



**REGULAR MONTHLY BOARD MEETING  
REVISED**

**August 25, 2009  
7:00 P.M.**

**Educational Support Center  
Board Meeting Room  
3600-52<sup>nd</sup> Street  
Kenosha, Wisconsin**



# KENOSHA UNIFIED SCHOOL BOARD

REGULAR SCHOOL BOARD MEETING

Educational Support Center

August 25, 2009

7:00 P.M.

## AGENDA

- I. Pledge of Allegiance
- II. Roll Call of Members
- III. Awards, Board Correspondence, Meetings and Appointments
- IV. Administrative and Supervisory Appointments
- V. Legislative Report
- VI. Views and Comments by the Public
- VII. Response and Comments by the Board of Education
- VIII. Remarks by the President
- IX. Superintendent's Report
- X. Consent Agenda
  - A. Consent/Approve Recommendations Concerning Appointments, Leaves of Absence, Retirements and Resignations..... Pages 1-5
  - B. Consent/Approve Minutes of 7/21/09, 7/28/09, 8/11/09 and 8/18/09 Special Meetings and Executive Sessions, 7/28/09 Regular Meeting and 7/21/09, 8/11/09 and 8/18/09 Special Meetings..... Pages 6-23
  - C. Consent/Approve Summary of Receipts, Wire Transfers and Check Registers..... Pages 24-25
  - D. Consent/Approve Policy 5433 – Tobacco Use By Students (Second Reading)..... Pages 26-28

SCHOOL BOARD AGENDA

Page 2

August 25, 2009

XI. Old Business

- A. Discussion/Action Education for Employment ..... Pages 29-33
- B. Discussion/Action Provisions Governing The Transportation of Students Attending Public and Private Schools for the 2009-2010 Year ..... Pages 34-37
- C. Discussion/Action Implementing the New Wisconsin Comprehensive School Counseling Model ..... Pages 38-39
- D. Discussion/Action Head Start State Supplemental Grant Request for the 2009-10 School Year ..... Pages 40-44

XII. New Business

- A. Discussion/Action Donations to the District ..... Page 45

XIII. Other Business as Permitted by Law

- Tentative Schedule of Reports, Events and Legal Deadlines For School Board (August-September) ..... Page 46

XIV. Predetermined Time and Date of Adjourned Meeting, If Necessary

**Kenosha Unified School District No. 1**  
**Kenosha, Wisconsin**  
**August 25, 2009**

The Human Resources recommendations regarding the following actions:

