from academics. Staff hand select youths that exhibit certain risk factors that put them at increased risk for gang involvement, such as, but not limited to disruptive classroom behavior, family member known gang member, lack of extracurricular activities, fighting with classmates, etc. Each group contains no more than 12 students and are typically separated by gender, which allows for freer conversation between the students and staff members.

Based on feedback provided by KUSD staff and members in the group, appropriate Street-Smart lessons are presented. The purpose of the lesson is to provide youth with soft skills and coping mechanisms for managing conflict, resisting gang involvement and better coping with stressful situations. Students are also able to participate in field trips once certain requirements (better classroom behavior, no major or minor infractions for an established period, etc.) are met. The Street-Smart programs are also facilitated at the BGCK weekly throughout the school year in BGCK Teen Center in addition to the school groups. The youth remain in their groups approximately 3-6 months working on anger management, team building, job skill development, gang resistance and social/delinquency issues.

KUSD/BGCK Gang Prevention Program Goals 2025-2026

Goal 1 - 85% of youth will not have a new offense while in the program.

- BGCK will be able to report findings by collecting and checking data from the Juvenile Justice Office.

Goal 2 - 85% of youth will participate in at least four non-gang related activities per month.

- BGCK will monitor activities by taking attendance at each activity. Key activities included Street SMART, Smart Moves and Career Launch.

Goal 3 - 70% of parents/families will increase involvement in youth care.

- BGCK will monitor activities by taking attendance at each activity. Examples of activities include family resource fairs, Juneteenth celebration, family field trips, college & career fair and National Night Out.

Goal 4 - 80% of youth will maintain or reduce their gang risk assessment score from program intake to program completion.

- Participants are assessed prior to intake using gang risk assessment. Assessment ranges from 1-20 with participants scoring eight (8) or above admitted into the program.
- Progress is measured by reassessment upon program completion. Maintaining the score is considered little progress, reducing the score by 1-2 points is considered progress, reducing the score by 3 or more is considered advanced progress.

Goal 5 - 75% of youth who participate in the program for at least three months will improve school attendance.

- BGCK measures progress by working with KUSD and collecting attendance data.
- BGCK staff will work on strengthening the attendance percentage as academic performance increases by getting youth to school.

Goal 6 - 75% of youth will improve their academic performance overall.

- BGCK measures progress by working with KUSD to collect grades, progress reports and report cards.
- BGCK would like to continue to improve this metric by utilizing a more detailed progress scale. Maintaining GPA will be considered little progress, improving GPA by .2 will be considered improving. Improving grades by .3 or more will be considered advanced progress.

BGCK will provide 10-12 groups for the school year and investigate expanding programming into other schools.

Continued collaboration with KUSD staff to better monitor and track youth changes in behavior, grades and attendance through monthly reports.

MEMORANDUM OF UNDERSTANDING
BETWEEN THE BOYS & GIRLS CLUB OF KENOSHA AND
KENOSHA UNIFIED SCHOOL DISTRICT

The Boys & Girls Club of Kenosha (BGCK) and the Kenosha Unified School District (KUSD) have enjoyed a partnership of over 20 years working collaboratively to address the issue of gang involvement and delinquency issues in our community. This Memorandum of Understanding will outline the future of this partnership.

- I. BGCK will case manage/monitor/supervise/mentor approximately 50 youth in gang prevention in addition to facilitating groups at Kenosha Unified Schools. There will be approximately 8-10 youth in the group. The youth remain in the groups approximately 6 months working on anger management, team building, job skill development, gang resistance and social and delinquency issues. In the 25-26 end of the year report, BGCK will include specific participation data sharing the extra number of students who are being served through the case managed program.
- II. The BGCK will additionally serve no less than 115 students weekly through youth empowerment group sessions known as prevention group facilitation at Lance MS, Bullen MS, Mahone MS, Washington MS. In these sessions we will use a BGCK approved curriculum that covers things such as anger management, good decision making, coping mechanisms, role modeling, goal setting as well as financial literacy. In the 25-26 end of year report, BGCK will include specific data identifying how many students were served, if there is any duplication between students served in the group sessions and the case management program, and BGCK will provide attendance data indicating how often the groups are being held and the attendance of the registered participants.

BGCK already includes a breakdown of the participants indicating what schools that the students attend. During the 25-26 school year, BGCK will actively work to recruit more participants from students who are educated in our community at private schools, home schooled, or other non- KUSD public schools. That data, including a brief summary of our efforts to expand recruitment, will be included in the mid-year and end of year reports.

- III. Additionally, BGCK will organize and supervise incentive-based activities for the youth in order to encourage and reinforce positive behavioral change. These incentive-based activities will be granted on a case-by-case basis by BGCK staff to recognize positive behavioral changes (socially, academically and within the family circle). These activities will include but not be limited to trips to professional and local sporting events, community service opportunities, cultural events, and local college events. Additional incentive-based elements will include:
 - a. BGCK will offer full scholarships for targeted youth who are interested in league sports programs at BGCK.

b. Targeted youth interested in employment training will receive priority placement and be assessed for eligibility in the summer youth employment program.

- IV. All targeted youth will be provided free memberships to the BGCK for the duration of the program. Youth will be encouraged to attend educational and cultural teen programming held at the BGCK facility.
- V. BGCK staff will maintain frequent contact with the families of program participants to gauge behavioral changes, as well as to provide referrals for additional resources within the community. BGCK will organize family events throughout the year. Program staff will meet with families at least twice per quarter at these sponsored activities or through individual home visits.
- VI. BGCK staff will collaborate with principals of individual schools as requested to assist with gang involvement and delinquency issues.
- VII. BGCK staff will continue to serve on the Kenosha County Gang Task Force and participate in their monthly meetings. This group brings together representatives of law enforcement, juvenile intake, Division of Children and Family Services, and KUSD. The task force undertakes to coordinate intervention and address trends in gang behavior and delinquency.

1. Staff

BGCK will maintain two full-time and two part-time staff to implement gang prevention programming. They are leaders in the gang prevention community and represent many years of gang prevention and case management experience.

2. Contract Budget

KUSD		\$60,000.00
Boys & Girls Club of Kenosha		\$42,500.00
Kenosha County Div. of Children and Family Services		\$63,500.00
State of Wisconsin DPI - Wisconsin After 3		\$58,698.22
State of Wisconsin DPI-Be Great Graduate		\$63,889.45
OJJDP 2022 Gang & Delinquency Prevention		\$20,500
Total		\$308,587.67

3. Program Goals - KUSD/BGCK Gang Prevention Program Goals 2025-2026

85% of youth (or 43 out of 50) will not have a new offense while in the program.

- BGCK will be able to report findings by collecting and checking data from the Juvenile Justice

Office.

85% of youth (or 43 out of 50) will participate in at least four non-gang related activities per month.

- BGCK will monitor activities by taking attendance at each activity. Key activities include Street SMART, Smart Moves and Career Launch

70% of parents/families (or 35 out of 50) will increase involvement in youth care.

- BGCK will monitor activities by taking attendance at each activity. Examples of activities include family resource fairs, Juneteenth celebration, family field trips, college & career fair and National Night Out.

