Regular School Board Meeting Agenda

Tuesday, November 18, 2025 at 7:00 p.m.

John J. Hosmanek Educational Support Center - Board Room

Presentation by Brown & Brown

B) [Administrative, Supervisory & Technical (AST) Employee Group Discussion] 20 - 21

C) [Harborside Academy Transition from a District Instrumentality Charter School to a District School of Choice] 22 - 48

D) [Approval of Community Liaison Agreement with Kenosha County Department of Human Services] 49 - 76

E) [2025-2026 Adopted Budget Book Publication] 77

F) [Resolution No. 458 - Request for Bipartisan Support] 78

G) [Donations to the District] 79

XI. Old Business

XII. 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.

XIII. Other Business as Permitted by Law

XIV. [Tentative Schedule of Reports, Events and Legal Deadlines for School Board (December - January)] 80

XV. Predetermined Time and Date of Adjourned Meeting, if Necessary

XVI. Adjournment

Kenosha Unified School District
Kenosha, WI
November 18, 2025

The Office of Human Resources recommends the following actions:

ACTION	LAST NAME	FIRST NAME	SCHOOL/DEPT	POSITION	STAFF	DATE	FTE
Appointment	Haney	Angela	Curtis Strange Elementary School	Special Education	ESP	11/10/2025	1
Appointment	Schneiberg	Christy	Bradford High School	Security	ESP	10/27/2025	1
Appointment	Nunez	Brenda	Tremper High School	Administrative Support (12 MO)	ASP	10/28/2025	1
Appointment	Chehak	Jesse	Reuther Central High School	Art	Instructional	10/31/2025	1
Appointment	Christensen	Teisha	Food Service	Food Service Worker	Service	11/3/2025	1
Appointment	Woods	Latanya	Brass Community School	Administrative Support (10 MO)	ASP	11/3/2025	1
Appointment	Bubloni	Shawn	Facilities	Carpenter Crew Leader	Service	11/10/2025	1
Appointment	Petersen	Tamara	Washington Middle School	Administrative Specialist (12 MO)	ASP	11/12/2025	1
Appointment	Rasch	Timothy	Bradford High School	Special Education	ESP	11/17/2025	1
Retirement	Perrelle	Stacy	Boys and Girls Club	Special Education	ESP	11/25/2025	1
Retirement	Riedlinger	John	Bradford High School	Math	Instructional	6/12/2026	1

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SPECIAL MEETING & EXECUTIVE SESSION
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD OCTOBER 28, 2025

A special meeting of the Kenosha Unified School Board was held on Thursday, October 28, 2025, in the Room 125 at the John J. Hosmanek Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 5:45 p.m. in Room 125 with the following members present: Ms. Adams, Mr. Bryan, Mrs. Landry, Mr. Tierney, Ms. Stevens, Mr. Price, and Mrs. Modder. Dr. Weiss, Mr. Neir, Chief Human Resources Officer, and Mr. Brian Knee were also present.

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

Mrs. Modder announced that an executive session was scheduled to follow this special meeting for the purposes of Strategy and/or Direction for Legal Matters and Review of Findings/Order by Independent Hearing Officer.

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

1. Strategy and/or Direction for Legal Matters

Mr. Brian Knee, Litigation Manager at Aegis Corporation – a Charles Taylor Company, updated board members on pending and potential litigation matters.

Mr. Knee and Mr. Neir departed the meeting at 6:41 p.m.

2. Review of Findings/Order by Independent Hearing Officer

Board members reviewed two student expulsion orders.

Mr. Tierney moved to approve the recommendation of the Independent Hearing Officer in regard to the first student expulsion. Second by Mrs. Landry. Motion carried unanimously.

Mr. Tierney moved to approve the recommendation of the Independent Hearing Officer in regard to the second student expulsion. Second by Mr. Bryan. Motion carried unanimously.

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

Meeting adjourned at 6:48 p.m.

Denise Ewing
School Board Secretary

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD OCTOBER 28, 2025

A regular meeting of the Kenosha Unified School Board was held on Tuesday, October 28, 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. Dr. Weiss was also present.

Mrs. Modder, President, opened the meeting by announcing that this was a regular meeting of the School Board of Kenosha Unified School District. Notice of this regular meeting was given to the public by forwarding the complete agenda to all requesting radio stations and newspapers. Copies of the complete agenda are available for inspection at all public schools and the Superintendent's office. Anyone desiring information as to forthcoming meetings should contact the Superintendent's office.

Mrs. Tanya Ruder, Chief Communications Officer, presented the 2024-25 WIAA Award of Excellence to Tremper High School Athletics, one of only 36 schools in the state to receive this prestigious award.

Mr. Tierney introduced the Student Ambassador, Joshua Susmilch from Tremper High School, and he made his comments.

Dr. Weiss gave the Superintendent's Report.

Mr. Price gave the Legislative Report.

Views and comments were made by the public.

Mrs. Modder gave remarks by the President.

There are no Administrative or Supervisory Appointments.

Board members considered the following Consent-Approve items:

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

Consent-Approve item X(B) – Minutes of the 9/16/25 Public Hearing on the Budget, 9/16/25 Annual Meeting of Electors, 9/23/25 Regular Meeting, and 10/16/25 Special Meeting;

Consent-Approve item X(C) – Summary of Receipts, Wire Transfers, and Check Registers submitted by Mrs. Lisa Salo, Accounting Manager; Mr. Tarik Hamdan, Chief Financial Officer; and Dr. Jeffrey Weiss, Superintendent of Schools;

Ms. Adams moved to approve the consent agenda items A-C as presented. Second by Mr. Bryan. Motion carried unanimously.

Mr. Tarik Hamdan, Chief Financial Officer, presented the update on Controlled Entrances Funding Options and recommendation submitted by himself, Mr. William Haithcock, Chief of School Leadership, Mr. John Setter, Facilities Director, and Dr. Weiss.

Mr. Tierney moved to approve the recommendation to authorize up to $333,000 to complete the remaining design work with Riley Construction on the seven schools that do not have controlled entrances, based on the plans that were agreed upon in the KUSD Safety Committee. Second by Mrs. Landry. Motion carried unanimously.

Mr. Hamdan and Ms. Amy Franz, Purchasing Agent, presented the Report of Contract in Aggregate of $75,000 – Gordon Flesch Company, Inc., as submitted by themselves and Dr. Weiss.

Mr. Bryan moved to approve spending $400,320 over the course of a 4-year contract with Gordon Flesch for copier machine leases. Second by Ms. Stevens. Motion carried unanimously.

Mrs. Wendy Tindall, Chief Academic Officer, along with Mr. Scott Plank, Coordinator of Fine Arts, presented a New Course Proposals: High School Band submitted by themselves and Dr. Weiss.

Mrs. Landry moved to approve the addition of two new courses: Introduction to High School Band and High School Band Honors. Second by Ms. Stevens. Motion carried unanimously.

Mrs. Tindall and Mrs. Stacy Cortez, Coordinator of Elementary Math, presented the Adoption of Instructional Materials for Kindergarten through Fifth Grade Mathematics, *Bridges in Mathematics, Third Edition* for a cost of approximately $400,000 from the Teaching and Learning Budget as outlined in the report submitted by themselves and Dr. Weiss.

Mr. Tierney made a motion to refer this proposal to the Curriculum Committee for additional discussion, data, and further review. Second by Mrs. Landry. Motion carried unanimously.

Mr. Haithcock and Mr. Setter presented the Annual School Safety Law Requirements as submitted by themselves and Dr. Weiss.

Mr. Price moved to approve the recommendation to approve the 2025 Emergency Operations Plan and Annual School Safety Law Requirements. Second by Ms. Adams. Motion carried unanimously.

Mr. Haithcock and Ms. Rhonda Lopez, Principal of Chavez / Head Start Director, presented the KUSD Head Start Semi Annual Report as submitted by themselves, Ms. Heather Connolly, Regional Coordinator, and Dr. Weiss.

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

Mr. Kris Keckler, Chief Information Officer, presented the Official Third Friday Enrollment Report as submitted by himself, Ms. Erin Roethe, Data Analyst, Ms. Laura Sawyer, Research Analyst, and Dr. Weiss.

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

Mr. Hamdan presented the Change in Fiscal Year 2024-25 Adopted Budget submitted by himself and Dr. Weiss.

Ms. Adams moved to approve the report and that the attached Class 1 notice be published within 10 days of the official board adoption. Second by Mrs. Landry. Motion carried unanimously.

Mr. Hamdan presented the 2024-2025 Budget Carryovers to the 2025-2026 Budget report as submitted by himself, Mrs. Salo, and Dr. Weiss.

Mr. Bryan moved to approve the recommendation to carryover funds in the amount of $3,042,698 to be incorporated into the 2025-2026 budget. Second by Mrs. Landry. Motion carried unanimously.

Mr. Hamdan presented the Formal Adoption of the 2025-26 Budget as submitted by himself, Mrs. Salo, and Dr. Weiss.

Mr. Tierney moved that the 2025-2026 budget for the Kenosha Unified School District, as presented, for all funds showing expenditures, other revenues, and tax levies in summary be adopted as outlined in Attachment B and in the accompanying format required by the Wisconsin Department of Public Instruction in Attachment C. Second by Mr. Bryan. Motion carried unanimously.

Mrs. Landry moved to direct the administration to prepare a class one legal notice to be published publicly within ten days of the adoption as shown in Attachment C. Second by Mr. Tierney. Motion carried unanimously.

Mr. Price moved to approve the property tax levy to be collected from the municipalities within the school district in the amount of $80,656,892 for the general fund, $12,318,766 for the debt service fund, and $1,500,000 for the community service fund. Second by Ms. Adams. Motion carried unanimously.

Mrs. Landry moved that the Board direct the district clerk to certify and deliver the Board-approved tax levy to the clerk of each municipality on or before November 10, 2025. Second by Mr. Bryan. Motion carried unanimously.

Mr. Bryan read the American Education Week Resolution and made a motion to approve. Second by Ms. Landry. Motion carried unanimously.

Mrs. Landry read the National Native American Heritage Month Resolution and made a motion to approve. Second by Mr. Bryan. Motion carried unanimously.

Mr. Tierney read the Veterans Day Resolution and made a motion to approve. Second by Ms. Landry. Motion carried unanimously.

Mr. Tierney presented the Donations to the District and made a motion to approve. Second by Mr. Bryan. Motion carried unanimously.

Board members made announcements.

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

Meeting adjourned at 9:09 p.m.

Denise Ewing
School Board Secretary

A SPECIAL MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD NOVEMBER 6, 2025

A special meeting of the Kenosha Unified School Board was held on Thursday, November 6, 2025, at 5:00 p.m. in the Board Room at the John J. Hosmanek Educational Support Center. The purpose of this meeting was for the Agenda Review of the November 18, 2025 Regular Board Meeting and Views and Comments by the Public.

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

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

Mrs. Modder opened the Agenda Review discussion for the November 18, 2025 Regular Board Meeting. Discussion topics included:

- Other Post-Employment Benefits (OPEB) Discussion
    - Presentation by Chris Smessaert of Brown & Brown
- Administrative, Supervisory, and Technical Employee Group Discussion
- Harborside Academy Transition from a District Instrumentality Charter School to a District School of Choice
- Approval of Community Liaison Agreement with Kenosha County Department of Human Services
- 2025-2026 Adopted Budget Book

Views and comments were made by the public.

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

Meeting adjourned at 6:50 p.m.

Denise Ewing
School Board Secretary

Kenosha Unified School District
Kenosha, Wisconsin
Summary of Cash Receipts and Disbursements
November 18, 2025

CASH RECEIPTS	reference	total
October 2025 Wire Transfers-In, to Johnson Bank from:		
WI Department of Public Instruction	*state aids register receipts*	$ 1,529,891.23
Bankcard Services (MyLunchMoney.com)	*food services credit card receipts (net of fees)*	51,627.36
Bankcard Services (Purplepass)	*fine arts ticket sales receipts (net of fees)*	14,139.79
Bank (Hometown)	*athletic ticket sales receipts (net of fees)*	27,067.72
Bank (Infinite Campus)	*district web store receipts (net of fees)*	88,385.63
Retired & Active Leave Benefit Participants	*premium reimbursements*	59,238.42
HHS	*head start grant*	242,812.85
Various Sources	*small miscellaneous grants / refunds / rebates*	44,649.30
Total Incoming Wire Transfers		2,057,812.30
October 2025 Deposits to Johnson Bank - All Funds:		
General operating and food services receipts	*(excluding credit cards)*	217,629.67
TOTAL OCTOBER CASH RECEIPTS		$ 2,275,441.97

CASH DISBURSEMENTS	reference	total
October 2025 Wire Transfers-Out, from Johnson Bank to:		
Payroll & Benefit wires		
Individual Employee Bank Accounts	*net payrolls by EFT (net of reversals)*	$ 12,103,741.96
WI Department of Revenue	*state payroll taxes*	692,821.24
WI Department of Revenue	*state wage attachments*	7,147.65
IL Department of Revenue	*IL state payroll taxes*	19,506.77
IRS	*federal payroll taxes*	4,009,697.10
Delta Dental	*dental insurance premiums*	212,709.64
Diversified Benefits Services	*flexible spending account claims*	5,184.21
Employee Trust Funds	*wisconsin retirement system*	1,647,437.08
NVA	*vision insurance premiums*	19,383.40
Aflac	*insurance premiums*	84,417.22
Optum	*HSA*	449,623.56
Various	*TSA payments*	469,571.15
Subtotal		19,721,240.98
General Operating Wires		
US Bank	*purchasing card payment-individuals*	180,171.77 *
Kenosha Area Business Alliance	*LakeView lease payment*	35,329.27
United Healthcare	*health insurance premiums*	4,570,737.72
Subtotal		4,786,238.76
Total Outgoing Wire Transfers		$ 24,507,479.74
October 2025 Check Registers - All Funds:		
Net payrolls by paper check	*Register# 01020DP, 01021DP 01022DP*	$ 13,611.91
General operating and food services	*Check# 648166 thru Check# 649272 (net of void batches)*	3,780,615.05
Total Check Registers		$ 3,794,226.96
TOTAL OCTOBER CASH DISBURSEMENTS		$ 28,301,706.70

**See attached supplemental report for purchasing card transaction information*

KUSD Purchasing Card Program - Individual Cardholders
Transaction Summary by Merchant
Billing Cycle Ending October 15, 2025

Merchant Name	Total	
(PC) 3654 INTERSTATE	$	9,222.16
FIRST SUPPLY KENOSHA	$	7,951.24
JOHNSON CONTROLS FIRE	$	7,617.77
MARKS PLUMBING PARTS	$	7,202.76
RESTAURANTS & CATERING	$	7,176.46
NORTHERN MECHANICAL...	$	7,152.00
SAMSCLUB.COM	$	6,313.87
MENARDS KENOSHA WI	$	5,488.54
HAJOCA KENOSHA PC354	$	5,135.93
VEHICLE MAINT. & FUEL	$	4,996.52
IC* INSTACART	$	4,558.27
PDC	$	4,153.28
MUSIC THEATRE INTERNATIO	$	3,314.00
ATLAS	$	3,300.00
SOLUTION TREE INC	$	3,076.00
EVERWHITE CORPORATION	$	2,557.15
APPLE HOLLER	$	2,532.50
CONCORD THEATRICALS CORP.	$	2,455.21
US.STORE.BAMBULAB.COM	$	2,129.14
SQ *NATIONAL ASSOCIATION	$	2,079.00
IN *TOM GAGLIARDI ELECTRI	$	2,048.00
HIGHWAY C SERVICE INC	$	1,885.76
PY *ONTIME PROMO & APPARE	$	1,884.60
L & S ELECTRIC, INC.	$	1,864.30
ULINE *SHIP SUPPLIES	$	1,828.24
ATL CENTENNIAL PARK ONLIN	$	1,811.58
DASH MEDICAL GLOVES	$	1,649.92
HOTEL	$	1,555.73
NAEHCY.ORG* NAEHCY ANN	$	1,530.00
PAYPAL *RIVER BEND	$	1,528.00
IN *A BEEP, LLC	$	1,500.00
BUTTERS-FETTING	$	1,470.41
BUILDING CONTROLS & SOLUT	$	1,433.44
SHERWIN-WILLIAMS703481	$	1,422.89
AIRLINE	$	1,360.84
COLUMN PUBLIC NOTICE	$	1,349.82
HOMEDEPOT.COM	$	1,316.32
REESE ENT-ASTRO PLASTICS	$	1,306.36
CHESTER ELECTRONIC SUPPLY	$	1,262.00
LOWES #00907*	$	1,261.99
MOTE* MOTE SUPPORT@MOT	$	1,240.00
WISCONSIN FOUNDATION F	$	1,196.00
GLF*RIVERMOORGOLFCLUB	$	1,082.80
SP SYLVANE.COM	$	1,058.00
POSGUYSCOM	$	1,055.00
IN *COMBAT CORNER LLC	$	960.00
COSTCO WHSE #1198	$	942.03