Action	Board Date	Code	Staff	Employee Last Name	Employee First Name	School/Dept	Position	Effective Date	Yrs of Svc	Salary or Hourly Rate	Reason	Step / Level	Letter or Contract
Resignation	8/11/09		Instructional	Edwards	Linda	Bullen Middle School	Math	7/15/09	4	\$45,237.00	Resignation	M Step 7	Contract
Appointment	8/11/09		Instructional	Rizzo	Matthew	Tremper High School	Special Education Teacher	8/27/09	5	\$48,715.00	Appointment	M24 Step 6	Letter
Appointment	8/11/09		Instructional	Wiesztort	Mollie	Charles Nash	Cross Catagorical Special Education	8/27/09	1	\$36,177.00	Appointment	B Step 4	Letter
Appointment	8/11/09		Instructional	Saskill	Richard	Title One / P-5/ Bilingual	ESL Itinerant	8/27/09	1	\$62,390.00	Appointment	M step 15	Letter
Appointment	8/11/09		Instructional	Liesch	Jacqueline	Harvey Elementary	Library Media Technology	8/27/09	2	\$38,900.00	Appointment	B Step 12	Contract
Appointment	8/11/09		Instructional	Lynch	Sabrina	McKinley Middle	6 Grade Math / Science	8/27/09	1	\$36,177.00	Appointment	B Step 4	Contract
Appointment	8/11/09		Instructional	Underwood	David	Reuther Central High	Social Studies Teacher	8/27/09	1	\$49,281.00	Appointment	M step 9	Letter
Appointment	8/11/09		Instructional	Kuehl	Ashley	Harborside Academy	Spanish Teacher	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/11/09		Instructional	Moore	Christopher	Bradford High School	Bradford High School	8/27/09	1	\$36,177.00	Appointment	B Step 4	Contract
Appointment	8/11/09		Instructional	Phillips	Ryan	Tremper High School	Math	8/27/09	1	\$39,330.00	Appointment	B Step 6	Contract
Appointment	8/11/09		Instructional	Nelson	Ashlee	Bradford High School	Family and Consumer Education Teacher	8/27/09	1	\$39,840.00	Appointment	M Step 4	Letter
Appointment	8/11/09		Instructional	O'Hanlon	Jodie	Bradford High School	Special Education Teacher	8/27/09	1	\$39,330.00	Appointment	B Step 6	Letter
Appointment	8/11/09		Instructional	Redmond	Titus	Lance Middle School	Special Education Teacher	8/27/09	1	\$36,177.00	Appointment	B Step 4	Letter
Appointment	8/11/09		Instructional	Antaramian	Mariam	Bradford High School	Spanish / World Language	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/11/09		Instructional	Ward	Shawna	Pleasant Prairrie Elementary	Library Media Technology	8/27/09	0	\$45,251.00	Appointment	B24 Step 8	Letter
Appointment	8/11/09		Instructional	Francis	Cheryl	Tremper High School	Math	8/27/09	1	\$36,177.00	Appointment	B Step 4	Contract
Appointment	8/11/09		Instructional	Velez	Juan	Bradford High School	Science	8/27/09	4	\$49,794.00	Appointment	M30 Step 7	Letter
Appointment	8/11/09		Instructional	Ruffolo	Rossella	Bullen Middle School	Cross Catagorical Special Education	8/27/09	2	\$39,475.00	Appointment	B18 Step 5	Letter
Appointment	8/11/09		Instructional	Torres	Delia	Title One / P-5/ Bilingual	ESL Itinerant	8/27/09	3	\$47,529.00	Appointment	M30 Step 6	Letter
Appointment	8/11/09		Instructional	Overocker	Janele	Lakeview Technology	English	8/27/09	1	\$38,900.00	Appointment	B12 Step 5	Contract
Appointment	8/11/09		Instructional	Jurgensen	Erin	Tremper High School	English / Year Book	8/27/09	1	\$36,177.00	Appointment	B step 4	Contract
Appointment	8/11/09		Instructional	Block	Marie	Bradford / Tremper High School	Guidance	8/27/09	1	\$38,106.00	Appointment	M Step 3	Contract
Appointment	8/11/09		Instructional	Jaeckel	Scott	Mahone Middle School	Technology Education	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/11/09		Instructional	Casebolt	Katie	McKinley Middle	Grade 6 Math	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/11/09		Instructional	Gilliand Fry	Jamie	Grewenow	4 Year Old Kindergarten	8/27/09	1	\$36,177.00	Appointment	B Step 4	Letter
Appointment	8/11/09		Instructional	Stachow	Rebecca	McKinley Middle	Grade 8 Math	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/11/09		Instructional	Klimisch	David	Charles Nash	Special Education Teacher	8/27/09	1	\$41,575.00	Appointment	M Step 5	Letter

**Kenosha Unified School District No. 1**  
**Kenosha, Wisconsin**  
**August 25, 2009**

The Human Resources recommendations regarding the following actions:

Appointment	8/11/09		Instructional	Tirabassi	Rebecca	Indian Trail	Cross Categorial Special Education	8/27/09	1	\$36,177.00	Appointment	B Step 4	Letter
Appointment	8/11/09		Instructional	Overocker	Timothy	Lakeview Technology	Math	8/27/09	1	\$40,911.00	Appointment	B Step 7	Letter
Appointment	8/11/09		Instructional	Lepley	Elizabeth	Lance Middle School	Spanish Teacher	8/27/09	1	\$36,177.00	Appointment	B Step 4	Letter
Appointment	8/11/09		Instructional	Simmons	Elizabeth	Bradford High School	Spanish / World Language	8/27/09	2	\$34,600.00	Appointment	B Step 3	Letter
Appointment	8/11/09		Instructional	Antonneau	Jennifer	Southport Elementary	EC Kindergarten	8/27/09	1	\$37,277.00	Appointment	B12 Step 4	Letter
Appointment	8/11/09		Instructional	Meadows	Debra	Jefferson Elementary	Cross Categorial Special Education	8/27/09	0	\$57,514.00	Appointment	B24 Step 14	Contract
Appointment	8/11/09		Instructional	Caloni	Monica	Harborside Academy/Brom pton	Spanish	8/27/09	0	\$41,575.00	Appointment	M Step 5	Contract
Appointment	8/25/09	**	Instructional	Anderson	Stephanie	Elementary	4 K Teacher	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/25/09	**	Instructional	Dukas	Danielle	Jefferson Elementary	Cross Categorial	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/25/09	**	Instructional	Zalaznik	Cara E	KTEC	Grade 5	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/25/09	**	Instructional	Kok	Carol	Stocker Elementary	Grade 5	8/27/09	0	\$20,427.61	Appointment	M18 Step 18	Contract
Appointment	8/25/09	**	Instructional	Clark	Jennifer	KTEC	Grade 3	8/27/09	0	\$36,177.00	Appointment	B Step 4	Contract
Appointment	8/25/09	**	Instructional	Dowe	Dana	Fine Arts Vernon	Elementary Art Specialist	8/27/09	0	\$36,177.00	Appointment	B Step 4	Contract
Appointment	8/25/09	**	Instructional	Geary	Patricia	Elementary	ESL Itinerant	8/27/09	2	\$38,327.00	Appointment	B6 Step 5	Contract
Appointment	8/25/09	**	Instructional	Dirks	Karen	Southport Elementary	4 K Teacher	8/27/09	1	\$36,177.00	Appointment	B Step 4	Contract
Appointment	8/25/09	**	Instructional	Palmer	Melinda	KTEC	Grade 1 Teacher	8/27/09	1	\$41,575.00	Appointment	M Step 5	Contract
Appointment	8/25/09	**	Instructional	Tripoli Silva	Sarahna	Wilson Elementary	Bilingual Kindergarten	8/27/09	3	\$44,902.00	Appointment	M12 Step 6	Contract
Appointment	8/25/09	**	Instructional	Zielsdorf	Brian	Washington Middle	English / Social	8/27/09	1	\$39,840.00	Appointment	M Step 4	Contract
Appointment	8/25/09	**	Instructional	Erb	Kevin	Wilson Elementary	Instructional Tech	8/27/09	3	\$43,307.00	Appointment	M Step 6	Contract
Appointment	8/25/09	**	Instructional	Yackley	Susan	Stocker Elementary	Grade 3	8/27/09	0	\$25,188.00	Appointment	M Step 10	Contract
Appointment	8/25/09	**	Instructional	Pukita	Michelle	Chavez Learning Station	Pre School Certified Teacher	8/27/09	0	\$52,604.00	Appointment	B12 Step 13	Contract
Appointment	8/25/09	**	Instructional	Guida	Kathleen	Washington Middle	EBD Special Education	8/27/09	0	\$49,152.00	Appointment	B24 Step 10	Contract
Appointment	8/25/09	**	Instructional	Heise	Mackenzie	Reuther Central High	English - ELOB	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/25/09	**	Instructional	Wisniewski	Mark	Tremper High School	English	8/27/09	2	\$39,475.00	Appointment	B18 Step 5	Contract
Appointment	8/25/09	**	Instructional	Payette	John	Washington Middle	Technology Education	8/27/09	1	\$47,161.00	Appointment	M Step 8	Letter
Appointment	8/25/09	**	Instructional	Ade	Lucas	Mahone Middle School	Special Education	8/27/09	0	\$34,600.00	Appointment	B Step 3	Letter
Appointment	8/25/09	**	Instructional	Davis	Jennifer	Wilson Elementary	Grade 3 Bilingual	8/27/09	1	\$40,526.00	Appointment	B12 Step 5	Letter
Appointment	8/25/09	**	Instructional	Newhouse	Katherine	Wilson Elementary	Grade 1 Bilingual	8/27/09	2	\$38,900.00	Appointment	B12 Step 5	Letter
Appointment	8/25/09	**	Instructional	Mendez	Jose	Bullen Middle School	Grade 8 Bilingual	8/27/09	3	\$41,719.00	Appointment	B24 Step 6	Letter
Resignation	8/25/09	**	Instructional	Ladd	Erica	Vernon Elementary	ESL Kindergarten	7/24/09	4	\$41,719.00	Resignation	B24 Step 6	Contract
Appointment	8/25/09	**	Instructional	Zange Schr	Jennifer	Harborside Academy	Cross Categorial	8/27/09	0	\$43,307.00	Appointment	M Step 6	Contract
Appointment	8/25/09	**	Instructional	Chiappetta	Kathryn	Charles Nash Roosevelt	Grade 3 Teacher	8/27/09	1	\$36,725.00	Appointment	B Step 6	Contract
Appointment	8/25/09	**	Instructional	Cline	Lisa	Elementary	Cross Categorial	8/27/09	0	\$38,106.00	Appointment	M Step 3	Contract
Appointment	8/25/09	**	Instructional	Goebel	Gary	Bullen Middle School	Business	8/27/09	0	\$52,058.00	Appointment	M30 Step 8	Contract
Appointment	8/25/09	**	Instructional	Novera - Sc	Kathryn	Mahone Middle School	Cross Categorial	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract

**Kenosha Unified School District No. 1**  
**Kenosha, Wisconsin**  
**August 25, 2009**

The Human Resources recommendations regarding the following actions:

Appointment	8/25/09	**	Instructional	Moaven	Zohreh	Bradford High School	Math	8/27/09	0	\$38,106.00	Appointment	M Step 3	Contract
Appointment	8/25/09	**	Instructional	Johnson	Amy	Special Education	Speech Therapist	8/27/09	0	\$38,106.00	Appointment	M Step 3	Contract
Appointment	8/25/09	**	Instructional	Scherneck	Amy	Stocker Elementary	Early Childhood	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/25/09	**	Instructional	Frieman	Justin	Lance Middle School	French / Theater Arts	8/27/09	1	\$37,755.00	Appointment	B Step 5	Contract
Appointment	8/25/09	**	Instructional	Steiner	Crystal	Chavez Learning	Pre School Certified	8/27/09	1	\$36,725.00	Appointment	B6 Step 4	Contract
Appointment	8/25/09	**	Instructional	Neuruer	Kathleen	Kenosha eSchool	Special Education	8/27/09	2	\$27,744.00	Appointment	M30 Step 15	Letter
Appointment	8/25/09	**	Instructional	May	Karin	Title One / P-5/ Bilingual	School Program	8/27/09	2	\$34,508.00	Appointment	B24 Step 14	Letter
Appointment	8/25/09	**	Instructional	Erskine	Kassondra	Bradford High School	CDB Special Education	8/27/09	1	\$36,177.00	Appointment	B Step 4	Contract
Appointment	8/25/09	**	Instructional	Sorensen	Lauren	Grant Elementary	ED/BD Special	8/27/09	5	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/25/09	**	Instructional	Tovar	Olga	Lincoln Middle	Spanish Teacher	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/25/09	**	Instructional	Harms	Mary A	Community	Kindergarten	8/27/09	8	\$61,498.00	Appointment	M6 Step 14	Contract
Appointment	8/25/09	**	Instructional	Wyosnick	Amy	Bullen Middle School	Math Teacher	8/27/09	2	\$36,177.00	Appointment	B Step 5	Contract
Appointment	8/25/09	**	Instructional	Crowe	Susan	KTEC	Catagorical Special	8/27/09	0	\$49,918.00	Appointment	B18 Step 11	Contract
Appointment	8/25/09	**	Instructional	Erwin	Karla	EBSOLA	Kindergarten (Sage)	8/27/09	1	\$36,177.00	Appointment	B Step 4	Contract
Appointment	8/25/09	**	Instructional	Friedrich	Nancy	Bose Elementary	Kindergarten (Sage)	8/27/09	1	\$48,975.00	Appointment	B Step 12	Contract
Appointment	8/25/09	**	Instructional	Neuworth	Caitlin	Tremper High School	Math Teacher	8/27/09	0	\$39,840.00	Appointment	M Step 4	Contract
Appointment	8/25/09	**	Instructional	VanCleve	Miranda	Bullen Middle School	Science/Social Studies	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract
Appointment	8/25/09	**	Secretarial	Doyle	Jessica	Educational Support Center	Secretary II (12 month)	8/6/09	0	\$16.87	Appointment		Contract
Appointment	8/25/09	**	Instructional	Pummer	Mary A	Frank Elementary	Bilingual Grade 5	8/27/09	3	\$46,715.00	Appointment	M24 Step 6	Letter
Appointment	8/25/09	**	Instructional	Owens	Daniel	Indian Trail	Business Teacher	8/27/09	1	\$36,177.00	Appointment	B Step 4	Letter
Appointment	8/25/09	**	Instructional	Robinson	Jennifer L	Title One / P-5/ Bilingual	ESL Itinerant	8/27/09	2	\$54,531.00	Appointment	M30 Step 9	Letter
Appointment	8/25/09	**	Instructional	Schilz	Patricia	Stocker Elementary	Library Media Technology	8/27/09	0	\$41,719.00	Appointment	B24 Step 6	Letter
Appointment	8/25/09	**	Instructional	Andrews	Brianna	EBSOLA	EC Special Education	8/27/09	0	\$34,600.00	Appointment	B Step 3	Letter
Appointment	8/25/09	**	Instructional	Bischoff	Elizabeth	Bullen Middle School	Cross Catagorical	8/27/09	1	\$51,439.00	Appointment	M12 Step 9	Letter
Appointment	8/25/09	**	Instructional	DuChene	Karen	Bradford	Bilingual Math	8/27/09	1	\$36,177.00	Appointment	B Step 4	Letter
Appointment	8/25/09	**	Instructional	Modory	Andrew	Whittier Elementary	Library Media Specialist	8/27/09	1	\$36,725.00	Appointment	B Step 6	Letter
Appointment	8/25/09	**	Instructional	Vanderford	Heather	Tremper High School	Biology / Broadfield Science	8/27/09	1	\$38,327.00	Appointment	B6 Step 5	Letter
Appointment	8/25/09	**	Instructional	Zalokar	Colin	Tremper High School	Math	8/27/09	2	\$38,327.00	Appointment	B6 Step 5	Letter
Appointment	8/25/09	**	Instructional	Hurd	Louis	Bradford High School	Dance Instructor	8/27/09	1	\$36,177.00	Appointment	B Step	Letter
Appointment	8/25/09	**	Instructional	Carlson	Timothy	KTEC	Studies/ English	8/27/09	0	\$34,600.00	Appointment	B Step 3	Letter
Appointment	8/25/09	**	Instructional	Christensen	Abigail	Washington Middle	Bilingual Section	8/27/09	1	\$37,277.00	Appointment	B12 Step 4	Letter
Appointment	8/25/09	**	Instructional	Pekosek	Katie	Washington Middle	Bilingual Section	8/27/09	1	\$34,600.00	Appointment	B Step 3	Letter
Appointment	8/25/09	**	Instructional	Barbee	Jaime	Special Education	Speech and Language	8/27/09	0	\$51,405.00	Appointment	M Step 10	Contract
Appointment	8/25/09	**	Instructional	Wheeler	Connie	Harborside Academy	Math	8/27/09	0	\$43,307.00	Appointment	M Step 6	Contract
Appointment	8/25/09	**	Instructional	Jankausky	Stacey	Bradford High School	Bridges Read 180	8/27/09	0	\$55,960.00	Appointment	B Step 18	Contract