80% of youth will (or 40 out of 50) maintain or reduce their gang risk assessment score from program intake to program completion.

- Participants are assessed prior to intake using gang risk assessment. Assessment ranges from 1-20 with participants scoring eight (8) or above admitted into the program.
- Progress is measured by reassessment upon program completion. Maintaining the score is considered little progress, reducing the score by 1-2 points is considered progress, reducing the score by 3 or more is considered advanced progress.

75% of youth (or 38 out of 50) who participate in the program for at least three months will improve school attendance.

- BGCK measures progress by working with KUSD and collecting attendance data.
- BGCK staff will work on strengthening the attendance percentage as academic performance increases by getting youth to school.

75% of youth (or 38 out of 50) will improve their academic performance overall.

- BGCK measures progress by working with KUSD to collect grades, progress reports and report cards. BGCK would like to continue to improve this metric by utilizing a more detailed progress scale. Maintaining GPA will be considered little progress, improving GPA by .2 will be considered improving. Improving grades by .3 or more will be considered advanced progress.
- BGCK will provide 10-12 groups for the school year and investigate expanding groups into different schools.
- Continued collaboration with KUSD staff to better monitor and track youth changes in behavior, grades and attendance through monthly reports.

4. Reports

BGCK will provide a mid-year and end of year report. The reports will note program start dates, gang risk assessment scores, referrals provided, activities, program attendance, grades and school attendance.

5. Finances

BGCK will bill monthly by the 10th of the month.

6. Effective Date and Signature

This MOU shall be effective upon the signature of BGCK and KUSD authorized officials. It shall be in force from September 1, 2025, to June 30, 2026. Parties A and B indicate agreement with this MOU by their signatures.

<hr/> William Haithcock Chief of School Leadership Kenosha Unified School District	<hr/> Date	<hr/> Tara Panasewicz Chief Professional Officer Boys & Girls Club of Kenosha	<hr/> Date
--	------------	---	------------

KENOSHA UNIFIED SCHOOL DISTRICT

August 26, 2025

Annual Restraint & Seclusion Report

By October 1 of each year, Wisconsin requires each school district to present their district restraint and seclusion data to the school board. Districts must submit the number of incidents of physical restraint and seclusion, the total number of students involved in the incidents, and the number of students with disabilities who were involved in the incidents. The report to the school board contains the same data as required in the U.S. Department Office of Civil Rights Cyclical Data Collection (CRDC) on physical restraint and seclusion. Wisconsin Act 118 (2019) enacted additional requirements, such as providing parents with a copy of the written incident report, clarifying that the notice and reporting requirements apply to incidents involving law enforcement officers, prohibiting the use of prone restraint, revising the required training components, requiring school staff to hold a meeting after each incident of seclusion or restraint to discuss topics specified in the Act and conducting an IEP team meeting within ten school days of the second time seclusion or restraint is used on a student with a disability within the same school year. School districts are also required to submit this annual report to DPI by December 1, for each previous school year. This law applies to both students with and without disabilities.

CRDC Definitions:

- “Mechanical restraint” refers to the use of any device or equipment to restrict a student’s freedom of movement. The term does not include devices implemented by trained school personnel or utilized by a student that have been prescribed by an appropriate medical or related services professional.
- “Physical restraint” refers to a personal restriction that immobilizes or reduces the ability of a student to move their torso, arms, legs, or head freely. This does not include a physical escort, which would be applicable for a temporary setting for the purpose of inducing a student who is acting out to walk to a safe location.
- “Seclusion” means the involuntary confinement of a pupil, apart from other pupils, in a room or area from which the pupil is physically prevented from leaving. This does not include a timeout, which is a behavior management technique that is part of an approved program in a non-locked setting for the purpose of calming.

A covered (trained) individual may use seclusion on a pupil at school only if all of the following apply:

- The pupil’s behavior presents a clear, present, and imminent risk to the physical safety of the pupil or others and it is the least restrictive intervention feasible.
- A covered individual maintains constant supervision of the pupil, either by remaining in the room or area with the pupil or by observing the pupil through a window that allows the covered individual to see the pupil at all times.
- The room or area in which the pupil is secluded is free of objects or fixtures that may injure the pupil.
- The pupil has adequate access to bathroom facilities, drinking water, necessary medication, and regularly scheduled meals.
- The duration of the seclusion is only as long as necessary to resolve the clear, present, and imminent risk to the physical safety of the pupil or others.

Districts are required to report on two (2) types of restraint: mechanical and physical, and seclusion, detailing both the number of students (by disability status) and number of incidents. For example, the use of handcuffs by police officers would constitute a mechanical restraint and schools are required to fully document identified instances. Both a summary report and a full building level report are attached. For the 2024-25 school year, KUSD had 20 incidents of *mechanical* restraint, 222 incidents of *physical* restraint, and 67 incidents of *seclusion*.

The use of handcuffs by school resource officers (police) and other police officials while on school property or during school functions have been identified as mechanical restraint. Those cases would be the direct result of the state expectation to ensure that any police involved use of handcuffs or other restraint are documented and reported. Police officers receive their own training and tactics related to the decision or need to apply some form of restraint. The use of vehicle safety restraints, as intended, during the transport of a student in a moving vehicle are not considered mechanical restraints for this reporting requirement.

This report is for informational purposes only.