KUSD Purchasing Card Program - Individual Cardholders
Transaction Summary by Merchant
Billing Cycle Ending October 15, 2025

Merchant Name	Total	
WISCONSIN SCHOOL SAFETY	$	900.00
IMAGE MARKET - STUDENT PA	$	889.00
SAN-A-CARE	$	871.34
VYRON CORPORATION	$	830.00
SP MUSICFOLDER.COM USD	$	810.80
GREEN MEADOWS FARM	$	792.00
AMERICAN COUNCIL ON THE T	$	790.00
STERICYCLE, INC	$	774.25
LOWES #02560*	$	758.37
KENOSHA PUB MUSEUM	$	709.20
CDW GOVT #AG16L2S	$	701.02
THE ASSOCIATED COLLEGIATE	$	654.49
SAMS CLUB #6331	$	643.98
HEGGERTY.ORG	$	641.62
GRAINGER	$	602.68
WADA FEES	$	598.00
INDEED USI25-05158802	$	581.74
SWANK MOTION PICTURES IN	$	578.00
ROBERT BROOKE & ASSOC IN	$	577.68
OFFICEMAX/DEPOT 6869	$	535.72
INDEED USI25-05751032	$	532.26
INDEED USI25-05267516	$	527.63
VARIDESK* 1800 207 2587	$	526.45
SUPPLYHOUSE.COM	$	521.38
OFFICEMAX/DEPOT 6358	$	511.01
CHRISTOPHER R GREEN SR	$	501.00
REINDERS BRISTOL	$	490.49
VERIATO INC	$	487.41
BATTERIES PLUS #0561	$	487.40
WAL-MART #1167	$	476.33
MID-STATE - 10303 - SALEM	$	474.42
SP LEAGUE OUTFITTERS	$	448.57
DECKER EQUIP SCHOOL FIX	$	436.33
QUIZIZZ INC	$	432.00
WHS* WIHISTSOCTICKETIN	$	430.00
AMAZON RETA* LA8RB2EV3	$	428.43
SQ *MASTERS BUILDING SOLU	$	417.87
WALMART.COM	$	400.05
SP WOODPECKERSCRAFTS	$	400.00
SP MIDWEST SUPPLY	$	398.33
SQ *KENOSHA HISTORY CENTE	$	393.12
ZORO TOOLS INC	$	388.84
LEARNING WITHOUT TEARS	$	387.00
PRO-ED, INC	$	380.00
ETSY, INC.	$	363.66
NOVISIGN LTD	$	360.00
IN *KENOSHA DOT COM, LLC.	$	350.00

KUSD Purchasing Card Program - Individual Cardholders
Transaction Summary by Merchant
Billing Cycle Ending October 15, 2025

Merchant Name	Total	
ON TIME TEES	$	349.28
DAY-OFF.APP	$	344.00
HARBOR FREIGHT TOOLS3397	$	338.90
ZOOM.COM 888-799-9666	$	328.60
OTC BRANDS *OTC BRANDS	$	326.85
AMAZON MKTPL*NF1C26UD2	$	305.60
SP OVERTURE CENTER	$	300.00
WASBO FOUNDATION	$	300.00
WI DHFS LEAD AND ASBESTOS	$	300.00
TEST PRODUCTS INTL, INC	$	299.41
EEMUSICCL	$	299.00
COURSERA*561173290	$	294.35
AAA SAFETY PATROL FL0994	$	287.50
AMAZON MKTPL*NJ2V22IB2	$	282.76
AMAZON MKTPL*M65PU9U63	$	264.05
OPENAI *CHATGPT SUBSCR	$	260.00
SMUGMUG.COM	$	246.70
NATIONAL SCIENCE TEACHER	$	240.17
AMAZON MKTPL*AE11P0YJ3	$	234.16
PAYPAL *WHPE	$	230.00
DISCOVERY WORLD	$	227.00
AMAZON.COM*GD1Q60LO3	$	226.79
JIFFY.COM	$	223.59
AMAZON MKTPL*NJ10197F1	$	218.16
THE WEBSTAURANT STORE INC	$	214.78
WM SUPERCENTER #1167	$	213.26
SIMPLIFY WRITING	$	202.91
WWW.CUSTOMEDU.COM	$	199.75
CUBEE 3D PRINTING	$	199.00
SQSP* WEBSIT#203410636	$	192.00
TAYLOR & FRANCIS	$	191.94
AMAZON MKTPL*ER2N370A3	$	189.68
FIELDPRINT, INC.	$	188.75
WONDERLAND CAMP & CONFE	$	187.00
SP CESA 6	$	186.00
DRI*UPRINTING	$	180.11
WI DPI EVENTS	$	179.11
USPS.COM POSTAL STORE	$	177.10
OFFICE DEPOT #355	$	174.02
SQ *J & A'S BOUNCE OF FUN	$	165.00
VIKING ELECTRIC - KENOSHA	$	159.50
HRCI.ORG	$	158.00
IMAGESTUFF.COM	$	155.70
HALLMAN LINDSAY - KENOSH	$	153.16
UNIV OF WISCONSIN PKSI	$	150.00
AMAZON MKTPL*Y43OU5VO3	$	143.04
SPECTRUM	$	141.94

KUSD Purchasing Card Program - Individual Cardholders
Transaction Summary by Merchant
Billing Cycle Ending October 15, 2025

Merchant Name	Total	
VISTAPRINT	$	141.22
BLAIN'S FARM & FLEET	$	139.96
FLOCABULARY BY NEARPOD	$	138.00
AMAZON MKTPL*NV57B6JY2	$	136.64
AMAZON MKTPL*XS2KV20W3	$	136.60
SP NINJA TRANSFERS DTF	$	136.17
MSC	$	131.22
IN *CHERYL KOTHE	$	125.20
GLF*UNIVERSITYRDGEGLF	$	125.00
AMERICAN RED CROSS	$	115.00
PY *THE LETTERING MACHINE	$	113.98
IC* INSTACART*SUBSCRIP	$	104.45
SHUTTERFLY, INC.	$	104.19
AMAZON MKTPL*NJ95B7HP1	$	101.97
AMAZON MKTPL*NF4V140Z1	$	101.94
SMARTSIGN	$	101.86
CRICUT	$	101.15
PADLET.COM	$	99.99
DRAMANOTEBOOK COM	$	99.95
MHE*ALEKS	$	99.95
SMORE.COM - EDUCATOR	$	99.00
GAP.COM	$	98.20
AMAZON MKTPL*LR8OO07E3	$	97.52
SIGNARAMA	$	90.00
FESTIVAL FOODS	$	88.66
UPS*BILLING CENTER	$	88.25
NATIONAL COUNCIL OF SUPER	$	85.00
PY *NAETISL	$	85.00
TOWN & COUNTRY GLASS CO.,	$	85.00
CAREERSAFE	$	84.95
INDEED USI25-05563948	$	84.59
EASYKEYS.COM	$	84.49
CAPITAL COMPUTER GROUP	$	82.80
AMAZON MKTPL*NJ5UM1UE1	$	79.92
AMAZON.COM*NF4M74M70	$	79.39
THE HOME DEPOT #4926	$	78.80
CANVA* I04651-51427132	$	76.00
AMAZON MKTPL*NF3X22L70	$	72.67
AMAZON RETA* NV4NC9LQ1	$	71.64
AMAZON MKTPL*SO7TZ1YF3	$	69.95
AIELLO MIDTOWN FLORIST IN	$	68.00
AMAZON MKTPL*XH0A61SE3	$	67.44
PRAIRIE SIDE ACE HARDWARE	$	64.54
JAMECO ELECTRONICS	$	64.38
AMAZON MKTPL*0D5YQ3M73	$	63.68
SP MEDIFYAIR	$	62.99
DEMCO INC	$	62.51

KUSD Purchasing Card Program - Individual Cardholders
Transaction Summary by Merchant
Billing Cycle Ending October 15, 2025

Merchant Name	Total	
AMAZON MKTPL*NV3BS9DF0	$	62.39
GROTH MUSIC	$	61.15
AMAZON RETA* NJ21I8730	$	60.09
DOLLAR TREE, INC.	$	60.00
MUSIC IN MOTION, INC	$	55.95
BLACKOUT EZ LLC	$	55.55
SAMS CLUB RENEWAL	$	52.75
CABLE TIES PLUS	$	52.32
ADOBE INC	$	51.14
AMAZON MKTPL*ZT5AE6IL3	$	48.61
CURRIC ASSO	$	46.56
AMAZON MKTPL*918TP4MZ3	$	46.37
SMK*WUFOO.COM CHARGE	$	45.00
AUER STEEL MILWAUKEE RT	$	43.64
AMAZON MKTPL*1T3WY8QI3	$	41.43
AMAZON MKTPL*6A0JW3L93	$	40.97
AMAZON MKTPL*RI51A6D83	$	39.83
AMAZON MKTPL*FJ1635K23	$	39.64
2025 MAKE MATH MOMENTS	$	39.00
CANVA* I04648-50467515	$	38.00
CANVA* I04648-50633984	$	38.00
FASTENAL COMPANY 01WIKEN	$	31.52
AMAZON MKTPL*CM7NB6JF3	$	30.58
AMAZON.COM*ZU3K54QG3	$	27.95
AMAZON MKTPL*XJ2GI2OD3	$	26.35
WISCONSIN EDUCATIONAL	$	26.00
AMAZON MKTPL*JD0FF4WB3	$	25.85
DOLLAR TREE	$	25.85
A&R DOOR INC	$	25.00
PY *CESA 4	$	25.00
AMAZON MKTPL*FQ2AX3C33	$	22.52
AMAZON MKTPL*NM5UH3X71	$	22.52
CANVA* I04640-48892545	$	22.00
CANVA* I04648-56291928	$	22.00
SP DOLLARSHAVECLUBUS	$	21.10
WI DFI WS2 CFI CC EPAY	$	20.00
SURETY BONDS.COM	$	20.00
AMAZON MKTPL*AN15877J3	$	19.98
AMAZON MKTPL*AB9G94113	$	18.98
WALGREENS #9605	$	18.93
AMAZON MARK* NV1Y09KI0	$	15.81
USPS PO 5642800260	$	14.80
AMAZON MKTPL*EC5CM7AI3	$	14.61
CINEMARK 244 BOXCON	$	14.50
SAMSCLUB #6331	$	13.82
TARGET.COM *	$	13.49
BRISK TEACHING	$	9.99

KUSD Purchasing Card Program - Individual Cardholders
Transaction Summary by Merchant
Billing Cycle Ending October 15, 2025

Merchant Name	Total	
AMAZON MARK* FA4IU7333	$	7.37
WALGREENS #3153	$	5.99
75 LAKESHORE LEARNING	$	(47.93)
AMAZON MKTPLACE PMTS	$	(85.33)
US Bank Purchasing Card Payment - Individuals	$	180,171.77

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

November 18, 2025

Administrative Recommendation

It is recommended that the October 2025 cash receipt deposits totaling $217,629.67, and cash receipt wire transfers-in totaling $2,057,812.30, be approved.

Check numbers 648166 through 649272 (net of voided batches) totaling $3,780,615.05, and general operating wire transfers-out totaling $4,786,238.76, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the October 2025 net payroll and benefit EFT batches totaling $19,721,240.98, and net payroll check batches totaling $13,611.91, be approved.

Dr. Jeffrey Weiss
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

Lisa M. Salo, CPA
Accounting Manager

Kenosha Unified School District

Kenosha, Wisconsin

November 18, 2025

Other Post-Employment Benefits (OPEB) Discussion

At the August 26, 2025, Regular School Board Meeting, several motions were made that did not initially appear in the Board reports. The motion to approve a total base wage increase of 2.95% for all Administrative, Supervisory, and Technical (AST) staff passed with the following conditions:

- Direct administration to develop the 2026-27 handbook to include the work rules and benefits relating to the Administrative, Supervisory, and Technical employee group;
- Direct administration to bring forward a review of post-employment benefits for all employee groups as a topic of discussion; and
- Direct administration to present a plan to separate the technical category of employees from the administrative, supervisory, and technical employee group.

The following report addresses the second item in the list above.

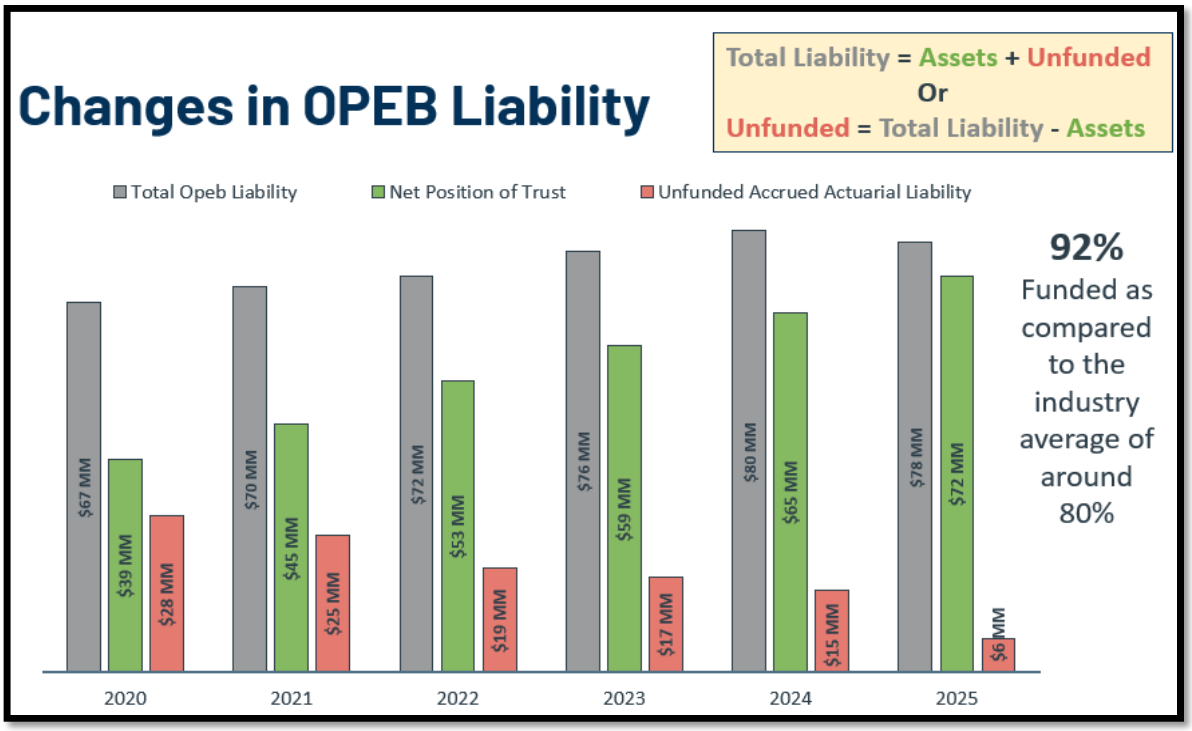
Other Post-Employment Benefits, also known as OPEB, are benefits other than pensions that employers may choose to provide to former employees after they leave the workforce, usually through retirement. While not exclusive to the public sector, OPEB is mostly commonly found in the public sector and is considered a component of the overall compensation package offered. OPEB is typically associated with a significant liability to the employer, and it necessitates strategic benefit planning, effective management, and comprehensive financial planning.