**Kenosha Unified School District No. 1**  
**Kenosha, Wisconsin**  
**August 25, 2009**

The Human Resources recommendations regarding the following actions:

Appointment	8/25/09	**	Instructional	Katsis	Paraskevi	Bullen Middle School	Catagorical Special	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract	
Appointment	8/25/09	**	Instructional	Trost	Ruth	Bradford High School	Education Teacher	8/27/09	2	\$40,047.00	Appointment	B24 Step 5	Contract	
Appointment	8/25/09	**	Instructional	Bergs	Jennifer	Reuther Central High	Math	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract	
Appointment	8/25/09	**	Instructional	Williamson	Laura	Southport Elementary	Catagorical Special	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract	
Appointment	8/25/09	**	Instructional	Schroder	Scott	Indian Trail	Science	8/27/09	1	\$18,450.00	Appointment	B Step 4	Letter	
Appointment	8/25/09	**	Instructional	Burns	Jennifer	Harvey Elementary	Catagorical Special	8/27/09	1	\$36,177.00	Appointment	B Step 4	Letter	
Appointment	8/25/09	**	Instructional	Walton	Timothy	Lance Middle School	Science / Social	8/27/09	1	\$46,253.00	Appointment	B18 Step 9	Contract	
Appointment	8/25/09	**	Instructional	Murray	Susan	Washington Middle	English / Bridges	8/27/09	0	\$19,703.00	Appointment	M12 Step 8	Contract	
Appointment	8/25/09	**	Instructional	Buchholz	Erika	Bradford High School	Physical Education	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract	
Appointment	8/25/09	**	Instructional	Sandberg	Michael	Lance Middle School	Grade 8 EBD	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract	
Appointment	8/25/09	**	Instructional	Swanson	Linda	Harvey Elementary	Grade 2 Teacher	8/27/09	1	\$40,526.00	Appointment	B12 Step 6	Contract	
Appointment	8/25/09	**	Instructional	Lesnik	Jeana	Lance Middle School	Social Studies	8/27/09	0	\$18,929.00	Appointment	M6 Step 3	Contract	
Appointment	8/25/09	**	Instructional	Cook	Ellen	Washington Middle	Spanish Teacher	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract	
Appointment	8/25/09	**	Instructional	Hofeldt	Kathryn	Indian Trail	Biology	8/27/09	0	\$34,600.00	Appointment	B Step 3	Letter	
Appointment	8/25/09	**	Instructional	McAdams	Carly	KTEC	English	8/27/09	0	\$34,600.00	Appointment	B Step 3	Letter	
Appointment	8/25/09	**	Instructional	Henkel	Sarah	Harborside	Art	8/27/09	0	\$34,600.00	Appointment	B Step 3	Contract	
Appointment	8/25/09	**	Instructional	Lattimore	Valerie	Washington Middle	Bridges / Resource	8/27/09	6	\$62,390.00	Appointment	M Step 15	Letter	
Appointment	8/25/09	**	Instructional	Richmond	Douglas	Tremper High School	Science Teacher	8/27/09	0	\$34,600.00	Appointment	B Step 3	Letter	
Appointment	8/25/09	**	Instructional	Tertin	Lindsay	Vernon Elementary	EC Kindergarten	8/27/09	0	\$34,600.00	Appointment	B Step 3	Letter	
Appointment	8/25/09	**	Instructional	Metaxa	Amy	Somers Elementary	CDS Special Education	8/27/09	1	\$36,177.00	Appointment	B Step 4	Letter	
Appointment	8/25/09	**	Instructional	Toney	Mercillie	Tremper High School	Catagorical Special	8/27/09	0	\$36,177.00	Appointment	B Step 4	Letter	
Appointment	8/25/09	**	Instructional	Loe	Carrie	Lincoln Middle	Business	8/27/09	0	\$34,600.00	Appointment	B Step 3	Letter	
Appointment	8/25/09	**	Instructional	Crowe	Michael	Lance Middle School	Catagorical Special	8/27/09	2	\$37,755.00	Appointment	B Step 5	Contract	
Appointment	8/25/09	**	Instructional	Slater	Stacey	ESC Student Support	School Social Worker	8/27/09	1	\$40,389.00	Appointment	M Step 4	Contract	
Appointment	8/25/09	**	Instructional	Bando	Katrina	Prairie Elementary	Catagorical Special	8/27/09	0	\$34,600.00	Appointment	B Step 3	Letter	
Appointment	8/25/09	**	Instructional	Underwood	Michael	Harborside Academy	Instructional Technology	8/27/09	1	\$52,483.00	Appointment	B Step 14	Letter	
Appointment	8/25/09	**	Instructional	Duecker	David	Reuther Central High	Catagorical Special	8/27/09	0	\$62,390.00	Appointment	M Step 15	Letter	
Leave of Absence	8/25/09	**	Instructional	Frale	Michaela	Bradford High School	English	8/27/09	9	\$44,730.00	Appointment	Rearing Yr. 3 (Extended)	B6 Step 9	Contract
Voluntary Layoff	8/25/09	**	Instructional	Maxey	Katherine	Washington Middle	Spanish	7/14/09	12	\$68,069.00	Voluntary Layoff	M24 Step 15	Contract	
Leave of Absence	8/25/09	**	Instructional	Biehn	Stacey	Pleasant Prairie Elementary	Cross Catagorical Special	8/27/09	6	\$41,529.00	Child Rearing Yr. 1	B6 Step 7	Contract	
Voluntary Layoff	8/25/09	**	Instructional	Mulhern	Angel	KTEC	Grade 3 Teacher	7/14/09	8	\$54,531.00	Voluntary Layoff	M30 Step 9	Contract	
Voluntary Layoff	8/25/09	**	Instructional	Sporer	Kerry	Jeffrey Elementary	Grade 2 Teacher	7/14/09	13	\$61,939.00	Voluntary Layoff	M18 Step 13	Contract	
Voluntary Layoff	8/25/09	**	Instructional	Tews	Nicole	Harvey Elementary	Kindergarten	7/14/09	2	\$36,177.00	Voluntary Layoff	B Step 4	Contract	