Dr. Jeffrey Weiss
Superintendent of Schools

Stacy Guckenberger
Director of Special Education and Student Support

Kristopher Keckler
Chief Information Officer

Laura Sawyer
Research Analyst

Number of Restraint or Seclusion Incidents by Demographics 2024-25

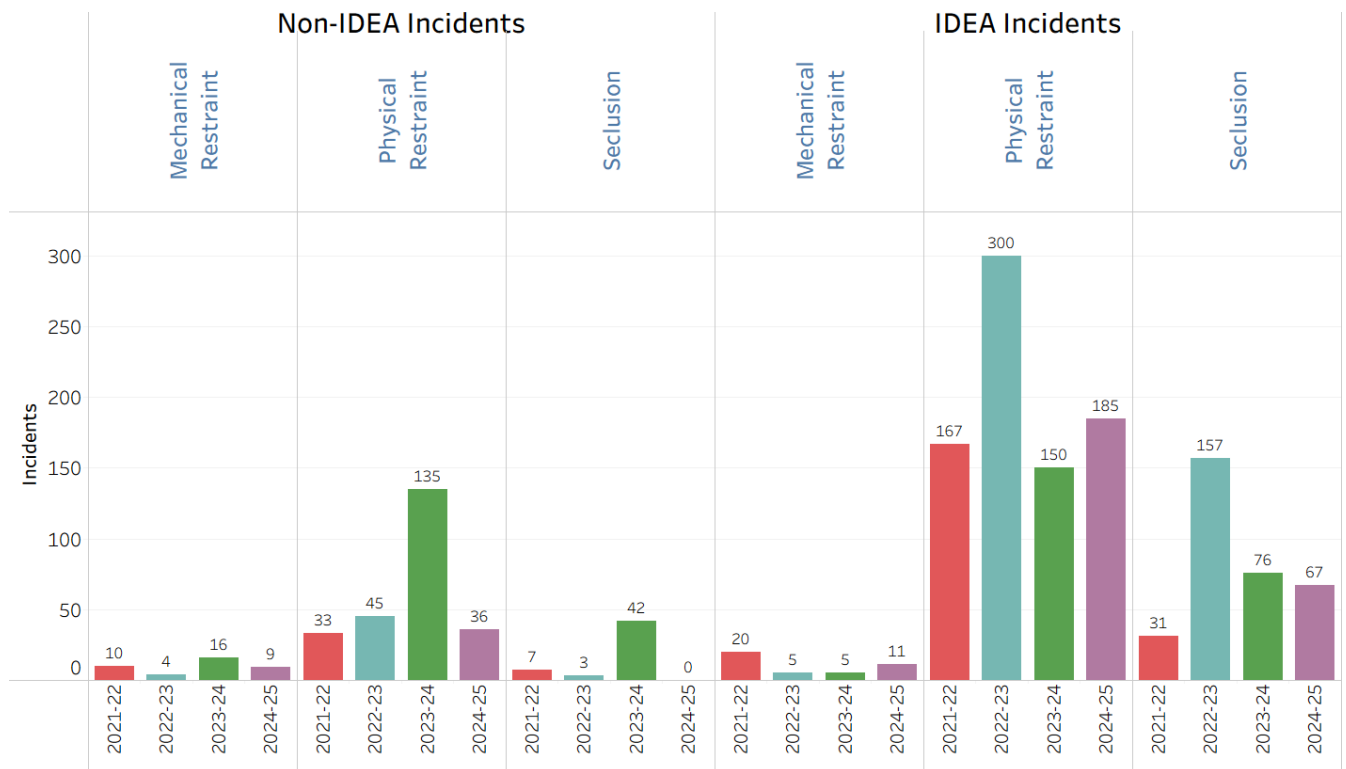
Type	Male										Female									
	H	I	A	P	B	W	T	Total	504	LEP	H	I	A	P	B	W	T	Total	504	LEP
Non-IDEA Students																				
Mechanical Restraint	2	0	0	0	2	4	1	9	0	1	0	0	0	0	0	0	0	0	0	0
Physical Restraint	3	0	0	0	9	14	0	26	1	1	1	0	0	0	8	1	1	11	0	0
Seclusion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
IDEA Students																				
Mechanical Restraint	1	0	0	0	4	4	1	10	0	0	0	0	0	0	0	1	0	1	0	0
Physical Restraint	15	0	0	0	33	61	48	157	0	3	4	0	16	0	4	3	1	28	0	0
Seclusion	5	0	0	0	14	15	32	66	0	2	0	0	1	0	0	0	0	1	0	0

Number of Students of Restraint or Seclusion 2024-25

Type	Non-IDEA Students	Students Serviced Under Section 504 Only	IDEA Students
Mechanical Restraint	9	0	11
Physical Restraint	20	1	66
Seclusion	0	0	23

Number of Incidents of Restraint or Seclusion SY 2021-22, 2022-23, 2023-24 and 2024-25

Type	Non-IDEA				Serviced Under Section 504 Only (not included in graph below)				IDEA			
	21-22	22-23	23-24	24-25	21-22	22-23	23-24	24-25	21-22	22-23	23-24	24-25
Mechanical Restraint	10	4	16	9	0	1	1	0	20	5	5	11
Physical Restraint	33	45	135	36	0	1	1	1	167	300	150	185
Seclusion	7	3	42	0	0	0	0	0	31	157	76	67



Kenosha Unified School District
2024-25 Restraint and Seclusion

Table 1. Non-IDEA Students Subjected to Mechanical Restraint

School	Male										Female									
	H	I	A	P	B	W	T	Total	504	LEP	H	I	A	P	B	W	T	Total	504	LEP
Bose	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bradford	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Brass	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bullen	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chavez Learning Station	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenosha School of Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Forest Park	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Frank	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grewenow	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harborside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harvey	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hillcrest	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Indian Trail	0	0	0	0	1	1	1	3	0	0	0	0	0	0	0	0	0	0	0	0
Jeffery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Phoenix Project	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LakeView	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LakeView K-8 Academy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lance	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Mahone	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nash	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pleasant Prairie	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prairie Lane	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reuther	1	0	0	0	1	1	0	3	0	0	0	0	0	0	0	0	0	0	0	0
Ruth Harman Academy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Roosevelt	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Somers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Southport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Strange	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tremper	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Washington	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Whittier	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	0	0	2	4	1	9	0	1	0	0	0	0	0	0	0	0	0	0

H= Hispanic or Latino of any race
I= American Indian or Alaska Native
A= Asian

P= Native Hawaiian or Other Pacific Islander
B= Black or African American
W= White

T= Two or more races
504 = Section 504 status
LEP= Limited English proficient

Kenosha Unified School District
2024-25 Restraint and Seclusion

Table 2. Non-IDEA Students Subjected to Physical Restraint

School	Male										Female									
	H	I	A	P	B	W	T	Total	504	LEP	H	I	A	P	B	W	T	Total	504	LEP
Bose	0	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Bradford	1	0	0	0	1	1	0	3	0	0	1	0	0	0	4	0	0	5	0	0
Brass	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bullen	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chavez Learning Station	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenosha School of Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Forest Park	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Frank	0	0	0	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Grant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grewenow	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harborside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harvey	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hillcrest	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Indian Trail	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jeffery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Phoenix Project	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LakeView	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LakeView K-8 Academy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mahone	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nash	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pleasant Prairie	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prairie Lane	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Reuther	1	0	0	0	1	1	0	3	0	0	0	0	0	0	3	1	1	5	0	0
Ruth Harman Academy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Roosevelt	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Somers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Southport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Strange	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Tremper	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0
Washington	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Whittier	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	0	0	0	6	5	0	14	1	0	1	0	0	0	8	1	1	11	0	0

H= Hispanic or Latino of any race
I= American Indian or Alaska Native
A= Asian

P= Native Hawaiian or Other Pacific Islander
B= Black or African American
W= White

T= Two or more races
504 = Section 504 status
LEP= Limited English proficient

Kenosha Unified School District
2024-25 Restraint and Seclusion

Table 3. Non-IDEA Students Subjected to Seclusion

School	Male										Female									
	H	I	A	P	B	W	T	Total	504	LEP	H	I	A	P	B	W	T	Total	504	LEP
Bose	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bradford	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Brass	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bullen	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chavez Learning Station	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenosha School of Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Forest Park	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Frank	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grewenow	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harborside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harvey	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hillcrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Indian Trail	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jeffery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Phoenix Project	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LakeView	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LakeView K-8 Academy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mahone	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nash	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pleasant Prairie	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prairie Lane	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reuther	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ruth Harman Academy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Roosevelt	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Somers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Southport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Strange	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tremper	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Washington	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Whittier	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

H= Hispanic or Latino of any race
I= American Indian or Alaska Native
A= Asian

P= Native Hawaiian or Other Pacific Islander
B= Black or African American
W= White