In June 2005, the Kenosha Unified School District Board of Education approved the creation of an OPEB Trust to hold, accumulate, and invest the resources for the sole purpose of funding post-employment benefits. The trust permanently segregates these assets from the District's general assets, which means that they cannot be transferred out of the trust for any other purpose.

Due to the large number of participants covered under our plan, the District is required to engage with independent third-party actuaries to measure, forecast, and determine the key OPEB measures such as Total Liability, Net Position, and the Unfunded Accrued Liability in accordance with the standards established in the Government Accounting Standards Board (GASB) Statements No. 74 and 75.

The District has made immense progress towards having a fully funded plan, which would mean that we would have all the resources set aside to fully cover the Total Liability. Unfortunately, this is a moving target and subject to the ever-rising cost of health care. The District's current offerings are in the form of coverage, regardless of the future costs. The open-ended nature of these promises makes them subject to the actuarial forecasting and projection in order to determine what the future costs may be.

The district currently funds the trust by applying an employer-paid benefit cost based on a percentage of salaries for current employees who could become eligible for the future benefits. This percentage is adjusted at the discretion of the Chief Financial Officer and currently stands at 3% of eligible salaries, which equates to approximately $4.3 MM in local operational funds.



Tonight, we are joined by our insurance consultant, Chris Smessaert of Brown & Brown Insurance Services, for an in-depth discussion and presentation on the KUSD retiree benefits.

Dr. Jeffrey Weiss
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

Kevin Neir
Chief Human Resources Officer

Kathleen Brown
Human Resources Coordinator

Kenosha Unified School District
Kenosha, Wisconsin

November 18, 2025

**ADMINISTRATIVE, SUPERVISORY AND TECHNICAL (AST)
EMPLOYEE GROUP DISCUSSION**

Background:
At the August 26, 2025, regular school board meeting, the Board of Education made several motions directing the administration to:

- Develop a 2026-27 Employee Handbook to include the work rules and benefits relating to the Administrative, Supervisory and Technical (AST) group

- To present a plan to separate the Technical (T) category of employees from the AST group

To comply with this directive, administration developed a plan that:

1. Outlines proposed updates for the 2026-27 Employee Handbook, including the integration of the 2025-26 AST Agreement. This integration will allow for the grandfathering, surrendering, aligning and changing of items currently listed in the expiring 2025-26 AST Agreement. These areas include:
    a. Vacation Accrual – change handbook language
    b. Holidays – grandfather and align to existing handbook language
    c. Tuition Reimbursement – surrender and change handbook language
    d. Sick Leave – grandfather and change handbook language
    e. Personal Injury – surrender and align to existing handbook language
    f. Personal Leave – surrender and align to existing handbook language
    g. Educational and Professional Development – grandfather and align to existing handbook language
    h. Retiree Benefits – grandfather and align to forthcoming OPEB offerings

2. Updates current AST employment contracts to remove reference to the expiring 2025-26 AST Agreement.
    a. Statute requires mutual agreement or non-renewal in order to change contracts

3. Reclassifies current AST positions to remove the Ts from the AST group and align with EEOC job classifications.
    a. Administrators
    b. Supervisors
    c. Principals
    d. Operational Support Professionals

This plan is designed to limit disruption and provide support to impacted staff throughout the transition. In order to implement the plan with fidelity, the items above must be approved by the

Board of Education in order to ensure implementation within statutory timelines. Below is an overview of the plan implementation timeline:

- Nov. 6, 2025 – Administration will present the in-depth plan to the board.
- Nov. 18, 2025 – Administration will present the plan again and answer questions from Board members.
- Dec. 9, 2025 – The board will be asked to take action to approve the recommended grandfathering of the noted items set forth in the plan.
- Mid-Dec, 2025 – Human Resources to meet with AST staff to discuss updated contracts and approved grandfathering provisions.
- Jan. 15, 2026 – In the event a current AST does not mutually agree to the revised contract presented by Human Resources, the board will be asked to approve the procedural step of issuing those individuals a preliminary notice of non-renewal on or before Jan. 31, 2026.
- Spring 2026 – The board will be asked to take action on any changes to employee retirement benefits effective July 1, 2026.
- May 2026 – The 2026-27 Employee Handbook will be presented to the board for review and approval.

No action is being sought by the board at this evening's meeting. The board will be asked to take action at their Dec. 9, 2025, meeting as noted above in order to start the implementation of the plan within the statutory timeline.

Dr. Jeffery Weiss
Superintendent of Schools

Kevin Neir
Chief Human Resources Officer

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

November 18, 2025

HARBORSIDE ACADEMY TRANSITION FROM A DISTRICT INSTRUMENTALITY CHARTER SCHOOL TO A DISTRICT SCHOOL OF CHOICE

Background

Harborside Academy currently operates as a district instrumentality charter school authorized by the KUSD Board of Education. Beginning in 2007, Harborside Academy has operated as an Expeditionary Learning (EL) school, with a focus to promote rigorous academic achievement, student engagement, and preparation for success in the 21st century. In alignment with EL Education requirements, Harborside Academy offers students distinctive learning experiences that include the development of student portfolios, grade-level passage documentation, fieldwork, adventure education, and Habits of Success grading. Initially offering educational services to grades 9-12, Harborside Academy expanded to include grades 6-8 when Paideia (also a KUSD charter school) was incorporated in 2012.

After review and consultation with the district administration and Harborside Academy's Governance Board, it has been mutually agreed to transition Harborside Academy from a district instrumentality charter to a district school of choice. This change will better align and strengthen Harborside Academy with district systems and financial structures. It will also help preserve and optimize the distinctive learning experiences and educational philosophy that have made Harborside Academy a valued choice for families within the community.

The rationale for Harborside Academy transitioning from a district instrumentality charter to a district school of choice is based upon:

- As a district-choice school, Harborside Academy will better align under the same accountability systems, policies, and procedures as other district schools, while working to offer a distinctive program that supports the EL Education model for student and family choice.
- Transitioning to a district-choice school will streamline administrative functions, such as budgeting, staffing, technology support and curriculum adoption.
- The transition will allow for equitable enrollment through the district's established choice process and provide a sustainable operational model with funding and staffing determined by district allocation formulas.

All currently enrolled students will retain their enrollment rights at Harborside Academy without interruption. Clear messaging will be sent to all current Harborside Academy families and staff to help them understand this change and support any questions they may have moving forward. Future enrollment will follow the district's school of choice application process, which begins in mid-November each year, and allows for a lottery system when there are more applications than available seats.

The financial impacts of this transition will include budgetary processes and allocations shifting from a charter-based funding model to consistent district practices. Funding allocations will be adjusted in accordance with district budget formulas.

Recommendation:

Administration recommends that the School Board approve the transition of Harborside Academy from a district instrumentality charter school to a district school of choice as described in the Harborside Academy Choice School Program Guide description, effective January 26, 2026, which provides the following:

- Removal of the charter status for Harborside Academy as an instrumental charter school and conversion of the school to a distinct choice school, grades 6-12;
- The continuation of the use of the existing state numbers regarding school accountability measures; and
- All currently enrolled Harborside Academy students (grades 6-12), who were previously accepted through the approved charter enrollment process, retain their enrollment in Harborside Academy's choice school.

Dr. Jeffrey Weiss
Superintendent of Schools

William Haithcock
Chief of School Leadership

Trent Barnhart
Principal of Harborside Academy

Michelle Santelli
Regional Coordinator of Secondary Schools

KENOSHA UNIFIED SCHOOL DISTRICT

Harborside Academy

Choice School Program Guide

Issue Date: [DRAFT - 2025]

Harborside Academy
An EL Education Preparatory School

Kenosha Unified
SCHOOL DISTRICT

Table of Contents

ARTICLE I: PURPOSE, STATUS, AND PROGRAM OVERVIEW

Section 1.1 Purpose

This guide outlines the operational framework, educational philosophy, and program requirements for Harborside Academy, a Kenosha Unified School District choice school. Harborside Academy operates as an EL Education model school, utilizing the best practices of the EL Education model to prepare students for success in the 21st century through a rigorous, engaging curriculum in a small, personalized learning environment.

Section 1.2 Status

Harborside Academy functions as a choice school within the Kenosha Unified School District (KUSD), serving students in grades 6-12. As a district choice school, Harborside Academy operates under KUSD policies and procedures except where specifically noted in this guide to accommodate the unique requirements of the EL Education model.

Section 1.3 Program Authorization and Modifications

The Harborside Academy program operates under the authority of the KUSD Board of Education and district administration. Modifications to this program guide shall be developed collaboratively by the Harborside Academy Principal and the EL Education Advisory Committee, with final approval by KUSD administration. Any changes to this guide must align with district policies while striving to maintain fidelity to the EL Education model.

ARTICLE II: SCHOOL'S MISSION AND VISION

Section 2.1 KUSD/Harborside Academy Mission

At Harborside Academy our mission is to provide a rigorous academic program through learning expeditions in a small, personalized setting, that impels and prepares students for full participation in the intellectual, economic, and civil life of our society.

Section 2.2 Vision

When students and teachers engage in work that is challenging, adventurous, and meaningful, learning and achievement flourish.

Section 2.3 Collective Commitments

In order to achieve the shared vision of our school, Harborside Academy will work in collaboration with the district administration. Staff have made the following collective commitments:

1. Will work in collaboration with the KUSD's Teaching and Learning Department to use, adapt, or design curricula that allow all students to grapple with demanding, standards-based content and meaningful tasks and produce high-quality work.
2. Elevate student collaboration, voice, thinking, and reflection, as well as, empower students to contribute to a more just and equitable world.
3. Provide instruction that is alive with discovery, inquiry, critical thinking, problem solving, and collaboration.
4. Talk less and provide lessons that challenge, engage, and empower students with complex issues, text, and problems.
5. Differentiate instruction and empower all students to be self-directed, independent learners.
6. Build a culture in which students and staff work together to become effective learners and ethical people who contribute to a better world.
7. Establish Habits of Character and model and discuss them every day.
8. Create a spirit of Crew where students and staff work together as a team to sustain a learning community where everyone belongs and can succeed.
9. Regularly analyze quantitative and qualitative data that include assessments, reflections, and student work and use those data to inform goals and instruction.
10. Leaders work collaboratively with families, staff, and students to make evidence-based decisions that enable all students to achieve, provide equitable education to all students, celebrate joy in learning, and build a schoolwide learning community of trust and collaboration.

ARTICLE III: ADMINISTRATIVE STRUCTURE

Section 3.1 School Leadership

The Principal of Harborside Academy serves as the instructional and operational leader of the school, responsible for:

- Implementing the EL Education model with fidelity
- Managing day-to-day operations
- Supervising and evaluating staff
- Ensuring student achievement and growth
- Collaborating with the EL Education Advisory Committee
- Maintaining communication with KUSD administration
- Overseeing curriculum implementation and assessment
- Managing student discipline and school culture

The Principal reports to designated KUSD administration and works collaboratively with district departments to ensure smooth operations and alignment with district goals.

Section 3.2 EL Education Advisory Committee

Purpose

The EL Education Advisory Committee serves as an advisory body to support the educational philosophy of Harborside Academy and ensure the school maintains fidelity to the EL Education model while meeting the needs of students, families, and the community.

Composition

The Advisory Committee shall consist of:

- 5-9 parent representatives (with efforts to represent multiple grade levels)
- 2-3 Harborside Academy staff members
- 2-3 community members (may include business partners, higher education representatives, or EL Education experts)
- 1-2 student representatives (non-voting members from Crew Council or student leadership)
- The Harborside Academy Principal (ex-officio, non-voting member)

Responsibilities

- Provide input on school culture and EL Education implementation

- Support community partnerships and service-learning opportunities
- Advise on student recruitment and retention strategies
- Review school performance data and provide feedback
- Support fundraising and grant-seeking activities
- Advocate for resources needed to maintain the EL Education model
- Provide feedback on proposed program modifications

Meetings

The Advisory Committee shall meet at least quarterly during the school year. Additional meetings may be called as needed. All meetings shall be open to the public and follow appropriate district protocols.

Selection Process

- Parent representatives shall be selected through an application process managed by the Principal
- Staff representatives shall be selected by Harborside Academy staff
- Community members shall be recruited and selected based on expertise and commitment to the school's mission
- Terms shall be two years, with staggered terms to ensure continuity

Section 3.3 Methods to Ensure Parental Involvement

Harborside Academy parents are important partners in the educational process. CREW advisors serve as the primary point of contact between families and the school, fostering strong home-school connections. Opportunities for parent participation include:

- Student-led conferences facilitated by CREW advisors (required attendance)
- Celebrations of Learning/Exhibition nights
- Passage presentations
- Fieldwork assistance and chaperoning
- Camp and Outward-Bound experience support
- Parent-Teacher-Student Organization (PTSO)
- EL Education Advisory Committee participation
- Daily communication through school announcements
- Volunteer opportunities in classrooms and school events
- CREW family events and communications

ARTICLE IV: GENERAL OPERATIONAL REQUIREMENTS

Section 4.1 Non-Discrimination

Harborside Academy will not deny access to any student based on gender, gender expression, race, religion, national origin, ancestry, pregnancy, marital or parental status, sexual orientation, color, or physical, mental, emotional or learning disability.

Section 4.2 Student Records

Student records shall be maintained in accordance with KUSD policy and state and federal law. Records specific to the EL Education model (portfolios, passage documentation, Habits of Success grades) shall be maintained at Harborside Academy and integrated into the district's student information system as appropriate.

Section 4.3 Report Cards and Student Transcripts

Report cards will be issued on a semester basis using Harborside Academy's standards-based grading system. Transcripts will reflect both academic achievement and Habits of Success grades.

Harborside Academy transcripts will not reflect class rank unless specifically requested by parents or students. The school will follow a modified version of the KUSD Cum Laude system that reflects the percentage of available AP and honors courses.

Section 4.4 Transportation

Transportation for high school students (grades 9-12) will be provided by KUSD in accordance with district transportation policies for choice schools. Transportation is not available for middle school students (grades 6-8) except as required for special education services.

Section 4.5 Student Health and Safety

All KUSD health and safety policies will be followed. Additional safety procedures specific to EL Education activities (fieldwork, camping, adventure education) shall be developed and maintained by school administration in collaboration with district risk management.

Section 4.6 Student Discipline/Behavior Policies

All KUSD student behavior policies and Code of Conduct will be followed. Additional expectations aligned with the EL Education model and Habits of

Success may be developed and communicated to students and families upon registering to attend Harborside Academy.

Section 4.7 Public School Alternatives/Voluntary Attendance

No student is required to attend Harborside Academy. Students who do not attend Harborside Academy will attend their attendance area school or another choice school within KUSD. For scheduling and enrollment purposes, students who accept placement at Harborside Academy are asked to commit to attending for at least one full academic year.