T= Two or more races
504 = Section 504 status
LEP= Limited English proficient

Kenosha Unified School District
2024-25 Restraint and Seclusion

Table 4. IDEA Students Subjected to Mechanical Restraint

School	Male										Female									
	H	I	A	P	B	W	T	Total	LEP	H	I	A	P	B	W	T	Total	LEP		
Bose	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Bradford	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0		
Brass	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Bullen	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Chavez Learning Station	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Kenosha School of Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Forest Park	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Frank	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0		
Grant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grewenow	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Harborside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Harvey	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Hillcrest	0	0	0	0	1	1	1	3	0	0	0	0	0	0	0	0	0	0		
Indian Trail	1	0	0	0	1	1	0	3	0	0	0	0	0	0	0	0	0	0		
Jeffery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Phoenix Project	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
LakeView	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
LakeView K-8 Academy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Lance	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0		
Mahone	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0		
Nash	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Pleasant Prairie	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Prairie Lane	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Reuther	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0		
Ruth Harman Academy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Roosevelt	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Somers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Southport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Strange	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Tremper	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Washington	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Whittier	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL	1	0	0	0	4	4	1	10	0	0	0	0	0	0	1	0	1	0		

H= Hispanic or Latino of any race
I= American Indian or Alaska Native
A= Asian

P= Native Hawaiian or Other Pacific Island T= Two or more races
B= Black or African American
W= White

504 = Section 504 status
LEP= Limited English proficient

Kenosha Unified School District
2024-25 Restraint and Seclusion

Table 5. IDEA Students Subjected to Physical Restraint

School	Male										Female									
	H	I	A	P	B	W	T	Total	LEP	H	I	A	P	B	W	T	Total	LEP		
Bose	2	0	0	0	3	2	3	10	1	0	0	0	0	0	0	0	0	0		
Bradford	0	0	0	0	2	0	0	2	0	0	0	0	0	0	0	1	1	0		
Brass	0	0	0	0	1	2	0	3	0	1	0	0	0	0	0	0	1	0		
Bullen	0	0	0	0	1	2	0	3	0	1	0	0	0	0	0	0	1	0		
Chavez Learning Station	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Kenosha School of Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Forest Park	1	0	0	0	2	3	1	7	0	0	0	0	0	0	0	0	0	0		
Frank	2	0	0	0	6	2	1	11	0	0	0	0	0	0	0	0	0	0		
Grant	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0		
Grewenow	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0		
Harborside	0	0	0	0	0	1	0	1	0	1	0	0	0	0	0	0	1	0		
Harvey	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Hillcrest	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	0		
Indian Trail	1	0	0	0	1	0	0	2	0	0	0	1	0	0	0	0	1	0		
Jeffery	2	0	0	0	0	1	0	3	0	0	0	0	0	1	0	0	1	0		
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Phoenix Project	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
LakeView	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
LakeView K-8 Academy	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0		
Lance	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	0	0		
Mahone	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0		
Nash	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Pleasant Prairie	0	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	0	0		
Prairie Lane	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Reuther	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0		
Ruth Harman Academy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Roosevelt	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0		
Somers	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0		
Southport	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0		
Strange	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Tremper	0	0	0	0	0	2	0	2	0	0	0	0	0	0	1	0	1	0		
Washington	0	0	0	0	1	0	0	1	0	0	0	0	0	1	0	0	1	0		
Whittier	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL	9	0	0	0	18	20	11	58	2	3	0	1	0	2	3	1	10	0		

H= Hispanic or Latino of any race
I= American Indian or Alaska Native
A= Asian

P= Native Hawaiian or Other Pacific Island T= Two or more races
B= Black or African American
W= White

504 = Section 504 status
LEP= Limited English proficient

Kenosha Unified School District
2024-25 Restraint and Seclusion

Table 6. IDEA Students Subjected to Seclusion

	Male										Female								
	H	I	A	P	B	W	T	Total	LEP	H	I	A	P	B	W	T	Total	LEP	
Bose	2	0	0	0	3	1	3	9	1	0	0	0	0	0	0	0	0	0	
Bradford	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Brass	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Bullen	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Chavez Learning Station	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Kenosha School of Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Forest Park	1	0	0	0	1	3	1	6	0	0	0	0	0	0	0	0	0	0	
Frank	1	0	0	0	2	1	0	4	0	0	0	0	0	0	0	0	0	0	
Grant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Grewenow	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Harborside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Harvey	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Hillcrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Indian Trail	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	
Jeffery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Phoenix Project	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
LakeView	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
LakeView K-8 Academy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Lance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mahone	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Nash	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Pleasant Prairie	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Prairie Lane	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Reuther	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Ruth Harman Academy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Roosevelt	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Somers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Southport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Strange	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Tremper	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Washington	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Whittier	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	4	0	0	0	6	5	4	19	0	0	0	1	0	0	0	0	1	0	

H= Hispanic or Latino of any race
I= American Indian or Alaska Native
A= Asian

P= Native Hawaiian or Other Pacific Island T= Two or more races
B= Black or African American
W= White

504 = Section 504 status
LEP= Limited English proficient

Kenosha Unified School District
2024-25 Restraint and Seclusion

Table 7. Instances of Restraint or Seclusion

School	Mechanical Restraint			Physical Restraint			Seclusion		
	IDEA	Only 504	Non-IDEA	IDEA	Only 504	Non-IDEA	IDEA	Only 504	Non-IDEA
Bose	0	0	0	50	0	5	44	0	0
Bradford	1	0	1	3	0	8	0	0	0
Brass	0	0	0	4	0	0	0	0	0
Bullen	0	0	0	32	0	0	0	0	0
Chavez Learning Station	0	0	0	0	0	0	0	0	0
Kenosha School of Language	0	0	0	0	0	0	0	0	0
Forest Park	0	0	0	19	0	0	18	0	0
Frank	1	0	0	18	0	2	4	0	0
Grant	0	0	0	2	0	0	0	0	0
Grewenow	0	0	0	1	0	0	0	0	0
Harborside	0	0	0	2	0	0	0	0	0
Harvey	0	0	0	0	0	0	0	0	0
Hillcrest	3	0	1	2	0	1	0	0	0
Indian Trail	3	0	3	20	0	0	1	0	0
Jeffery	0	0	0	7	0	0	0	0	0
Kenosha 4K (community sites)	0	0	0	0	0	0	0	0	0
Phoenix Project	0	0	0	0	0	0	0	0	0
LakeView	0	0	0	0	0	0	0	0	0
LakeView K-8 Academy	0	0	0	7	0	0	0	0	0
Lance	1	0	1	2	0	0	0	0	0
Mahone	1	0	0	1	0	0	0	0	0
Nash	0	0	0	0	0	0	0	0	0
Pleasant Prairie	0	0	0	2	0	0	0	0	0
Prairie Lane	0	0	0	0	0	10	0	0	0
Reuther	1	0	3	1	0	8	0	0	0
Ruth Harman Academy	0	0	0	0	0	0	0	0	0
Roosevelt	0	0	0	1	0	0	0	0	0
Somers	0	0	0	4	0	0	0	0	0
Southport	0	0	0	1	0	0	0	0	0
Strange	0	0	0	0	0	1	0	0	0
Tremper	0	0	0	4	0	1	0	0	0
Washington	0	0	0	2	0	0	0	0	0
Whittier	0	0	0	0	1	0	0	0	0
TOTAL	11	0	9	185	1	36	67	0	0

IDEA = Students with disabilities

Non-IDEA = Students without disabilities and students with disabilities served solely under Section 504

S504 = Students with disabilities that are provided with services under Section 504 and are not provided with services under the Individuals with Disabilities Education Act (IDEA)

**Kenosha Unified School District
Kenosha, Wisconsin**

August 26, 2025

**REVISION OF POLICY AND RULE 1710– NONDISCRIMINATION ON THE BASIS
OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)**

Background

Proposed revisions are recommended to Policy 1710 - Nondiscrimination on the Basis of Sex in Education Programs or Activities (Title IX) to add an additional Title IX Coordinator and update the existing coordinator information.

The proposed revisions to Policy 1710 – Nondiscrimination on the Basis of Sex in Education Programs or Activities (Title IX) include:

- Page 4 - Replacing the word “two” with “three” designated Title IX Coordinators.
- Page 5 - Add “Anthony Casper” as the first Coordinator and his contact information.
- Page 5 – Change Michelle Santelli’s title from “Regional Coordinator of Elementary School Leadership” to “Regional Coordinator of High School Leadership.”
- Page 5 – Correct the email address for William Haithcock from “whaithco@kus.edu” to “whaithco@kUSD.edu.”

Recommendation

Administration recommends that the Board of Education approve to the revisions to Policy and Rule 1710 – Nondiscrimination on the Basis of Sex in Education Programs or Activities (Title IX) as a first and second reading on August 26, 2025.

Dr. Jeffery Weiss
Superintendent of Schools

William Haithcock
Chief of School Leadership

POLICY 1710

NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)

The Kenosha Unified School District (the “District”) does not discriminate on the basis of sex in any of its education programs or activities and it complies with Title IX of the Education Amendments Act of 1972 (“Title IX”) and its implementing regulations, concerning any individual in the District’s education programs and activities. Pursuant to the District’s Title IX obligations, the District prohibits sexual harassment that occurs within its education programs and activities. The District is further committed to eliminating sexual harassment by taking appropriate action to determine whether sexual harassment has occurred, and if it has, to provide persons who have experienced sexual harassment with supportive measures as reasonably necessary to restore or preserve access to the District’s education programs and activities. The District is committed to responding to Title IX sexual harassment or allegations of sexual harassment in a prompt manner that is not deliberately indifferent under circumstances in which the federal regulations deem the District to have actual knowledge of such sexual harassment.

The process and procedures described herein apply exclusively to reports and complaints brought under this Policy.

TITLE IX SEXUAL HARASSMENT PROHIBITED

An individual, including a District employee or agent, a District student, or other third party, engages in Title IX sexual harassment whenever that individual engages in conduct on the basis of another individual’s sex that satisfies one or more of the following:

- A. A District employee conditions the provision of an aid, benefit, or service of the District on an individual’s participation in unwelcome sexual conduct (“*quid pro quo*”);
- B. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District’s education program or activity; or
- C. “Sexual assault” as defined in 20 U.S.C. § 1092(f)(6)(A)(v), “dating violence” as defined in 34 U.S.C. § 12291(a)(10), “domestic violence” as defined in 34 U.S.C. § 12291(a)(8), or “stalking” as defined in 34 U.S.C. § 12291(a)(30).
 - 1. “Sexual assault” means any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. Sexual assault includes rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape.
 - a. *Rape* is penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim, including instances where the victim is

POLICY 1710
NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)
Page 2

incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity. Attempted rape is included.

- b. *Sodomy* is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 - c. *Sexual Assault with an Object* is using an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity. An “object” or “instrument” is anything used by the offender other than the offender’s genitalia.
 - d. *Fondling* is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 - e. *Incest* is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by State law.
 - f. *Statutory Rape* is sexual intercourse with a person who is under the statutory age of consent as defined by Wis. Stat. §§ 948.02 or 948.09, or whose status as a student prohibits such sexual contact per Wis. Stat. §948.095.
 - g. *Other Sexual Contact* includes the intentional emission of bodily fluids on the complainant, or at the direction of the Respondent, for the purposes of sexual gratification as defined in Wis. Stat. § 940.225(5)(b).
2. “Domestic violence” includes felony or misdemeanor crimes of violence committed by:
- a. A current or former spouse or intimate partner of the victim;
 - b. A person with whom the victim shares a child in common;

POLICY 1710

NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)

Page 3

- c. A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
 - d. A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurred; or
 - e. Any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime occurred.
3. "Dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
4. "Stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to – (1) fear for the person's safety or the safety of others; or (2) suffer substantial emotional distress.

Examples of sexual harassment include, but are not limited to, touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, spreading rumors related to a person's alleged sexual activities, rape, and sexual abuse.

This Policy does not apply to sexual harassment that occurs off District property and outside the scope of the District's education programs or activities or sexual harassment that occurs outside of the United States.

DEFINITIONS

Actual Knowledge refers to notice of sexual harassment or allegations of sexual harassment to the District's Title IX Coordinator(s), any District official who has authority to institute corrective measures on behalf of the District, or any employee.

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Consent refers to words or actions that a reasonable person could understand as an agreement to engage in the sexual conduct at issue. A person may be incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity. A person who is incapacitated is incapable of giving consent.

POLICY 1710
NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)

Page 4

Day(s) Unless otherwise specifically stated herein, “day(s)” means calendar days.

Education program or activity refers to all operations of the District over which the District exercises substantial control over both the Respondent and the context in which the alleged sexual harassment occurs.

Eligible student means an individual who is participating in or attempting to participate in an education program or activity of the District.

Exculpatory evidence is evidence that tends to clear or excuse a Respondent from allegations of sexual harassment.

Formal complaint means a document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the District investigate the allegation(s).

Inculpatory evidence is evidence that tends to establish a Respondent’s responsibility for alleged sexual harassment.

Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Supportive measures mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, additional supervision or planned accompaniment, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security, supervision, monitoring of certain areas of school grounds, and other similar measures.

Third parties include, but are not limited to, guests and visitors on District property, vendors doing business with or seeking to do business with the District or the School Board, and other individuals who come in contact with members of the District community at school-related events or activities.