Section 4.8 School Calendar

Harborside Academy will generally follow the KUSD calendar with modifications necessary to implement the EL Education model, including:

- **Intensive Electives**: Week-long (3-4 day) intensive courses offered between semesters, with a staff work day prior for exam grading and grade reporting. (Harborside will still meet the yearly instructional minutes as required by the state.)
- **Student-Led Conferences**: Extended evening hours over 2 days (8 hours total) for all staff to accommodate individual conference scheduling for grades 6-12
- **Student Passages**: Extended evening hours over 2 days (8 hours total) for all staff to attend student presentations for grades 8^{th}, 10^{th}, and 12^{th}
- **Celebrations of Learning:** Extended hours beyond staff work day to host expedition culminations that students present to families and community members at the conclusion of an expedition
- **Adventure Education/Camps**: 1-2 day off-campus experiences with extended day return for middle school students and overnight staff supervision for high school students
- **Professional Development**: Harborside will follow the KUSD professional development calendar. (Half day district and half day Harborside on the days with district PD. The other two dates are full day Harborside PD.) - As stated above, Harborside will still meet the yearly instructional minutes as required by the state.

ARTICLE V: ENROLLMENT

Section 5.1 Admission Requirements

Students wishing to attend Harborside Academy will apply through the KUSD choice school application process:

- Middle school students (grades 6-8) will submit applications during the designated choice window
- High school students (grades 9-12) will indicate interest through the district high school selection process
- Current 8th grade Harborside Academy students receive automatic placement into 9th grade if they submit required forms by the designated deadline

If applications exceed available spaces, a random lottery will be conducted following district procedures, with the following exceptions:

- Siblings of currently enrolled students are exempt from the lottery
- Children of Harborside Academy staff members are exempt from the lottery (not to exceed 5% of total enrollment)

Students interested in attending Harborside Academy will follow the communicated enrollment schedule and application process.

Section 5.2 Student Acceptance

Selected students will receive notification through the district's choice school process. Families must confirm acceptance within the designated timeframe or forfeit their placement. A waiting list will be maintained for students not initially selected.

Students with IEP or 504 services that are interested in attending Harborside Academy, will hold an IEP review with both a team from Harborside Academy, as well as, the sending school's team to determine if all services can be met due to the size and services Harborside Academy can provide. If through the IEP review, it is determined that Harborside Academy cannot meet the services of the students, Harborside Academy will recommend a change in placement to another KUSD school that can meet the service/IEP requirements of the student's aids and services.

Section 5.3 Discontinuance of Student Enrollment

Attendance at Harborside Academy is based on student and parent choice. For scheduling and enrollment purposes, students who accept placement are asked to commit to attending for at least one full academic year.

Students must maintain adequate academic progress to remain enrolled at Harborside Academy. Students who fail to achieve a minimum number of academic credits or students for whom a class schedule cannot be built, which is determined by Harborside administration, may not be allowed to return to Harborside Academy due to the school’s schedule and inability for students to make up missing credits. If a schedule can be built to accommodate the student’s academic needs, the student can remain at Harborside.

If these rules conflict with a student’s IEP, 504, or Tier 3 academic intervention, the IEP, 504, or Tier 3 academic intervention agreement will take precedence.

ARTICLE VI: EDUCATIONAL PROGRAM/ACADEMIC ACCOUNTABILITY

Section 6.1 Curriculum

Curriculum will be determined by the staff in conjunction with the mission and educational program of the school and will be aligned with KUSD standards in collaboration with district administration. Harborside Academy's instructional program is centered upon a rigorous interdisciplinary, thematic curriculum. Flexible scheduling and team planning throughout the academic program allows for frequent collaboration and coordination between disciplines. Advanced Placement and honors courses are offered based upon student interest and readiness. Teachers at Harborside Academy will use instructional methods that promote deep understanding, higher order thinking, and student independence for all learners. Each semester of work that meets or exceeds all course standards will earn credit. Harborside Academy will use district curriculum unless there is an agreement with the Kenosha Unified Teaching and Learning Department. (It is understood that Harborside Academy will use supplemental materials, funded through the school, to support academic delivery during intensive and expedition instruction.)

In grades six through twelve, all students will be expected to successfully complete the following:

Grades 6-8

- 3 credits (3 years) of English
- 3 credits (3 years) of social studies
- 3 credits (3 years) of mathematics
- 3 credits (3 years) of science
- 1.5 credits (1.5 years) of foreign language (0.5 in 6th or 7th grade, 1.0 in 8th grade)
- 2.0 credits (3 years) of health/physical education (0.5 in 6th and 8th grade, 1.0 in 7th grade)
- 3 years of Crew
- 1.5 credits of additional elective credits (e.g. art, music, STEM, leadership)

Grades 9-12

- 4 credits (4 years) of English
- 3.0 credits (3.0 years) of social studies
- 3 credits (3 years) of mathematics
- 3 credits (3 years) of science
- 2 credits (2 years) of foreign language (unless excused by a parent/guardian)
- 2.0 credits (3 years) of health/physical education (0.5 health. 1.5 PE)
- 0.5 credits of behavioral science
- 0.5 credits of personal finance
- 4 years of Crew
- Additional elective credits are added to required courses, to achieve 23.5 minimum credits for graduation. Harborside seniors will be required to take a minimum of five credits plus Crew per semester to be considered full-time students.

Section 6.2 Grade Levels

Harborside Academy is a grade six through twelve college preparatory school whose graduates are strongly encouraged to attend post-secondary education. The school offers a rigorous academic program within a personalized learning environment and prepares all students for success in college and beyond. Immersed in an ethos of service and teamwork, Harborside Academy students are challenged to take the reins of community leadership and to understand and meet the demands of the modern workplace.

Section 6.3 Instructional Practice

Innovative teaching methodologies focusing on active participation and student engagement will be used at Harborside Academy. Strategies from the EL Education model will be blended, varied, and memorable to create powerful learning experiences. Strategies used include: Socratic Seminar, Conceptual Models, Text Rendering, World Café, Gallery Walks, Building Background Knowledge (BBK) Workshops, Didactic Instruction, and student coaching techniques. While this is not an exhaustive list, it represents strategies that characterize Harborside Academy's instructional practice.

Harborside Academy will use its organizational structures and systems to help students attain the dispositions and skills outlined in Wisconsin Statutes 118.01. Harborside Academy's staff will embrace the school's small size, its commitment to interdisciplinary teaching, and the field-based experiences at the core of EL Education. The structures to foster these skills in a highly effective manner will include the following:

a. **Learning Expeditions**: Learning expeditions are the core experience within the academic program which explore content and skills within major disciplines during an in-depth examination of a compelling topic. Often that topic will start with issues or events of local interest that relate to larger areas of study, and conclude in a student-completed product valuable to an external audience.

b. **Schedules**: Harborside Academy will organize the master schedule to promote and support deep understanding, higher order thinking, and student independence. Classes are taught within a flexible schedule, the school calendar organized by semesters. Daily schedules and the school calendar feature opportunities for extended days.

c. **Heterogeneous Grouping**: All students will complete their courses and demonstrate academic mastery at a high level. Teachers and school staff will support students who seek additional challenges beyond the shared curriculum. (Exceptions, where students might be organized into classes based on academic ability and prior skill development, might include a student working towards credit in an honors or AP level course.)

d. **College-Bound**: EL Education Network Schools believe that all of their students should pursue post-secondary education, considering a college or university education as their primary goal upon graduation.

e. **Student-led Family-Teacher Conferences**: Harborside Academy insists upon students taking an active role in their education. The family conference is a cornerstone activity within that process. During these conferences, students lead a discussion of their accomplishments, needs, and goals as learners based upon work and feedback they have collected.

f. **Eighth, Tenth and Twelfth Grade Passage Portfolios**: The Passage Portfolio is a collection of a student's work in his or her courses accompanied by pieces of self-assessment and reflection. All students must successfully complete a passage portfolio before moving on to the next grade level or graduation. During their Passage, students discuss their learning and their readiness for the next level of school with staff and family and community.

g. **Senior Project**: A Senior Project will be designed by each student around a particular passion or field of interest. Each project will have service and curriculum connections. Coursework and personal interests will likely inform the specific topic and/or passion that the senior will pursue in more depth. Seniors will be coached through this process during their senior Crew.

h. **Adventure Education**: Each year, all students will participate in multi-day off-campus wilderness adventures. Supervised by trained staff and chaperoned by teachers and school staff, these experiences are designed to build community and teach important lessons related to the school's vision.

i. **Service**: Harborside Academy high school students are required to complete at least fifteen hours of community service each school year. Middle school students must complete at least ten service hours per year. This work accounts for ten percent of each student's Crew grade. Student service hours are turned in each year to Crew teachers by the end of the school year. Service hours can be accrued the summer before the school year begins. Service hours beyond the required cannot be rolled over to the next school year. Students who record more than 100 service hours during their high school career will receive a special distinction on their diploma.

j. **Summer School**: Harborside Academy will participate in KUSD summer school programming. Harborside Academy's summer school program will be a standards-based program designed to re-teach skills that students did not learn throughout the traditional school year. All Harborside Academy students who fail classes throughout the school year will be expected to make up those credits in summer school.

k. **Special Education**: Harborside Academy will actively work to recruit and maintain a student demographic that is similar to other schools within the community. Therefore, Harborside Academy will offer special education services to students with an Individualized Education Plan. A full continuum of services may not be provided, but an inclusive model of support will be provided for Harborside Academy in the same manner that is provided for all other students within KUSD**.** Special education services will be provided by KUSD in accordance with federal and state law and district policies.

Section 6.4 The Design Principles

All schools utilizing the EL Education model adhere to a common set of beliefs and structures for teaching and learning. The design principles express the philosophy of education and core values of EL Education. Drawn from the work of Outward Bound's founder, Kurt Hahn, and other educational leaders, they shape school culture and provide a foundation for the moral purpose of schools.

a. **The Primacy of Self-Discovery**: Learning happens best with emotion, challenge, and the requisite support. People discover their abilities, values, passions, and responsibilities in situations that offer adventure and the unexpected. In EL Education Network Schools, students undertake tasks that require perseverance, fitness, craftsmanship, imagination, self-discipline, and significant achievement. A teacher's primary task is to help students overcome their fears and discover they can do more than they think they can.

b. **The Having of Wonderful Ideas**: Teaching fosters curiosity about the world by creating learning situations that provide something important to think about, time to experiment, and time to make sense of what is observed.

c. **The Responsibility for Learning**: Learning is both a personal process of discovery and a social activity. Everyone learns both individually and as part of a group. Every aspect of an EL Education Network School encourages both children and adults to become increasingly responsible for directing their own personal and collective learning.

d. **Empathy and Caring**: Learning is fostered best in communities where students' and teachers' ideas are respected with mutual trust. Learning groups in EL Education Network Schools are small, with a caring adult looking after the progress and acting as an advocate for each child. Older students mentor younger ones, and students feel physically and emotionally safe.

e. **Success and Failure**: All students need to be successful if they are to build the confidence and capacity to take risks and meet increasingly difficult challenges. But it is also important for students to learn from their failures, to persevere when things are hard, and to learn to turn challenges into opportunities.

f. **Collaboration and Competition**: Individual development and group development are integrated so that the value of friendship, trust, and group action is clear. Students are encouraged to compete not against each other, but with their own personal best and with rigorous standards of excellence.

g. **Diversity and Inclusion**: Both diversity and inclusion increase the richness of ideas, creative power, problem-solving ability, and respect for others. In EL Education Network Schools, students investigate and value their different histories and talents as well as those of other communities and cultures. Schools and learning groups are heterogeneous.

h. **The Natural World**: A direct and respectful relationship with the natural world refreshes the human spirit and teaches the important ideas of recurring cycles and cause and effect. Students learn to become stewards of the earth and of future generations.

i. **Solitude and Reflection**: Students and teachers need time alone to explore their own thoughts, make their own connections, and create their own ideas. They also need time to exchange their reflections with other students and adults.

j. **Service and Compassion**: We are Crew, not passengers. Students and teachers are strengthened by acts of consequential service to others. One of an EL Education Network School's primary functions is to prepare students with the attitudes and skills to learn from and be of service.

Section 6.5 Core Practice Benchmarks

The Core Practice Benchmarks describe EL Education in practice: what teachers, students, school leaders, families, and other partners do in fully implemented EL Education Network Schools. The five core practices: Curriculum, Instruction, Student-Engaged Assessment, Culture and Character, and Leadership work in concert and support one another to promote high achievement through active learning, character growth, and teamwork.

The Core Practice Benchmarks serve several purposes. They provide a comprehensive overview of the EL Education practices, a planning guide for school leaders and teachers, a framework for designing professional development, and a tool for evaluating implementation.

Learning expeditions will be implemented throughout the curriculum. Within the expeditions, teachers will design compelling topics and create guiding questions that will drive the instruction. Teachers will link projects to the learning and ask students to design high-quality products. Teachers will also connect learning to the real world by incorporating fieldwork, local expertise, and service learning into the classroom. Students at Harborside Academy will be asked to produce and present high-quality student work.

Teachers will also use an active pedagogy within their classrooms. Effective instructional practices will be used schoolwide. Teachers will teach reading and writing across the disciplines. They will teach inquiry-based math, science, and social studies. Teachers will also use effective assessment practices like portfolio assessment and standards-based assessment.

Building a positive school culture and fostering character is critical to the success of this school. Staff will ensure equity within the school and uphold high expectations for student behavior by establishing a building-wide plan for discipline and consistent school procedures for the students to follow.

Harborside Academy will also emphasize adventure and fitness. Students will participate in yearly Outward Bound type experiences where they will leave campus with the staff. Students will be able to participate in active learning that emphasizes academic excellence and team building. The school staff will also strive to develop a professional community that engages families in the learning process.

Section 6.6 Electives

a. **Student Partnership:** Juniors and seniors may choose to work with a teacher to design and prepare a student partnership. Student partnerships are internship-type experiences that may happen off-campus at local businesses.

b. **Enrichment Intensives**: Enrichment intensives are non-credit, 3-4 day courses. Students at Harborside Academy can engage in a range of activities, including interest-based topics such as, but not limited to: anthropology, exercise and sports science, or archeology. Enrichment intensive courses will be selected and designed by Harborside Academy staff and will be reflected by specific name on students' electronic transcripts. Enrichment intensive courses will be optional for second semester seniors who are on track to graduate. Harborside Academy has the autonomy to create and add enrichment intensive courses to the course catalog for scheduling.

c. **Academic Intensives**: Academic intensives are non-credit, 3-4 day courses designed for remediation that allow for credit recovery depending on students' academic progress. Students who are failing any course or Habits of Success (HoS) grade at the time of intensives will take a zero-credit academic intensive. Harborside Academy staff will track data relating to academic intensives. Data identifying the total number of students taking this course per grade level, the total failing grades per grade level, and the total passing grades earned during intensives will be kept.

d. **Crew**: Harborside Academy Crews are teams of students and an adult advisor who meet regularly to discuss academic issues, share accomplishments, and solve individual or school dilemmas. They also organize student work for conferences, portfolios, exhibitions, or passages. Critical to Harborside Academy's goal of knowing all students well, Crew both cares for students and gives them opportunities to know themselves and each other better.

e. **Articulated & Transcripted Credit Courses:** Harborside will participate in articulation agreements between KUSD and post-secondary institutions for the purpose of offering transcripted credit courses.

Section 6.7 Honors Programming

Harborside Academy students in grades 6–8 will have the option to complete honors level assignments in their core subject classes. Weighted honors credits will be offered at Harborside Academy for grades 9-12. With the exception of math, chemistry, physics, and AP classes, all honors level classes will be heterogeneously grouped.

Section 6.8 AP Courses

Harborside Academy will offer AP Courses to students starting freshman year in areas where certified staff is available and enough students are interested. Similar to other KUSD high school students, if their schedule permits, Harborside Academy students will be allowed to travel to another school to take an AP course that is not offered at Harborside Academy.

Section 6.9 Student Evaluations

Students will be assessed on their mastery of Learning Targets (which are based on KUSD Standards and Benchmarks) and Habits of Success grades.