Title IX Coordinator is the individual responsible for coordinating the District’s efforts to comply with its obligations under Title IX and Title IX regulations. This policy will refer to the “Title IX Coordinator” in the singular form. The District has ~~two~~ **three** designated Title IX Coordinators, and the singular term as used throughout this policy can mean either of the coordinators. The Title IX Coordinators are:

POLICY 1710
NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)
Page 5

Anthony Casper
Principal of eSchool
8518 22nd Ave
Kenosha, WI 53143
(262) 359-7715
tcasper@kUSD.edu

William Haithcock
Chief of School Leadership
3600 52nd Street
Kenosha, WI 53144
(262) 359-6008
whaithco@kUSD.edu

Michelle Santelli
Regional Coordinator of ~~Elementary~~ **High**
School Leadership
3600 – 52nd Street
Kenosha, WI 53144
(262) 359-6008
msantell@kUSD.edu

MAKING A REPORT

Any person may report sex discrimination, including sexual harassment, to the Title IX Coordinator or any other District employee with whom the person feels comfortable reporting the allegations to, in person, by mail, by telephone, or by electronic mail. If the report is made to a District employee, they shall forward the report to the Title IX Coordinator within two (2) days. Any District employee who fails to do so may be disciplined, up to and including discharge.

In the event that the Title IX Coordinator is the individual alleged to have engaged in sexual harassment, report may be submitted to the Superintendent or another District employee, who will notify the Superintendent of the report or complaint. In such cases, the Superintendent shall serve as the Title IX Coordinator for the purposes of addressing that specific report or complaint.

REVIEWING REPORTED SEXUAL HARASSMENT

When a report of sexual harassment is made, the Title IX Coordinator and/or designee will contact the Complainant within two (2) days to discuss the availability of supportive measures, consider the Complainant's wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the Complainant the process for filing a formal complaint.

If the Complainant does not file a formal complaint, the Title IX Coordinator has the authority to sign a formal complaint and trigger the District's Title IX grievance process if: (1) the Complainant is not an eligible student and therefore is ineligible to file a formal complaint, or (2) the Complainant chooses not to file a formal complaint but the Title IX Coordinator finds that the District's interests are substantial enough that the matter should be investigated and resolved.

POLICY 1710
NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)
Page 6

through the grievance process without the Complainant's direct cooperation. Upon signing a formal complaint, the Title IX Coordinator does not become a complainant or a party to the complaint, and any Complainant who is identified in relation to the allegations retains their status as a Complainant in connection with the grievance process.

Further, the Title IX Coordinator will analyze the report to determine whether the allegations implicate another or additional District or Board policy, which would require another or additional processes. These policies include 4111 – Employee Anti-Harassment, 5110.1 – Student Equal

Opportunity and Non-discrimination in Education, 5110.2 – Nondiscrimination Guidelines Related to Students Who Are Transgender and Students Nonconforming to Gender Role Stereotypes, 5111 – Bullying, 5540 – Abuse/Neglect, and 4112 – Violence in the Workplace.

The Title IX Coordinator may also remove a student Respondent from the District's education program or activity on an emergency basis if the Title IX Coordinator finds that the Respondent poses an immediate threat to the physical health or safety of any student or other individual involved after conducting an individualized safety and risk analysis. If the Respondent is a non-student District employee, the District may place the Respondent on administrative leave during the pendency of the grievance process. If the Respondent is a third-party, the District retains broad discretion to prohibit such persons from District property at any time and for any reason. Any such emergency removal will be in accordance with all relevant District Policies and all relevant state and federal law.

FORMAL TITLE IX COMPLAINT GRIEVANCE PROCESS

Before beginning the grievance process, the Title IX Coordinator will consider whether there is a basis for dismissal of the formal complaint or any of the specific allegations. This determination may also be made while the formal complaint is pending. The following scenarios warrant either mandatory dismissal or permissive dismissal.

- A. The formal complaint or specific allegations in the formal complaint must be dismissed if the conduct alleged in the formal complaint:
 - 1. Would not constitute sexual harassment as defined under Title IX even if proved;
 - 2. Did not occur within the District's education program or activity; or
 - 3. Did not occur against a person in the United States.
- B. The formal complaint or specific allegations in the formal complaint may be dismissed if any of the following apply:

POLICY 1710
NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)
Page 7

1. The Complainant notifies the Title IX Coordinator in writing that they would like to withdraw the formal complaint or any allegations therein; or
2. The Respondent is no longer enrolled in the District or no longer employed by the District;
3. Specific circumstances prevent the District from gathering evidence sufficient to reach a determination.

If the formal complaint is dismissed, the Title IX Coordinator or their designee will promptly send written notice of dismissal and the reasons for dismissal to all parties. This decision may be appealed through the appeal process described in this policy.

If the formal complaint is not dismissed, the District's Title IX grievance process must be initiated. At a minimum, the District's grievance process shall:

- A. Treat Complainants and Respondents equitably by providing remedies to a Complainant where the Respondent is determined to be responsible for sexual harassment and by following a grievance process that complies with Title IX before the imposition of any disciplinary sanctions or other actions against a Respondent.
- B. Require an objective evaluation of all relevant evidence and provide that credibility determinations may not be based on a person's status as a Complainant, Respondent, or witness.
- C. Require that any person designated by the District as a Title IX Coordinator, investigator, decision-maker, or informal process facilitator not have any conflict of interest or bias for or against the Complainant or Respondent or complainants or respondents generally.
- D. Require that any person designated by the District as a Title IX Coordinator, investigator, decision-maker, or informal process facilitator receive training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process, and how to serve impartially.
- E. Require that any person designated by the District as an investigator receive training on issues of relevance to produce an investigative report that fairly summarizes relevant evidence.
- F. Require that any person designated by the District as a decision-maker receive training on issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant.

POLICY 1710
NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)

Page 8

- G. Include a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
- H. Include reasonably prompt timeframes for conclusion of the grievance process.
- I. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
- J. Base all decisions on the preponderance of evidence standard, which means the evidence must show that sexual harassment more likely than not did occur and more likely than not the Respondent committed the sexual harassment at issue.
- K. Include the procedures and permissible bases for the Complainant and Respondent to appeal.
- L. Describe the range of supportive measures available to Complainants and Respondents.
- M. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

The District will seek to conclude the grievance process, which includes an investigation and determination of responsibility, within ninety (90) calendar days of receipt of the formal complaint. The grievance process may be followed by an appeal process which will be conducted in a timely manner as described in this policy.

INFORMAL INVESTIGATION

At any point after a formal complaint has been filed but before reaching a determination of responsibility under the full grievance process, the District may ask the parties if they wish to consider addressing the situation through an informal resolution process facilitated by the District. Informal resolution shall be strictly voluntary. Informal resolution will not be an option if the formal complaint includes allegations that a District employee or third-party adult sexually harassed a student or allegations of sexual assault.

The informal resolution process allows the parties to attempt a resolution of the formal complaint without a full investigation and determination of responsibility. Both the Complainant and Respondent must agree to informal resolution and provide voluntary written consent. If the informal resolution is not successful, the District will complete the full investigation and adjudication of the formal complaint under the grievance process.

INVESTIGATION

During the investigation, both parties have the right to present witnesses, present inculpatory and exculpatory evidence, and have others present during any grievance proceeding. Both parties have the right to inspect and review any evidence obtained as part of the investigation.

The investigator is tasked with completing an investigative report which fairly summarizes all relevant evidence. Prior to the completion of the investigative report, the investigator will send each party all evidence subject to inspection and the parties will have ten (10) days to review and submit a written response if they choose. The investigator will consider any written response when completing the final investigative report which will be provided to the decision-maker.

DETERMINATION OF RESPONSIBILITY

The Title IX Coordinator will appoint a decision-maker to then issue a determination of responsibility. After the investigator provides the decision-maker with the report, the decision-maker will afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness, provide the party or witness with the questions, and allow for additional time for limited follow-up questions. The decision-maker will then issue a written determination regarding responsibility.

The written determination regarding responsibility will include all of the following:

- A. Identification of the allegations potentially constituting sexual harassment under Title IX;
- B. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence;
- C. Findings of fact supporting the determination;
- D. Conclusions regarding the application of the relevant legal standards and the District's code of conduct (i.e., District policies and rules that apply to the party in question); and
- E. A statement of, and rationale for, the result as to each allegation, including all of the following:
 - 1. A determination regarding responsibility;
 - 2. Any disciplinary sanctions the District imposes on the Respondent or, in cases where a particular disciplinary sanction is beyond the direct authority of the

POLICY 1710
NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)
Page 10

- decision-maker, a statement of the disciplinary sanction(s) that the decision-maker is recommending as an appropriate consequence;
3. Whether the District will provide the Complainant with any remedies designed to restore or preserve the Complainant's equal access to the District's education program or activity;
 4. The District's procedures and permissible bases for the Complainant and Respondent to appeal. If a formal complaint of Title IX sexual harassment also constitutes a complaint of pupil discrimination under Wis. Admin. Code PI ch. 9, the District may also use this notice to inform the Complainant of their right to appeal any adverse final determination of their complaint under state law to the State Superintendent of Public Instruction (DPI), as well as the procedures for making such an appeal to DPI.
 5. The decision-maker or a designee acting on his/her behalf must provide the written determination to the parties simultaneously.
 6. Disciplinary sanctions and any remedies that could not be offered as supportive measures shall not be enforced until the determination of the complaint becomes final.

APPEAL

Both parties have the right to file a written appeal from a determination regarding responsibility or from the Title IX Coordinator's dismissal of a formal complaint or any allegations therein. A written appeal must be filed with the Title IX Coordinator within five (5) days of the determination regarding responsibility. An appeal may be based on any of the following and must have affected the outcome of the matter:

- A. A procedural irregularity;
- B. New evidence that was not reasonably available at the time the determination regarding responsibility was made;
- C. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainants or respondents generally, or the individual Complainant or Respondent; and
- D. The initial decision was substantively erroneous in that the facts did not adequately support the conclusion.

The appeal decision-maker will issue a written decision describing the result of the appeal and the rationale for that result. The determination of responsibility becomes final when the time for filing an appeal has passed or, if an appeal is filed, at the point when the appeal decision-maker's decision is delivered to the Complainant and the Respondent.

POLICY 1710
NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)
Page 11

ENFORCEMENT

If an individual is found to be responsible for Title IX sexual harassment at the conclusion of the grievance process, the District may impose disciplinary sanctions which depend on the nature of the misconduct and the individual's status as an employee, student, or third-party.

Possible disciplinary sanctions available to students include, but are not limited to, suspension or expulsion from school consistent with Board Policies and Wis. Stat. § 120.13(1), suspension of eligibility to participate in co-curricular activities or other District-sponsored events. The District may also restrict or deny permission to be present on District property or at certain District-sponsored events or activities. This provision does not modify any student's rights under the Individuals with Disabilities Education Act or Section 504 of the Rehabilitation Act of 1973.

Possible disciplinary sanctions available to District employees will be imposed in accordance with Board Policies and the Employee Handbook, and include, but are not limited to, a formal reprimand, a demotion or other disciplinary reassignment, suspension from work, contract nonrenewal, termination of employment, or restrictions on permission to be present on District property or at certain District-sponsored events.

Possible disciplinary sanctions available to third parties include, but are not limited to, suspension or termination of a District-authorized role (e.g., volunteer), termination or nonrenewal of third-party contracts, and restrictions on permission to be present on District property or at District-sponsored events or activities.

Any individual making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action in accordance with Board Policy and the Code of Classroom Conduct.

RETALIATION PROHIBITED

The District prohibits any form of retaliation against anyone who, in good faith, has made a report or complaint, assisted, or participated or refused to participate in any manner in a proceeding under this policy. Retaliation includes intimidation, threats, coercion, and discriminatory treatment. Complaints alleging retaliation may be filed according to the grievance procedures set forth under Board Policy 5110.1.

Any individual who retaliates against other for reporting or complaining of violations of this policy or for participating in any manner in this policy will be subject to disciplinary action, up to and including discharge, with regard to District employees, suspension and expulsion, with regard to students, and all remedies available to the Board, with regard to third parties.

POLICY 1710
NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)
Page 12

The exercise of rights protected under the First Amendment of the United States Constitution shall not constitute retaliation prohibited under this policy.

APPLICATION OF THE FIRST AMENDMENT

The Board shall construe and apply this policy consistent with the First Amendment of the United States Constitution. In no case will a Respondent be found to have committed sexual harassment based on the expressive conduct that is protected by the First Amendment.

AUTHORITY

The Board has the authority to appoint Title IX Coordinators, who have the responsibility of selecting appropriately trained individuals to carry out the requirements of Title IX and act as an investigator, advisor, informal resolution facilitator, decision-maker, or appeal decision-maker.

CONFIDENTIALITY

The District will keep confidential the identity of any individual who has made a report or filed a formal complaint alleging Title IX sexual harassment, including any Complainant, any Respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act and its implementing regulations, or as required by any state or other federal law, or to carry out the purposes of the federal Title IX regulations, including the conduct of any investigation, hearing, or judicial proceeding arising under the federal Title IX regulations.

CONSOLIDATION OF FORMAL COMPLAINTS

The Title IX Coordinator may choose to consolidate formal complaints as to allegations of sexual harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

OTHER AVAILABLE REMEDIES

Nothing in this Policy precludes an individual from filing a criminal complaint with outside law enforcement agencies. Further, nothing within this Policy shall preclude individuals from filing a discrimination complaint or request for enforcement directly with the U.S. Department of Education's Office for Civil Rights, as authorized by federal law.

POLICY 1710
NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)
Page 13

NOTICE

The District will provide notice of this policy by making it available on the District's website and each handbook that the District makes available to persons entitled to a notification.

RECORDKEEPING

The District will maintain all records required by state and federal law which have been created or obtained in response to a report or a formal complaint of sexual harassment for seven (7) years.

TRAINING

The District will provide training to all appropriate individuals regarding sexual discrimination, sexual harassment, sexual violence, and Title IX. The District will also provide additional training to all staff responsible for implementing the complaint procedures. The District will make its training materials publicly available on its website and if a person is unable to access the District's website, the Title IX Coordinator will make the training materials available upon request for inspection by members of the public.