The Harborside Academy school assessment and graduation process prepares students to do the kinds of work required in college and the workplace. Students graduate and receive a diploma from Harborside Academy by successfully meeting course standards that demonstrate essential skills and knowledge. Students will be regularly assessed, both formally and informally. The form of student assessment will vary depending on instructional goals, but will include: tests, quizzes, papers, projects and labs, as well as portfolios, presentations, performances, and exhibitions (portfolios and work exhibitions are described in more detail below).

Section 6.10 Portfolios

From EL Education Core Practices, http://eleducation.org/resources/core-practices:

1. Students archive and organize their work across subject areas using a system that has been agreed upon schoolwide. Students then select specific work for student-led conferences, presentations of learning, and/or passages.
2. Students' portfolios demonstrate proficiency of content and skills over time. They also show students' growth and proficiency regarding habits of scholarship.
3. Portfolios include rubrics linked to learning targets for major projects and assignments.
4. Students' portfolios include multiple drafts, self-reflections, and feedback from teachers that show how their work has improved and how they have met the learning targets.

Section 6.11 Passages

1. Passages (i.e., portfolio presentations, presentations of learning) require students to take part in traditions that confirm their readiness to move forward in all realms of achievement.
2. Passages may include students sharing: their current levels of proficiency in core subjects, exemplary work from different subject areas, artistic, athletic, and technological accomplishments, service-learning contributions outside of school-or growth and proficiency with relational and Habits of Success performance.

3. The school schedules specific time for passages (e.g., eighth, tenth, and twelfth grades) for all students.
4. Students, with teacher support, analyze their own portfolios to identify quality evidence that demonstrates progress toward academic learning targets, Habits of Success, and readiness for passage.
5. Teachers support students in showcasing their progress and demonstrating their readiness for passage.
6. Teachers support students in practicing presentation skills, such as eye contact, clear articulation of ideas, technology use, and presenting evidence to support their statements.

Section 6.12 Exhibitions

A celebration of learning, or work exhibition, is a public demonstration that lets students show parents, teachers, and community members what they are learning and doing in school. The exhibit may include: artwork, research, results from an experiment, written work, tests, or other projects. The exhibition demonstrates what has been learned more clearly than just a grade on a report card. It also gives other students ideas that will help them improve their own work and helps to set a standard for excellent work from all students. The exhibition is an important way for us to both celebrate work and hold students and the school accountable to parents and others who care about Harborside Academy.

Section 6.13 Academic Grading Language and Scale

Harborside Academy will utilize a standards-based grading model. Each Harborside Academy course will be built around *power standards*. Power standards are based on district standards, which are bundled together, using a commonality of skills and written in student accessible language so they can be used to guide student self-assessment.

Teachers will use short-term, daily learning targets to support power standards. Learning targets take the abstract language of the district standards and place them in a concrete context. For example, “I can write an editorial article about the current plans for reclamation of Rocky Flats that uses evidence to be persuasive.”

When teachers provide feedback to students about their progress toward a standard, they will use the following language and scoring system:

How their evidence of understanding relates to the target	Standard –Based Grade	Associated Letter Grade shown on report card at semester
Mastery toward standard	4	A
Proficient toward standard	3	B
Developing toward standard	2	C
Does not meet expected standard	0	F/ INC

For major assessments, teachers will develop *rubrics* (often with student input) that explain the requirements that students must attain in order to meet or exceed the standard.

What specifically do these grades say about student achievement <u>on a particular assessment</u> or standard?

0 = Does Not Meet Expected Standard: A "0" is given when, in the absence of extenuating circumstances (e.g. an excused absence), a student does not demonstrate substantive progress towards meeting the standards or criteria of a given assessment by an established deadline. This may mean that a student has not met the majority of performance indicators or criteria for that assessment, or that they have not genuinely attempted to meet the rubric criteria.

2 = Developing Toward Standard: A "2" is given when a student has demonstrated a substantive attempt to meet the standards of a given assessment, but needs more time to achieve competency. This may mean a student has met the majority of the performance indicators or criteria for that assessment or genuinely attempts to meet the rubric criteria.

3 = Proficient Toward Standard: A "3" is given when the student's work fundamentally meets the standard being assessed and the assessment requirements. It is competent work that demonstrates the essential skills and knowledge for that grade level or course. *All* of the criteria for Meets the Standard (e.g., in the rubric) are demonstrated in the work.

4 = Mastery Toward Standard: A "4" is given when the student's work goes substantially above and beyond the course standards in quality. The work may not be perfect, but it includes complexity, sophistication, originality, depth, synthesis and/or application that clearly exceeds what would be expected to meet the standards in this assessment. Sometimes, a student will have to opt to complete a particular task(s) or prompt(s), not required of all, in order to be eligible for Mastery.

Student report cards and transcripts will reflect academic letter grades A, B, C, or F equivalent to other KUSD students. *(Note: Harborside Academy will not have a D in the academic grading scale, unless approved by Harborside Academy administration due to extenuating circumstances. Scores below seventy percent will result in a failing grade.)*

Section 6.14 Standardized Testing

Harborside Academy students will participate in all district testing including in grades 6-8, 9th and 10th grades, and 11th grade.

Section 6.15 Habits of Success Grades

As evident in its practices and procedures, Harborside Academy places an important value on students demonstrating high Habits of Success in all they do both at school and in the community. In such, students are not only graded on academic performance, but development of Habits of Success as well. The Habits of Success grading system was built on a set of targets that students at Harborside Academy helped to develop. These targets include:

a. Learning Target #1: I am a student with INTEGRITY.
b. Learning Target #2: I am a RESPECTFUL student.
c. Learning Target #3: I am a COOPERATIVE student
d. Learning Target #4: I am a student with TENACITY
e. Learning Target #5: I am a positive LEADER.
f. Learning Target #6: I use HUMOR appropriately.

Because of the importance of these Habits of Success grades, students receive two grades for each course they are enrolled in at Harborside Academy. They receive an academic grade, which they earn by showing evidence of progress toward the learning targets for the course. They also receive a Habits of Success grade which they earn by demonstrating behavior in the six Habits of Success learning targets. *Students must earn a C- or better, both academically and in Habits of Success, to earn credit for a course.*

Section 6.16 Criteria for Granting a High School Diploma

In order to qualify for and be granted a high school diploma, Harborside Academy students must complete the same graduation requirements as other Kenosha Unified School District students.

ARTICLE VII: STAFFING

Section 7.1 Staffing Philosophy

Core Staffing Philosophy Harborside Academy's staffing model reflects the unique demands of the EL Education model, requiring educators who serve as both content specialists and CREW advisors. The small school environment and personalized learning approach necessitate a collaborative, flexible staffing structure.

CREW Leadership Requirement All certificated teaching staff are required to lead a CREW advisory group. This is not an additional duty but rather an integral part of every teacher's role at Harborside Academy. CREW leadership responsibilities are built into the teaching assignment and job expectations.

Collaborative Teaching Expectations

- Team teaching for interdisciplinary expeditions
- Shared responsibility for grade-level or content-area planning
- Participation in professional learning communities
- Mentoring and peer observation

Section 7.2 Teacher Qualifications

Teachers must demonstrate a commitment to the EL Education model of instruction as defined by the school administration in collaboration with district administration and this choice school program guide.

Section 7.3 Professional Development Requirements

Harborside Academy staff are expected to work with the school administration to schedule their participation in EL education training and curriculum development planning. Some examples of the EL education training may include:

- Participate in summer EL Education training institutes
- Attend required EL Education professional development sessions

- Engage in collaborative planning during designated professional time
- Participate in school-based professional learning communities
- Complete training specific to adventure education and fieldwork safety as applicable
- Participate in CREW-specific training and development
- Engage in regular CREW leader collaboration and best practice sharing

CREW-Specific Professional Development Given the centrality of CREW to the EL Education model, all staff receive ongoing training in:

- Advisory best practices
- Restorative justice and circle practices
- Social-emotional learning strategies
- Family engagement through CREW
- Facilitating student-led conferences
- Character development and Habits of Success instruction

ARTICLE VIII: FINANCIAL RESOURCES AND SUPPORT

Section 8.1 District Funding

Harborside Academy will receive funding through KUSD's budget allocation process. Harborside Academy requires additional funding beyond the formulated discretionary budget to maintain its unique educational model. The additional funding shall be requested and negotiated between Harborside administration and KUSD administration with KUSD Board approval.

Section 8.2 Additional Resource Requirements

To maintain fidelity to the EL Education model, Harborside Academy will be provided additional funding as needed to implement their unique model. (The amount of the funding provided will be discussed yearly with KUSD administration.) Harborside currently plans to use that funding for:

- EL Education Model Participation
- Professional Development
- Program Implementation

ARTICLE IX: SCHOOL FACILITIES

Section 9.1 Description of School Facility

Harborside Academy is housed in the KUSD facility located at 913 57th Street, Kenosha, WI 53140, which is shared with Reuther Central High School. The facility is maintained by KUSD. Due to the facility being shared between two schools, KUSD administration, along with school leaders at Harborside Academy and Reuther Central High School, will conduct annual evaluations for building needs such as: room assignment allocations, solutions for adequate storage and specialized spaces, scheduling accommodations to maximize space utilization, and long-term facility solutions to address growth and/or program needs.

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KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

November 18, 2025

APPROVAL OF COMMUNITY LIAISON AGREEMENT WITH KENOSHA COUNTY DEPARTMENT OF HUMAN SERVICES

Background:

The Kenosha County Department of Human Services, Division of Children & Family Services (DCFS) and the Kenosha Unified School District (KUSD) have been in partnership for over 20 years, working collaboratively to address the needs of Kenosha students who are struggling within the community with school attendance and behavior. The district uses Fund 80 dollars to maintain their portion of this partnership with DCFS. DCFS matches the KUSD contribution and then, in turn, contracts with Community Impact Programs (CIP) who hire the school liaisons to help supervise and mentor these struggling students.

These CIP community liaisons currently serve students at eight local schools including Bullen Middle School, Lance Middle School, Washington Middle School, Mahone Middle School, Tremper High School, Bradford High School, Indian Trail High School, and Reuther Central High School. The CIP liaison team also serves additional students who live in or around those boundary areas, as required by the rules governing Fund 80 spending.

Concerned parents, community social workers and/or school staff are able to refer participating middle school and high school aged students to the program. Students receive supportive services that include assistance with problem-solving, academic challenges, and other relationship skill-building activities. The community liaisons work one-to-one with up to 15 students at any given time. Typically, CIP liaison work hours for this position are Monday through Friday during scheduled school times. However, school liaisons are also expected to work occasional evening and weekend hours outside of the school day to provide activities and accommodate the needs of the students. A requirement of the position is also for CIP liaisons to be available via cell phone throughout the day, unless other arrangements for coverage have been made.

This is traditionally a Board Report and request that happens yearly. However, the budget for DCFS follows the calendar year (January 1st - December 31st) versus the KUSD fiscal calendar that runs July 1st of each year through the end of June. This past year, an additional school (Mahone was added) to the contract. To do that, we changed the contract to match the DCFS financial calendar. However, due to recent conversations between DCFS and the KUSD Finance Department, we are asking for this contract to be approved for 18 months so that the yearly contract will return to the KUSD Fiscal Calendar starting on July 1 every year. Therefore, the request at this time is for a one time approval of an 18 month contract.

As previously noted, KUSD evenly splits the cost of this community partnership with DCFS. The contract will continue at the same cost to KUSD, $282,716 per year. Therefore, the cost of this 18 month contract totals $424,074. This contract starts on January 1, 2026 and ends on June 30, 2027. The first document is the proposed purchase service contract between KUSD and DCFS for January 1, 2026 - June 30, 2027. This contract also includes three exhibits as follows:

Exhibit 1 - Approved DCFS Budget Information.
Exhibit 2 - Scope of Work
Exhibit 3 - Reports & Goals Progress

- Middle School 2024
- High School 2024
- Middle School January-September 2025
- High School January-September 2025

All KUSD costs associated with this purchase service contract will continue to be covered through Fund 80.

Recommendation:

Administration recommends that the board:

- To approve the continuation of this liaison agreement with the Kenosha County Division of Children and Family Services (DCFS); contract covering the term of January 1, 2026, to June 30, 2027.

Dr. Jeffrey Weiss
Superintendent of Schools

William Haithcock
Chief of School Leadership

KENOSHA UNIFIED SCHOOL DISTIRCT
Purchase of Services Contract for Administrative Services

Provider:	Kenosha County Department of Human Services
Address:	8600 Sheridan Road, Suite 100, Kenosha, WI 53143
Administrator/Signor:	John T. Jansen
Phone Number/Email:	262-605-6524/ john.jansen@kenoshacountywi.gov
Purchased Service:	Administrative – School-Community Outreach School Liaisons
Contract Effective Dates:	January 1, 2026 – June 30, 2027
Contract Maximum:	$424,074

This Purchase Contract for Administrative Services (along with its Exhibits) ("Contract") is made and entered into between KENOSHA UNITIFED SCHOOL DISTRICT, whose business address is 3600 – 52nd Street, Kenosha, Wisconsin 53144, ("Purchaser" or **"Kenosha Unified"**) and Kenosha County Department of Human Services, Division of Children & Family Services ("Provider" or **"Kenosha County"**).

WHEREAS Provider is an agency engaged in furnishing professional, technical and/or administrative services; and

WHEREAS Purchaser wishes to retain Provider to provide certain services for Purchaser, described in the attached Exhibits, as authorized by Wisconsin law;

NOW, THEREFORE, in consideration of the mutual undertakings and agreements hereinafter set forth, the Purchaser and Provider agree as follows:

I CONTACT PERSONS AND CONTRACT ADMINISTRATORS

A. Purchaser's employee responsible for administration and day-to-day operation of this Contract is Bill Haithcock, Chief of School Leadership, Phone: (262) 359-6008, Email: whaithco@kusd.edu.

B. Provider's administrator/signor business information is noted above. The contact person for day-to-day operation of this Contract is Pamela Condos, Division Manager, Division of Children & Family Services, Phone number: (262)605-6563, Email: pamela.condos@kenoshacountywi.gov, whose principal business address is 8600 Sheridan Road, Kenosha, WI 53143.

C. If either party changes its contact person, it will notify the other party of the name and address of the new contact person in writing within ten (10) days of the change.

II SERVICES TO BE PROVIDED AND COSTS

A. Subject to the terms and conditions set forth herein and the Exhibits hereto (*all of which are considered to be a part of this Contract*), Purchaser agrees to purchase the Services from Provider as described within, by reference, or as may be amended.

B. Provider agrees to provide the services under the most current version of applicable governing laws, rules and regulations, and any other items which may be incorporated into this Contract by reference, or as amended.

C. Provider agrees to provide Services at the rate(s)/unit(s) of service to the estimated number of eligible clients at a maximum not to exceed cost as described within or as may be amended. Provider may expend money authorized by this Contract only on those line items and services that are specified in this Contract, including Addenda, Exhibits or as may be amended.

III DELIVERY OF CARE AND/OR SERVICES

A. Except as otherwise provided herein, Provider shall maintain in all respects its present control over and autonomy with respect to maintaining overall agency policies and operational standards for Services.

B. To maximize service impact and facilitate inter-agency coordination:

- Provider agrees to provide report data in a format approved by Purchaser.

- If applicable to services of this Contract or specified within, Provider recognizes that its relationship with Purchaser may involve being open to co-location of staff, formation of interagency teams and shared supervisory responsibilities. Ultimate supervisory authority remains with the employer of each employee.

C. Provider agrees that, in performing the Services under this Contract, it shall follow the priorities, standards and methods of Services requested by Purchaser.

IV GENERAL PROVISIONS

A. Service Standards – Provider agrees to meet standards in performing the Services, as expressed by federal, state, and county, laws, rules, regulations, statutes and ordinances applicable to the Services provided pursuant to this Contract. Provider will promptly notify Purchaser in writing if it is unable to comply with the applicable federal, state, and county laws, rules, regulations, statutes and ordinances applicable to the Services of this Contract. Non-compliance will result in termination of Purchaser's obligation to purchase those Services.

B. Obey All Laws – Purchaser **and** Provider shall comply with all federal, state and local laws, rules, and regulations, statutes and ordinances applicable to performing under this Contract. In addition, Provider, its employees, subcontractors or agents shall comply with all Purchaser rules, policies and procedures applicable to performing Services of this Contract.

C. Information Sharing and/or Confidentiality – Provider agrees to conform to information sharing and/or confidentiality policies and requirements established by Purchaser. The use or disclosure by any party of any information obtained in the performance of this Contract concerning eligible clients or services for any purpose not connected with administration of Provider's or Purchaser's responsibilities under this Contract is prohibited except with the informed, written consent of the individual(s) involved, eligible clients or client(s) legal guardian, except to the extent allowed by law. Provider agrees to use its best efforts to create and implement safeguards to prevent a breach of confidentiality. If Provider becomes aware of any breach of confidentiality by any of its employees, subcontractors or agents, Provider shall promptly report any breach to Purchaser.

D. Protection of Confidential Information Regarding Clients

1. Provider agrees that any information concerning the clients served under this Contract or the services performed for those clients shall be treated as "Confidential Information." Provider shall use its best efforts at all times to protect the Confidential Information from disclosure. Provider shall comply with all applicable privacy laws, rules and regulations applicable to the Confidential Information and performance of this Contract, including but not limited to The Family Education Rights and Privacy Act (FERPA) (20 U.S.C. 1232g; 24 CFR Part 99) and Wis Stat 188.125.
2. Provider agrees that the Confidential Information is, and at all times shall constitute, the sole and exclusive property of Purchaser. During the period this Contract is in effect and at all times after its termination, Provider, its employees, subcontractors and agents shall maintain the confidentiality of the Confidential Information and shall not sell, license, publish, display, distribute, disclose or otherwise make available the Confidential Information to any third party. Provider agrees to destroy or return all Confidential Information at the end of the term. Provider agrees that Confidential Information may only be disclosed to those employees, subcontractors or agents of Provider who need to know the Confidential Information to perform the Services under this Contract. Provider understands the obligation to protect the Confidential Information. Accordingly, the Provider shall strive to provide its employees, subcontractors and agents with confidentiality training prior to the first date any such employee, subcontractor or agent provides Services under this Contract.

E. Health Insurance Portability and Accountability Act of 1996 (HIPAA) Applicability – The Provider agrees to comply with the federal regulations implementing the Health Insurance portability and Accountability Act of 1996 (HIPAA) to the extent those regulations apply to the services provided under this Contract. Certain functions included in the Contract may be covered within HIPAA rules. As such the Purchaser must comply with all provisions of the law and if it is determined that the Provider is a "Business Associate" within the context of the Law, the Purchaser requires Provider to sign and return the Business Associate Agreement which will be included if applicable, and made part of the Contract. Provider agrees to use the Business Associate Agreement provided by Purchaser with any subcontractor to the extent that the HIPAA regulations apply to the services provided by the subcontractor.

F. Staffing – Provider shall make every reasonable effort to maintain sufficient staff to deliver Services. When staffing changes are required, Provider shall notify Purchaser. Provider shall ensure that staff providing services are properly supervised and trained and that they meet licensing and certification requirements.

G. Subcontracting – If Provider obtains Services under this Contract from a subcontractor, Provider is responsible for ensuring the subcontractor's fulfillment of the terms of the Contract.

H. Contract Renewal – Contract renewals are determined solely by Purchaser, are subject to applicable requirements and department authorizations, and are contingent on availability of funds, satisfactory Contract performance, and negotiation of renewal rates.

I. Licensing – Throughout the duration of this Contract, Provider must lawfully possess and maintain in good standing such licenses, accreditations, and certifications/reports as are required by federal, state, and local laws & regulations to furnish the Services. Provider shall submit proof of licensure to Purchaser upon request.

J. Complaints – Provider shall notify Purchaser in writing of all complaints filed in writing against Provider and shall include a statement regarding resolution of the complaint.

K. Mediation of Disputes – Either party may request the opportunity to mediate a dispute arising from this Contract, with a mediator agreed upon by both parties. The parties shall split the cost of the mediator equally. If the parties fail to agree upon selection of a mediator within 30 days of the request, then no mediation will take place.

L. Alcohol and Substance Abuse Policy Assurances – Provider assures that it maintains and enforces alcohol and substance abuse policies appropriate to the organization and consistent with the fullest extent allowed by law, including mandatory drug and alcohol testing for all driving personnel who drive clients, to ensure drivers are free from intoxicants or drugs that impair driving.

M. Background Checks – Prior to the first date that an employee, subcontractor or agent of Provider begins performing Services for Purchaser, Provider shall provide Purchaser with a copy of the results of a background check on that employee, subcontractor or agent. That background check shall include HHS, OIG, and Sex Offender Registry searches. Purchaser reserves the right to reject any employee, subcontractor or agent of Provider from performing the Services under this Contract based upon the results of the background check.

In the event that an employee, subcontractor or agent of Provider is subsequently arrested during the term of this Contract or fails a random drug-test, Provider shall immediately discontinue that employee, subcontractor or agent's participation in providing Services under this Contract.

N. Accident / Incident Reporting – Provider shall report all accidents and/or incidents resulting in injury to client(s) immediately to the Purchaser's employee responsible for administration of the Contract and, where applicable, to assigned case manager. The Provider shall forward a written report detailing the accident/incident and outcomes to Purchaser's employee responsible for administration of the Contract within five (5) working days of accident/incident.

O. Notice of Deficiencies, Fines or Forfeitures – Provider shall forward within five (5) working days to the Purchaser's employee responsible for administration of the Contract, a copy of any *Notice of Deficiencies*, *Notice of Fines or Forfeiture*, or any other corrective orders, criminal convictions or civil judgments issued by any licensing or accrediting authority or Court of Law or State Administrative Law Judge. A copy of the Provider's *Corrective Action Plan* (or any other response) submitted to the licensing authority shall be forwarded to the Purchaser's employee responsible for administration of the Contract within five (5) working days.

P. Provider Is Independent Contractor – No relationship of employer and employee; joint venture or partnership, is created by this Agreement. It is understood that Provider will act hereunder as an independent contractor and shall not have any claim under this agreement or otherwise against Purchaser for vacation pay, sick leave, retirement benefits, Social Security, Worker's Compensation, disability, unemployment insurance benefits, or employee benefits of any kind. Purchaser shall neither have nor exercise any control or direction over the means or methods by which Provider shall perform the work and functions. Provider agrees to perform said work and functions at all times, in strict accordance with currently approved methods and practices in the field of service as described within. The sole interest of Purchaser is to insure that the services contemplated by this Agreement shall be performed and rendered in a professional, competent, efficient, and satisfactory manner.

Q. Conflict of Interest – The Provider shall ensure the establishment of written policies and employment rules and other safeguards to prevent, and shall prevent its employees, consultants, or agents from attempting to influence Kenosha Unified officials, employees, or its various committees, commissions, workgroups, departments, authorities, centers, services, consultants, agents, or members of the School Board, from using their public positions for purposes that are, or give the appearance of being motivated by a desire for private gain for themselves or others with whom they have family, business or other ties. **Please note that it is a crime under sec. 946.13 Wis. Stats.**, if any public official or employee shall, in his *private capacity*, negotiate or bid for or enter into a Contract in which he has private pecuniary interest, direct or indirect, if at the same time he is authorized or required by law to participate in his capacity as such officer or employee in the making of that Contract or to perform in regard to that Contract some official function requiring the exercise of discretion on his part, nor shall any official or employee, in his *official capacity*, participate in the making of a Contract in which he has a private pecuniary interest, direct or indirect, or perform in regard to that Contract some function requiring the exercise of discretion on his part. Please refer to Sec. 946.13, and to Sec. 946.12 for the complete statutory language.

R. Ethics Law Compliance – It is acknowledged that Kenosha County officials are bound by the State of Wisconsin Ethics Code and/or Kenosha County Ethics Policy. In the event that any party or any agent of any party acts in concert with a Kenosha County official or employee in such a manner as to violate any such ethics provision, this Contract may, at the sole option of either party, be declared null and void.

S. Public Records Law Compliance – The Parties acknowledge that Kenosha County is a municipal corporation and that Kenosha Unified is a public school system, both legally bound to comply with the Wisconsin Public Records Law and Open Meetings Law (see sections 19.32-19.39 & 19.81-19.98, Wis Statutes) and that, unless otherwise clearly allowed by law to be an exception to the Public Records Law and confidential, all aspects of this agreement are subject to open disclosure and are matter of public record. It is further agreed to that neither party will take any action to obstruct the operation of these laws.

T. Governing Law; Savings Clause – The validity, construction, enforcement and effect of this Contract shall be governed by the laws of the State of Wisconsin. All agreements and covenants contained herein are severable, and in the event any one of them shall be held invalid by any competent court or agency, this Contract shall be interpreted as if such invalid covenant was not contained herein, if the court or agency may interpret the remaining Contract language in a reasonable manner which is fair to the parties.

V BILLING, PAYMENT, AND COLLECTIONS PROCEDURES

A. The maximum payment and estimated number of clients under this Contract are listed in Exhibit 1. Actual total payment will be based upon the approved amount of Service authorized by the Purchaser and the approved amount of Service performed by Provider (see Section II-B).

B. Provider shall *submit billing statements by the 5th day of each month* for the previous month's services. Submission of billing statements after the 5th day may result in Provider payments being delayed. Provider will submit billing statements or invoice detail on standard forms if required by Purchaser. Purchaser reserves the right to request additional billing detail as needed. An *invoice* shall be defined as a statement of Provider service costs for which payment is requested from Purchaser where such costs meet both of the following criteria: 1) Costs are for services rendered to a specified individual client or specified client group or client family; and 2) Costs are for services rendered on a particular service date. Along with its monthly billing statement, Provider shall submit detailed invoices as noted below to support all billings submitted for Services provided under this Contract. A separate invoice shall be issued for each date of service and each client served. The *monthly billing statement* submitted by Provider must include all invoices for which reimbursement is being sought on that statement.

Each invoice must include the following detail:

- Service/Program name and Contract number
- Client name (individual or group/family) and date of birth
- Type/Category of service and date of service
- Number of service units provided to the named client on the specified date
- Billing rate (per hour, per day or per activity)
- Total amount of invoice (# of service units provided x billing rate)

Monthly billing statements shall be submitted to:
Kenosha Unified School District
Accounts Payable
3600 52nd Street
Kenosha, WI 53144

Provider shall submit its final billing statement for the **calendar year no later than July 15, 2024.** If this is not possible, a written estimate of final charges showing supporting calculations must be submitted to Purchaser by that date and the final billing submitted no later than **August 1, 2024**. Failure to comply with this provision is deemed an absolute waiver of all rights to payment for the applicable billing period.

C. Purchaser reserves the right to approve or deny written requests for advance payment to Provider in an amount to cover the costs of services to be delivered during the first calendar month of this Contract. The amount shall not exceed one-twelfth of an annual Contract or one month equivalent for shorter Contract periods. If actual costs are less than this payment, Purchaser shall notify Provider and recover the excess. Purchaser *shall subtract the excess amount advanced from payments due beginning the last quarter of the Contract period or sooner.*

D. Fees or other monies collected on behalf of a client from any source will be reported to Purchaser. When such funds exceed Provider's anticipated budget, as outlined in Contract Exhibits, this money shall be treated as an adjustment to the cost of providing Services and deducted from the contracted amount.

E. Purchaser reserves the right to withhold payment, cancel the Contract, or take other corrective actions deemed by the Purchaser to be necessary to protect the Purchaser's interest, if Provider fails to comply with any requirements of this Contract.

VI PROVIDER RESPONSIBILITIES

A. Accounting – Provider shall maintain a uniform double entry accounting system and a management information system compatible with cost accounting and control systems.

B. Maintenance of Funding – Federal/state funds must not be used to supplant other federal/state/local funds.

C. Fundraising – Purchaser encourages Provider to continue or initiate efforts to obtain funds from private sources and other public organizations for each service funded by this Contract. Provider shall obtain prior written approval from Purchaser for all fundraising activities that are for the benefit of the contracted services herein. Methods for receiving funds & utilization of funds shall be approved by Purchaser.

D. Advertising – Provider shall not publicly advertise through any media for the purpose of soliciting eligible recipients to be recipients for Services under this Contract without the advanced approval of Purchaser as to permissibility of the advertising. All items used to promote the Services, including brochures, announcements, press releases, stationery, etc., purchased pursuant to this Contract must include a statement approved by Provider prior to final preparation and distribution, that acknowledges **Purchaser** provided funds.

E. Publications – Where services purchased under this Contract result in a book or other material that could be copyrighted, the author may obtain a copyright, but Purchaser reserves a royalty-free, non-exclusive, and irrevocable license to reproduce, publish, or otherwise use, or authorize others to use, all such material. Any books, reports, pamphlets, papers, or articles based on activities receiving support under this Contract must contain an acknowledgment of that support.

VII REPORTING

A. Provider shall comply with the reporting requirements of Purchaser and the State of Wisconsin, including performance reporting requirements and any required corrective actions plans. All data reporting requirements and data definitions and specifications will be determined by Purchaser with appropriate input from Provider. The Provider will use codes provided by the Purchaser or the Department of Health and Family Services (DHFS) as applicable to the services of this Contract.

B. Purchaser reserves the right to require corrective action plans and reports as it relates to all Contract compliance issues.

VIII RECORDS

A. Provider shall maintain such records and financial statements as required by state and federal rules and regulations and by Purchaser.

B. Provider shall maintain written descriptive service verification including the dates of services performed for all the services rendered under this Contract and shall make available such written verification upon request.

C. If the Contract requires funding from more than one (1) source, funds provided under this Contract must retain their individual specific intended purpose. Use of Contract funds must be reported as separate expenses relating to the specific funding purpose in accordance with Purchaser's reporting requirements.

D. Provider will allow inspection of records and programs, insofar as it is permitted by state and federal law, by representatives of Purchaser, authorized agents of state agencies or federal agencies, to confirm Provider's compliance with the specifications of this Contract. Provider agrees to cooperate with the Purchaser in developing, implementing, and monitoring corrective action plans that result from any reviews.

E. All data collected (electronic or otherwise) in fulfilling this Contract is the property of Purchaser.

F. Development of any computer software or systems by Provider to fulfill terms of this Contract must receive prior written approval of Purchaser and be developed according to Kenosha County data processing policies and practices.

G. When applicable, Provider shall utilize available federal, state or county computer systems, for the provision of the purchased Services herein, as requested by Purchaser.

H. Provider shall maintain financial and programmatic records for the current Contract period plus the prior six (6 fiscal years. The records shall be retained beyond the seven-year period of an audit or legal action is in progress or exceptions have not been resolved.

IX OWNERSHIP, DATA, AND EQUIPMENT

A. All data (electronic or otherwise), computer applications, (including analysis documents, project management documents, computer programs, source code, technical documentation, user documentation and/or any other applications related materials or documents) reports, documents and other materials produced by Provider under this Contract or obtained by Provider via efforts or activities funded in whole or part under this Contract are the sole property of Purchaser unless explicit written agreements to the contrary are made.

B. All equipment obtained using funds under this Contract remain the property of Purchaser unless otherwise stipulated in specific written agreements.

C. Provider will obtain prior written approval from Purchaser's contact person indicated on page one of this Contract, for equipment purchases using funds under this agreement. Under this Contract, *Equipment* is defined as tangible personal property having a useful life of more than one year and a unit cost of $500 or more. This definition includes, but is not limited to, office equipment, computer and computer-related equipment, electronic devices, phone equipment and furniture.