LEGAL REF.:	20 U.S.C. § 1681 et seq., Title IX of the Education Amendments Act of 1972 20 U.S.C. § 1092(f)(6)(A)(v) 34 U.S.C. § 12291(a)(10) 34 U.S.C. § 12291(a)(8) 34 U.S.C. § 12291(a)(30) Wis. Stat. § 111.32(13) Wis. Stat. § 118.13 Wis. Stat. § 120.13(1)
-------------	---

CROSS REF.:	4111 Employee Anti-Harassment 4224 Employee Code of Ethics 5110.1 Student Equal Opportunity, Non-Discrimination and Anti-Harassment in Education 5110.2 Nondiscrimination Guidelines Related to Students Who Are Transgender and Students Nonconforming to Gender Role Stereotypes 5111 Bullying 5540 Abuse/Neglect
-------------	--

POLICY 1710
NONDISCRIMINATION ON THE BASIS OF SEX IN
EDUCATION PROGRAMS OR ACTIVITIES (TITLE IX)
Page 14

ADMINISTRATIVE REGULATIONS: 34 C.F.R. Part 106
Wis. Admin. Code PI ch. 9

AFFIRMED: September 27, 2022.

REVISED: July 23, 2024

This page intentionally left blank



National Hispanic Heritage Month 2025

WHEREAS, in 1968 President Lyndon B. Johnson first proclaimed National Hispanic Heritage Week to pay tribute to the contributions of Latinos and Latinas in American culture and the work of early Spanish explorers and settlers; and

WHEREAS, this timeframe included the anniversaries of independence for the Latin American countries of Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua on September 15, as well as Mexico's independence on September 16; and

WHEREAS, the recognized contributions grew and as such Hispanic Heritage Week was expanded to National Hispanic Heritage Month, which has been celebrated from September 15 through October 15 since 1989; and

WHEREAS, we recognize and honor the contributions of Hispanic and Latino leaders, educators and community members in Kenosha and Wisconsin, whose impact continues to shape our schools and communities; and

WHEREAS, KUSD is committed to fostering an inclusive, equitable, and respectful learning environment for all students, and acknowledges the importance of honoring the histories and contributions of Hispanic and Latino communities year-round; and

WHEREAS, by observing National Hispanic Heritage Month, we raise awareness of and celebrate the culture and traditions of people whose ancestry can be traced to Spain, Mexico, Central America, and the Caribbean islands; and

WHEREAS, integrating Hispanic history throughout the school year and across all subject areas enriches students' understanding of U.S. history and contributes to a more accurate and inclusive education.

NOW, THEREFORE, BE IT RESOLVED that Kenosha Unified School District's Board of Education does hereby proclaim September 15 to October 15 as National Hispanic Heritage Month, and encourages all schools to engage in meaningful educational activities that reflect the spirit and purpose of this observance.

President, Board of Education

Superintendent of Schools

Secretary, Board of Education

Members of the Board:

*Resolution 450
August 26, 2025*



Mes Nacional de la Herencia Hispana 2025

CONSIDERANDO, que en 1968 el presidente Lyndon B. Johnson proclamó por primera vez la Semana Nacional de la Herencia Hispana para rendir homenaje a las contribuciones de los latinos y latinas a la cultura estadounidense y al trabajo de los primeros exploradores y colonos españoles; y

CONSIDERANDO, que este plazo incluyó los aniversarios de la independencia de los países latinoamericanos de Costa Rica, El Salvador, Guatemala, Honduras y Nicaragua el 15 de septiembre, así como la independencia de México el 16 de septiembre; y

CONSIDERANDO, que las contribuciones reconocidas crecieron y, como tal, la Semana de la Herencia Hispana se expandió al Mes Nacional de la Herencia Hispana, que se celebra del 15 de septiembre al 15 de octubre desde 1989; y

CONSIDERANDO, que reconocemos y honramos las contribuciones de hispanos y líderes latinos, educadores y los miembros de la comunidad en Kenosha y Wisconsin, cuyo impacto continúa moldeando nuestras escuelas y comunidades; y

CONSIDERANDO, que el Distrito Escolar Unificado de Kenosha (KUSD) está comprometido a fomentar un entorno de aprendizaje inclusivo, equitativo y respetuoso para todos los estudiantes, y reconoce la importancia de honrar las historias y contribuciones de las comunidades hispanas y latinas durante todo el año; y

CONSIDERANDO, que al observar el Mes Nacional de la Herencia Hispana, damos a conocer y celebramos la cultura y las tradiciones de personas cuya ascendencia se remonta a España, México, América Central y las islas del Caribe; y

CONSIDERANDO, que integrar la historia Hispana durante el año escolar y en todas las áreas temáticas enriquece la comprensión de los estudiantes sobre la historia de los Estados Unidos y contribuye a una educación más precisa e inclusiva

AHORA, POR LO TANTO, SE RESUELVE que la Junta de Educación del Distrito Escolar Unificado de Kenosha proclama del 15 de septiembre al 15 de octubre como el Mes Nacional de la Herencia Hispana e invita a todas las escuelas a participar en actividades educativas significativas que reflejen el espíritu y propósito de esta conmemoración.

Presidente, Junta de Educación

Superintendente de Escuelas

Secretario, Junta de Educación

Miembros de la Junta:

*Resolución 450
26 de agosto de 2025 enorgullécete*



National Suicide Prevention Month 2025

WHEREAS, September is National Suicide Prevention Month, which is intended to help raise awareness that prevention is possible; treatment is effective; and people do recover; and

WHEREAS, in these challenging times, messages of hope and healing are more needed than ever; and

WHEREAS, Kenosha Unified students, staff and families should be able to access high-quality prevention, support, rehabilitation and treatment services that lead to recovery and a healthy lifestyle; and

WHEREAS, the Kenosha Unified Board of Education publicly places our full support behind educators, coaches, advisors, parents/guardians, mental health professionals, health care professionals, police officers, and others as partners in supporting our community; and

WHEREAS, we recognize the importance of empowering students to support one another and fostering safe spaces that encourage open conversations about mental health; and

WHEREAS, reducing the stigma associated with mental illness and suicide is critical to ensuring that those in need feel safe seeking help; and

WHEREAS, the benefits of preventing and overcoming mental health challenges, suicide attempts and loss, and substance abuse are significant and valuable to individuals, families and our community at large; and

WHEREAS, we must encourage relatives, friends, co-workers, and providers to take the time to check on family, friends and neighbors, recognize the signs of a problem, and guide those in need to appropriate services and supports.

NOW, THEREFORE, BE IT RESOLVED that Kenosha Unified School District's Board of Education does hereby proclaim September as National Suicide Prevention Month, and encourages schools, families and community partners to engage in ongoing prevention, education and outreach efforts throughout the year.

President, Board of Education

Superintendent of Schools

Secretary, Board of Education

Members of the Board:

*Resolution 451
August 26, 2025*

This page intentionally left blank



August 26, 2025

DONATIONS TO THE DISTRICT

The district has received the following donation:

1. Play to Learn CDC LLC donated \$1,000 to Bradford High Schools Boys Soccer team.

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

August 26, 2025

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

September

- 9/1 – Labor day, district closed
- 9/2 – Students report
- 9/14 - Special school board meeting
- 9/16 – Annual meeting of district electors
- 9/23 - Regular school board meeting