D. Provider shall maintain and provide Purchaser with an inventory of equipment purchased in whole or in part with funds of Purchaser. At a minimum, the inventory will include the following information:
- Description of the equipment, acquisition date and unit acquisition cost
- Identification, such as, the manufacturer's serial number or Provider's inventory tag number
- Source of the equipment, such as, the vendor's name or information regarding from whom the equipment was acquired
- Percentage of cost provided through the Purchaser if not 100% Purchaser funded
- Location, use and condition of the equipment, the date this information was recorded and the name of the individual recording the information

E. Provider shall maintain a control system, to ensure adequate safeguards against property damage, loss or theft that will result in appropriate maintenance of the equipment. It is agreed that insurance for loss and adequate maintenance are the responsibility of Provider. In addition, Provider agrees to provide adequate maintain and repair for the equipment.

F. Provider's use of equipment shall be consistent with the purpose of the funds with which it was purchased. If program operations of Provider cease, Purchaser shall determine disposition of all equipment purchased with funds under this Contract and prior contracts between the parties for said program, in accordance with applicable federal and state rules and regulations.

G. If it applies to the Services of this Contract, Provider agrees to comply with KCDHS requirements for use and operation of Kenosha County information systems, equipment & network. Provider shall comply with all other policies and procedures established by Purchaser regarding the leasing, purchase, maintenance, use and documentation of equipment items purchased or leased in whole or in part with Purchaser funds.

X INDEMNITY AND INSURANCE

A. Purchaser agrees to indemnify, hold harmless and defend the Provider, its officers, agents and employees from any and all liability including claims, demands, losses, costs, damages and expenses of every kind and description or damage to persons or property arising out of or in connection with or occurring during the course of this Contract where such liability is founded upon or occurring out of the acts or omissions of Purchaser, its agents or employees.

B. Kenosha County will at all times during the term of this Contract keep in full force and effect its insurance policies.

C. The hold harmless, indemnity and insurance provisions of this Contract shall survive the termination of this Contract and shall remain operative until the time that all potential claims or potential civil actions by the parties or by third parties shall expire under existing law.

D. Provider shall notify Purchaser immediately upon the commencement of any litigation against Provider where there is any possibility the Purchaser or Kenosha County may be made a party thereto. In the event any actions, suit or other proceeding is brought against Purchaser, upon any matter herein indemnified against, Purchaser shall cooperate with Provider's attorneys in the defense of action, suit or other proceeding.

XI NONDISCRIMINATION / EQUAL OPPORTUNITY / AFFIRMATIVE ACTION

A. Upon request, Provider agrees to submit to Purchaser, a current copy of the Civil Rights Compliance Plan, or related documents for meeting Equal Opportunity Requirements under Titles VI and VII of the Civil Rights Act of 1964; Sections 503 and 504 of the Rehabilitation Act of 1973; Title VI and XVI of the Public Service Health Act; the Age Discrimination in Employment Act of 1967 and 1975, the Omnibus Budget Reconciliation Act of 1981; the Americans with Disabilities Act of 1990 Titles II, III and IV; the Equal Pay Act of 1963; Fair Labor Act of 1938 as amended, Sections XVI and XVII; and the Wisconsin Fair Employment Act, Executive Order 11246 and Vietnam Era Veteran's Readjustment Assistance Act of 1974 and all other Civil Rights Compliance and Affirmative Action laws that apply.

Provider is required to demonstrate compliance with the civil rights standards to include: adoption of a policy covering equal opportunity in service delivery, implementation of a complaint procedure that meets Limited English Proficiency (LEP) requirements, designation of an employee as the contact person (Equal Opportunity Officer/Coordinator), and completion of an annual evaluation to ensure all aspects of service delivery are conducted in a non-discriminatory manner.

B. *Non-discrimination in the* Provider *Personnel Policy*
In connection with the performance of work under this Contract, Provider agrees not to discriminate against any employee or applicant for employment based on age, race, religion, color, sex, national origin or ancestry, disability or association with a person with a disability, arrest record, conviction record, sexual orientation, marital status or pregnancy, political belief or affiliation, military participation in the United States armed forces, or use or nonuse of lawful products off the employer's premises during non-working hours. Additionally, Wisconsin Contract Compliance Law, s 16.765, Stats.; Wisconsin Administrative Code 50 requires every contractor contracting with the State of Wisconsin to agree to equal employment and affirmative action policies and practices in its employment programs. The non-discrimination in personnel policy provision shall include, but not be limited to the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation and selection for training including apprenticeship.

C. *Non-discrimination in Services to Clients*
In delivery of services, Provider agrees not to discriminate against any client on the basis of age, race, religion, color, sex (including sexual identity and orientation), national origin or ancestry, disability or association with a person with a disability, political affiliation or belief, and for beneficiaries only, citizenship or because the beneficiary is a lawfully admitted immigrant authorized to work in the United States. Provider agrees, whenever necessary, to make available qualified interpreters and/or translators to clientele when required in the delivery of services, or in processing a complaint or appeal. Provider further agrees to designate a contact person (Equal Opportunity Officer/Coordinator) within the agency to be responsible for resolution of client discrimination complaints and procedures for accepting and resolving client complaints. In the event Provider does not resolve the client complaint, Provider shall inform the client that the next step is the Purchaser's Complaint Process.

D. *Notice Regarding Equal Opportunity*
Provider agrees to take affirmative action to ensure equal employment opportunities. Provider agrees to permanently post the Equal Opportunity Policy, name of the Equal Opportunity Coordinator and the discrimination complaint process in a prominent location where it may be viewed by applicants and clients of services, applicants for employment, and employees. Provider agrees to review the policy and procedure on an annual basis with managers, supervisors and staff who provide direct service to clients.

XII RENEGOTIATION

A. This Contract or any part thereof must be renegotiated in the case of: significantly increased or decreased volume of services, changes required by federal or state laws or regulations or court action, or changes in funds available to Purchaser affecting the substance of this Contract.

B. Provider may initiate Contract modifications only with written approval of Purchaser.

XIII CONTRACT REVISIONS AND/OR TERMINATIONS

A. Provider may not assign, transfer, sell, Contract, gift or otherwise convey any of the rights or obligations contained herein, without the express written consent of the Purchaser.

B. Provider shall notify Purchaser immediately whenever it is unable to provide the required quality or quantity of services. Upon such notification, Purchaser and Provider shall determine whether such inability will require a revision or cancellation of this Contract and any or all other written agreements for the services of this Contract (individual placement or client services plan, interagency agreements, etc.).

C. Any revision of this Contract must be agreed by Purchaser and Provider by an Amendment signed by the authorized representative of both parties.

D. Non-Appropriation of Funds: If during the Contract period, the appropriations that fund this Contract are changed by the Federal or State of Wisconsin or County Board, or any of its oversight committees' action, the funding amount of this Contract may change. Purchaser reserves the right to immediately terminate or cancel this Contract in whole or in part without penalty due to non-appropriation of funds.

E. 30-Day Right To Cancel Without Cause or Reason: This Contract can be terminated upon a 30-day written notification by certified mail to the Contract administrator and address listed herein. If the certified mail is refused or returned as undeliverable, then notification shall be deemed sufficient if sent by ordinary U.S. Postal First Class mail to such addresses. In the event this Contract is terminated, all other agreements with the exception of those provisions pertaining to confidentiality, maintenance of records and indemnifications, related to the services of this Contract in effect at that time shall be considered terminated simultaneously.

F. Termination and Reimbursement: If Purchaser finds it necessary to terminate this Contract before the Contract expiration date for reasons other than Provider non-performance, actual approved cost incurred by Provider for services provided up to date of termination may be reimbursed for an amount determined by mutual agreement of both parties.

G. Termination for Cause / Suspension of Services: Provider's failure to comply with any part of this Contract may be considered cause for termination of this Contract. In addition to Section XII-E 30-Day Right to Cancel Without Cause or Reason noted above, Kenosha County reserves the right to terminate for cause and/or suspend services of this Contract.

10-Day Notice: Purchaser shall have the right to terminate this Contract for cause, upon giving 10-days advance written notice of termination to Provider by First Class U.S. Mail, postpaid, addressed to the Provider at the address given in this Contract, or by personal delivery thereof, if Provider is in breach of this Contract, or if Providers' performance (or Lack of Performance) under this Contract places any person affected by service by this Contract in danger of physical injury. If delivery of such Notice is by first class U.S. Mail, delivery will be deemed to have been delivered to Provider on the 3rd calendar day after posted in the U.S. Mail.

Right to Cure: If Provider is given a 10-Day Notice of Termination for Cause as set forth herein, the Provider shall have a simultaneous 10-Day Right to Cure the breach, or to remove the threat of physical injury to persons, customers or clients serviced under, or affected by service, of this Contract. Failure of Provider to deliver to Purchaser proof of a cure of default, or removal of such threat of physical injury, shall result in the termination of this Contract at 4 P.M. on the 10th calendar day following the delivery of the Notice of Termination for Cause.

XIV CONDITIONS OF THE PARTIES' OBLIGATIONS

A. This Contract is contingent upon authorization of Wisconsin and United States laws, and any material Amendment or repeal of the same, affecting relevant funding or authority of the Department shall serve to terminate this Contract, except as further agreed to by the parties hereto.

C. The entire agreement of the parties is contained herein or other documents included by reference. This Contract supersedes any and all oral agreements and negotiations between the parties relating to the subject matter hereof.

D. Nothing contained in this Contract shall be construed to supersede the lawful powers or duties of either party.

XV CONTRACT EXHIBITS

The following Exhibits are considered part of the main body of this Contract:

- Exhibit 1 – Approved Budget Information
- Exhibit 2 – Specifications
- Exhibit 3 - Reports & Goals Progress
  - Middle School 2024
  - High School 2024
  - Middle School January-September 2025
  - High School January-September 2025

XVI SIGNATURES

IN WITNESS WHEREOF, this Contract shall be effective upon the execution of the Contract as provided below.

Kenosha County Signatures:

Pamela Condos, Division Director Division of Children & Family Services	Date
John T. Jansen, Director Department of Human Services	Date
Samantha Kerkman, County Executive	Date

Kenosha Unified School District Signatures:

William Haithcock Chief of School Leadership	Date
Dr. Jeffrey Weiss Superintendent of Schools	Date

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EXHIBIT 1
APPROVED BUDGET INFORMATION

Provider: Kenosha County Department of Human Services
Purchased Service: Administrative –School-Community Outreach School Liaisons
Contract Effective Dates: January 1, 2026 through June 30, 2027
Contract Maximum: $424,074

I BUDGET RECOMMENDATIONS

8.0 FTE's $74,124 per position

Service	Units	Rate	Amount
School Liaisons **01/01/26-12/31/26**			$282,716
School Liaison **01/01/27-06/30/27**			$141,358
Contract Maximum:			**$424,074**

EXHIBIT 2
COMMUNITY OUTREACH SCHOOL LIASIONS SPECIFICATIONS

DESCRIPTION OF SERVICES TO BE PROVIDED

Kenosha County Department of Human Services agrees to provide the following Services:

- Ongoing role of school-community outreach by school liaisons will be carried out within the middle schools and high schools in the Kenosha Unified School District.
- Assist students with problem solving and other relationship skills especially as it impacts on the students' academic progress.
- Assist in supporting student academic success by communication with student, teachers and parents regarding progress.
- Support work experience and career awareness for students through assisting in job hunting, coaching on skills necessary for work, assisting in career interest inventories, and student progress monitoring contacts with employers.
- Planning and facilitation of student community volunteer experiences.
- Facilitate parent involvement in the school by contacting hard-to-reach parents, providing transportation, and supporting and coaching parents as to how they can support their child's school success.
- Support student attendance and other behaviors that will increase student success.
- Aid in facilitation of group activities at school under supervision of Kenosha Unified Staff such as student issues groups, education field trips, and other activities as planned with the Bridges faculty.
- Monitor student behavior according to school policies and procedures as a partially subcontracted employee of the Kenosha Unified.
- Home visits to students and parents to provide communication and support related to student academic progress.
- Consultations, multi-disciplinary team participation and staff development/school staff in-services education for the middle and high schools that each have one assigned liaison.

GOALS AND OUTCOMES

I. INCREASE STUDENT MOTIVATION
Indicator(s):
- 80% of youth enrolled in the program at least one quarter will develop and implement 3 goals and strengths to achieve their goals while in the program.

II. IMPROVE BEHAVIOR AT SCHOOL
Indicator(s):
- 80% of youth enrolled in the program at least one quarter will maintain zero out of school suspensions (OSS) or reduce the number of OSS from program start to closure.

III. PREVENT/REDUCE DELINQUENT BEHAVIOR
Indicator(s):
- 80% of youth successfully completing programming will not be referred to JIS within six months of case closure.

IV. INCREASE PARENTAL INVOLVEMENT
Indicator(s):
- 75% of parents with youth enrolled in the program at least one quarter will participate in at least two educational activities regarding their child per quarter while in the program.

V. IMPROVE ACADEMIC PROGRESS
Indicator(s):

- 80% of youth enrolled in the program at least one quarter will increase the number of classes attended from program start to closure.
- 80% of youth referred from the Youth Justice Unit and enrolled in the program at least one quarter will have 80% or better attendance at case closure.
- 80% of youth enrolled in the program at least one quarter and involved in traditional coursework will improve their GPA from program start to case closure.
- 80% of youth enrolled in the program at least one quarter and involved in alternative educational programming will be on target to obtain program requirements.

Outcomes will be provided in an end of year report.

STUDENT DATA AND INFORMATION CONFIDENTIALITY AGREEMENT

1. Student data may be exchanged between Kenosha Unified and Kenosha County Division of Children and Family Services designees with the express purpose of data collection and reporting.
2. Individual student data is understood to be kept strictly confidential and may not be shared.

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EXHIBIT 3
REPORTS & GOALS PROGRESS

Kenosha County Division of Children and Family Services
Community Impact Programs
MIDDLE SCHOOL LIAISON PROGRAM **2024**

Prevent alcohol, tobacco and drug use

Indicator(s): 75% of youth will report no alcohol or marijuana use while in the program

Description	QTR1	QTR2	QTR3	QTR4
Number Possible	5	9	5	5
Number Achieved	5	9	5	4
Target Percent	75%	75%	75%	75%
Percent Achieved	**100%**	**100%**	**100%**	**80%**

Indicator(s): 75% of youth will report disapproval of the underage use of alcohol and use of marijuana

Description	QTR1	QTR2	QTR3	QTR4
Number Possible	5	9	5	5
Number Achieved	4	9	5	4
Target Percent	75%	75%	75%	75%
Percent Achieved	**80%**	**100%**	**100%**	**80%**

Indicator(s): 75% of youth will report they possess a basic ability to resist some of the negative influences of their peers

Description	QTR1	QTR2	QTR3	QTR4
Number Possible	5	9	5	5
Number Achieved	3	9	5	4
Target Percent	75%	75%	75%	75%
Percent Achieved	**60%**	**100%**	**100%**	**80%**

Prevent/reduce delinquent behavior

Indicator(s): 80% of youth successfully completing programming will not be referred to JIS within six months of case closure

Description	QTR1	QTR2	QTR3	QTR4
Number Possible	4	0	2	7
Number Achieved	4	0	2	7
Target Percent	80%	80%	80%	80%
Percent Achieved	**100%**	**0%**	**100%**	**100%**

Increase student motivation

Indicator(s): 80% of youth enrolled in the program at least one quarter develop and implement 3 goals and strengths to achieve their goals while in the program

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Description	QTR1	QTR2	QTR3	QTR4
Number Possible	5	8	5	5
Number Achieved	5	8	5	5
Target Percent	80%	80%	80%	80%
Percent Achieved	**100%**	**100%**	**100%**	**100%**

Improve behavior at school

Indicator(s): 80% of youth enrolled in the program at least one quarter will maintain zero out of school suspensions (OSS) or reduce the number of OSS from program start to closure

Description	QTR1	QTR2	QTR3	QTR4
Number Possible	5	8	5	5
Number Achieved	4	7	3	4
Target Percent	80%	80%	80%	80%
Percent Achieved	**80%**	**88%**	**60%**	**80%**

Increase parental involvement

Indicator(s): 75% of parents with youth enrolled in the program at least one quarter will participate in at least two educational activities regarding their child per quarter while in the program

Description	QTR1	QTR2	QTR3	QTR4
Number Possible	5	8	5	5
Number Achieved	2	6	5	4
Target Percent	75%	75%	75%	75%
Percent Achieved	**40%**	**75%**	**100%**	**80%**

Improve academic progress

Indicator(s): 80% of youth enrolled in the program at least one quarter will increase the number of classes attended from program start to closure.

Description	QTR1	QTR2	QTR3	QTR4
Number Possible	5	8	5	5
Number Achieved	4	5	4	4
Target Percent	80%	80%	80%	80%
Percent Achieved	**80%**	**63%**	**80%**	**80%**

Indicator(s): 80% of youth referred from the Youth Justice Unit and enrolled in the program at least one quarter will have 80% or better attendance at case closure.

Description	QTR1	QTR2	QTR3	QTR4
Number Possible	3	3	0	1
Number Achieved	3	1	0	1

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Target Percent	80%	80%	80%	80%
Percent Achieved	**100%**	**33%**	**0%**	**100%**

Indicator(s): 80% of youth enrolled in the program at least one quarter and involved in traditional coursework will improve their GPA from program state to case closure

Description	QTR1	QTR2	QTR3	QTR4
Number Possible	4	6	4	4
Number Achieved	2	4	3	3
Target Percent	80%	80%	80%	80%
Percent Achieved	**50%**	**67%**	**75%**	**75%**

Indicator(s): 80% of youth enrolled in the program at least one quarter and involved in alternative educational programming will be on target to obtain program requirements

Description	QTR1	QTR2	QTR3	QTR4
Number Possible	1	2	1	1
Number Achieved	0	2	1	1
Target Percent	80%	80%	80%	80%
Percent Achieved	**0%**	**100%**	**100%**	**100%**

Staff Training

Indicator(s): 85% of new staff will be trained in the Protective Factors Framework within 12 months of employment.

Description	QTR1	QTR2	QTR3	QTR4
Number Possible	1	0	0	1
Number Achieved	1	0	0	1
Target Percent	85%	85%	85%	85%
Percent Achieved	**100%**	**0%**	**0%**	**100%**

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Kenosha County Division of Children and Family Services
Community Impact Programs
HIGH SCHOOL LIAISON PROGRAM **2024**

Increase student motivation

Indicator(s): 80% of youth enrolled in the program at least one quarter develop and implement 3 goals and strengths to achieve their goals while in the program

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	4	8	11	11	**34**
Number Achieved	4	8	11	10	**33**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**100%**	**100%**	**100%**	**91%**	**97%**

Prevent/reduce delinquent behaviors

Indicator(s): 80% of youth successfully completing programming will not be referred to JIS within six months of case closure

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	1	0	0	7	**8**
Number Achieved	1	0	0	7	**8**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**100%**	**0%**	**0%**	**100%**	**100%**

Improve behavior at school

Indicator(s): 80% of youth enrolled in the program at least one quarter will maintain zero out of school suspensions (OSS) or reduce the number of OSS from program start to closure

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	4	8	11	11	**34**
Number Achieved	4	8	10	9	**31**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**100%**	**100%**	**91%**	**82%**	**91%**

Increase parental involvement

Indicator(s): 75% of parents with youth enrolled in the program at least one quarter will participate in at least two educational activities regarding their child per quarter while in the program

KUSD-KCDHS-SCHOOL-LIAISONS-26-27

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	3	8	11	11	**33**
Number Achieved	2	8	11	9	**30**
Target Percent	75%	75%	75%	75%	**75%**
Percent Achieved	**67%**	**100%**	**100%**	**82%**	**91%**

Improve academic progress

Indicator(s): 80% of youth enrolled in the program at least one quarter will increase the number of classes attended from program start to closure.

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	4	8	11	11	**34**
Number Achieved	2	7	9	9	**27**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**50%**	**88%**	**82%**	**82%**	**79%**

Indicator(s): 80% of youth referred from the Court Services Unit and enrolled in the program at least one quarter will have 80% or better attendance at case closure.

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	4	7	5	6	**22**
Number Achieved	2	4	5	5	**16**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**50%**	**57%**	**100%**	**83%**	**73%**

Indicator(s): 80% of youth enrolled in the program at least one quarter and involved in traditional coursework will improve their GPA from program state to case closure

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	0	4	6	8	**18**
Number Achieved	0	4	5	5	**14**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**0%**	**100%**	**83%**	**63%**	**78%**

Indicator(s): 80% of youth enrolled in the program at least one quarter and involved in alternative educational programming will be on target to obtain program requirements

Description	QTR1	QTR2	QTR3	QTR4	YTD

Number Possible	4	4	5	3	**16**
Number Achieved	3	3	4	3	**13**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**75%**	**75%**	**80%**	**100%**	**81%**

Staff Training

Indicator(s): 85% of new staff will be trained in the Protective Factors Framework within 12 months of employment.

Description	**QTR1**	**QTR2**	**QTR3**	**QTR4**	**YTD**
Number Possible	3	0	0	0	**3**
Number Achieved	3	0	0	0	**3**
Target Percent	85%	85%	85%	85%	**85%**
Percent Achieved	**100%**	**0%**	**0%**	**0%**	**100%**

KUSD-KCDHS-SCHOOL-LIAISONS-26-27

Kenosha County Division of Children and Family Services
Community Impact Programs
MIDDLE SCHOOL LIAISON PROGRAM **January – September 2025**

Prevent alcohol, tobacco and drug use

Indicator(s): 75% of youth will report no alcohol or marijuana use while in the program

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	7	8	15		**30**
Number Achieved	6	6	13		**25**
Target Percent	75%	75%	75%	75%	**75%**
Percent Achieved	**86%**	**75%**	**87%**	**0%**	**83%**

Indicator(s): 75% of youth will report disapproval of the underage use of alcohol and use of marijuana

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	7	8	15		**30**
Number Achieved	6	8	13		**27**
Target Percent	75%	75%	75%	75%	**75%**
Percent Achieved	**86%**	**100%**	**87%**	**0%**	**90%**

Indicator(s): 75% of youth will report they possess a basic ability to resist some of the negative influences of their peers

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	7	8	15		**30**
Number Achieved	7	7	15		**29**
Target Percent	75%	75%	75%	75%	**75%**
Percent Achieved	**100%**	**88%**	**100%**	**0%**	**97%**

Prevent/reduce delinquent behavior

Indicator(s): 80% of youth successfully completing programming will not be referred to JIS within six months
of case closure

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	3	3	6	0	**12**
Number Achieved	3	3	6	0	**12**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**100%**	**100%**	**100%**	**0%**	**100%**

Increase student motivation

Indicator(s): 80% of youth enrolled in the program at least one quarter develop and implement 3 goals and strengths to achieve their goals while in the program

KUSD-KCDHS-SCHOOL-LIAISONS-26-27

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	7	8	15		**30**
Number Achieved	6	7	13		**26**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**86%**	**88%**	**87%**	**0%**	**87%**

Improve behavior at school

Indicator(s): 80% of youth enrolled in the program at least one quarter will maintain zero out of school suspensions (OSS) or reduce the number of OSS from program start to closure

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	7	8	15		**30**
Number Achieved	6	7	12		**25**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**86%**	**88%**	**80%**	**0%**	**83%**

Increase parental involvement

Indicator(s): 75% of parents with youth enrolled in the program at least one quarter will participate in at least two educational activities regarding their child per quarter while in the program

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	7	8	15		**30**
Number Achieved	6	6	14		**26**
Target Percent	75%	75%	75%	75%	**75%**
Percent Achieved	**86%**	**75%**	**93%**	**0%**	**87%**

Improve academic progress

Indicator(s): 80% of youth enrolled in the program at least one quarter will increase the number of classes attended from program start to closure.

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	7	8	15		**30**
Number Achieved	6	7	12		**25**
Target Percent	80%	80%	80%	80%	**80%**

KUSD-KCDHS-SCHOOL-LIAISONS-26-27

Percent Achieved	**86%**	**88%**	**80%**	**0%**	**83%**

Indicator(s): 80% of youth referred from the Youth Justice Unit and enrolled in the program at least one quarter will have 80% or better attendance at case closure.

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	2	4	4		**10**
Number Achieved	1	3	3		**7**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**50%**	**75%**	**75%**	**0%**	**70%**

Indicator(s): 80% of youth enrolled in the program at least one quarter and involved in traditional coursework will improve their GPA from program start to case closure

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	6	7	9		**22**
Number Achieved	5	6	7		**18**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**83%**	**86%**	**78%**	**0%**	**82%**

Indicator(s): 80% of youth enrolled in the program at least one quarter and involved in alternative educational programming will be on target to obtain program requirements

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	1	1	6		**8**
Number Achieved	1	1	5		**7**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**100%**	**100%**	**83%**	**0%**	**88%**

Staff Training

Indicator(s): 85% of new staff will be trained in the Protective Factors Framework within 12 months of employment.

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	0	0	1		**1**
Number Achieved	0	0	1		**1**
Target Percent	85%	85%	85%	85%	**85%**
Percent Achieved	**0%**	**0%**	**100%**	**0%**	**100%**

KUSD-KCDHS-SCHOOL-LIAISONS-26-27

Kenosha County Division of Children and Family Services
Community Impact Programs
HIGH SCHOOL LIAISON PROGRAM **January – September 2025**

Increase student motivation

Indicator(s): 80% of youth enrolled in the program at least one quarter develop and implement 3 goals and strengths to achieve their goals while in the program

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	9	15	14		**38**
Number Achieved	8	15	12		**35**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**89%**	**100%**	**86%**	**0%**	**92%**

Prevent/reduce delinquent behaviors

Indicator(s): 80% of youth successfully completing programming will not be referred to JIS within six months of case closure

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	8	7	7		**22**
Number Achieved	8	7	6		**21**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**100%**	**100%**	**86%**	**0%**	**95%**

Improve behavior at school

Indicator(s): 80% of youth enrolled in the program at least one quarter will maintain zero out of school suspensions (OSS) or reduce the number of OSS from program start to closure

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	9	15	14		**38**
Number Achieved	8	12	11		**31**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**89%**	**80%**	**79%**	**0%**	**82%**

Increase parental involvement

Indicator(s): 75% of parents with youth enrolled in the program at least one quarter will participate in at least two educational activities regarding their child per quarter while in the program

KUSD-KCDHS-SCHOOL-LIAISONS-26-27

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	9	15	14		**38**
Number Achieved	9	14	12		**35**
Target Percent	75%	75%	75%	75%	**75%**
Percent Achieved	**100%**	**93%**	**86%**	**0%**	**92%**

Improve academic progress

Indicator(s): 80% of youth enrolled in the program at least one quarter will increase the number of classes attended from program start to closure.

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	9	15	14		**38**
Number Achieved	7	13	11		**31**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**78%**	**87%**	**79%**	**0%**	**82%**

Indicator(s): 80% of youth referred from the Court Services Unit and enrolled in the program at least one quarter will have 80% or better attendance at case closure.

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	3	4	8		**15**
Number Achieved	2	4	6		**12**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**67%**	**100%**	**75%**	**0%**	**80%**

Indicator(s): 80% of youth enrolled in the program at least one quarter and involved in traditional coursework will improve their GPA from program state to case closure

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	6	10	7		**23**
Number Achieved	4	8	5		**17**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**67%**	**80%**	**71%**	**0%**	**74%**

Indicator(s): 80% of youth enrolled in the program at least one quarter and involved in alternative educational programming will be on target to obtain program requirements

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	3	5	7		**15**

KUSD-KCDHS-SCHOOL-LIAISONS-26-27

Number Achieved	3	4	6		**13**
Target Percent	80%	80%	80%	80%	**80%**
Percent Achieved	**100%**	**80%**	**86%**	**0%**	**87%**

Staff Training

Indicator(s): 85% of new staff will be trained in the Protective Factors Framework within 12 months of employment.

Description	QTR1	QTR2	QTR3	QTR4	YTD
Number Possible	0	0	0		**0**
Number Achieved	0	0	0		**0**
Target Percent	85%	85%	85%	85%	**85%**
Percent Achieved	**0%**	**0%**	**0%**	**0%**	**0%**

Kenosha Unified School District

Kenosha, Wisconsin

November 18, 2025

2025-2026 Adopted Budget Book

At the regular meeting of the Kenosha Unified School Board on October 28, 2025, the Board unanimously voted to approve the 2025-2026 Budget in summary format as required by the Wisconsin Department of Public Instruction (DPI).

It is customary for the District to also publish a more detailed and comprehensive budget book for public awareness, transparency, and usage by partners throughout the public and business community.

Budget documents are published on our website by navigating to the District/Departments/Finance/Budget section or by clicking the link below:

https://www.kusd.edu/district/departments/finance/budget/

Dr. Jeffrey Weiss	Tarik Hamdan	Lisa Salo, CPA
Superintendent of Schools	Chief Financial Officer	Accounting Manager

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Request for Bipartisan Support
November 18, 2025

WHEREAS, the 2025-27 Biennial Budget provided only nominal increases in special education funding and per-pupil spending in the 2025-26 fiscal year, and

WHEREAS, while this limited increase allowed KUSD to provide a modest cost-of-living increase, it was insufficient to address overall operational inflation, forcing KUSD to make additional reductions in staffing, programs, and discretionary spending to balance the budget; and

WHEREAS, the Legislature's failure to adequately invest in General Aid in the 2025-27 Biennial Budget forced KUSD to increase local property taxes to offset lost state aid, shifting the burden to community members already struggling with inflation and economic pressures; and

WHEREAS, the 2025-27 Biennial Budget also fell short of meeting the needs of students and supporting public schools by maintaining a flat per-pupil increase and minimal increase in special education reimbursement for the 2026-27 fiscal year, thereby failing to keep pace with the rate of inflation and forcing districts statewide to make difficult budgetary decisions that may negatively impact student learning and staff working environments; and

WHEREAS, continued underfunding has made it increasingly more challenging to retain high-quality educators and staff in a competitive job market, as limited budgets prevent districts from providing full cost-of-living increases, ultimately impacting student achievement and school performance.

NOW, THEREFORE, BE IT RESOLVED, that the Kenosha Unified Board of Education respectfully calls upon Wisconsin's Legislators to:

- Restore and strengthen General Aid to adequately support public education and mitigate the increased burden placed on local property taxpayers; and
- Pass Senate Bill 170/Assembly Bill 196, allowing retired teachers to return to the classroom without penalty, to help address statewide staffing shortages.

BE IT FURTHER RESOLVED, that a copy of this resolution be transmitted to all Wisconsin Legislators, Governor Tony Evers, and all local media outlets for dissemination.

President, Board of Education

Superintendent of Schools

Secretary, Board of Education

Members of the Board:

Resolution 458
Nov. 18, 2025

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Kenosha Unified School District

November 18, 2025

DONATIONS TO THE DISTRICT

There are no donations to report for the November 18, 2025, regular school board meeting.

Dr. Jeffrey Weiss
Superintendent of Schools

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KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

November 18, 2025

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

December

- 12/1 – Standing committee meetings
- 12/9 – Regular school board meeting
- 12/12 - Staff professional learning, *no school for students*
- 12/22-1/2 - Winter Break, *District closed*

January

- 1/5 - Classes resume
- 1/15 – Special school board meeting
- 1/19 - Dr. Martin Luther King, Jr. Day, *District closed*
- 1/20 -1/22 - High school finals, early release for high school students
- 1/22 - Second quarter ends
- 1/23 - Staff work day, *no school for students*
- 1/27 – Regular school board meeting