**Kenosha Unified School District No. 1**  
**Kenosha, Wisconsin**  
**August 25, 2009**

The Human Resources recommendations regarding the following actions:

Leave of Absence	8/25/09	**	Instructional	Tyler III	Sylvanus	McKinley Middle	Music	8/27/09	4	\$41,575.00	Sabbatical Leave	M Step 5	Contract
Voluntary Layoff	8/25/09	**	Educ. Assistant	Zahn	Jodi	Vernon Elementary	Noon Hour Supervisor	7/14/09	3	\$4,366.80	Voluntary Layoff		
Voluntary Layoff	8/25/09	**	Educ. Assistant	Knolmayer	Sarah	Somers Elementary	Special Education	7/14/09	3	\$15,079.68	Voluntary Layoff		Contract
Voluntary Layoff	8/25/09	**	Educ. Assistant	Whyte	Dorothy	Mahone Middle School	Special Education IDEA	7/14/09	13	\$17,946.39	Voluntary Layoff		Contract
Voluntary Layoff	8/25/09	**	Educ. Assistant	Kazin	Nicole	Jefferson Elementary	Health Info EA	7/14/09	3	\$17,187.17	Voluntary Layoff		Contract
Voluntary Layoff	8/25/09	**	Educ. Assistant	Stoner	Lynette	Jeffrey Elementary	Special Education	7/14/09	8	\$15,891.26	Voluntary Layoff		Contract
Appointment	8/25/09	**	Instructional	Schires	Jane	4K LaPetite Academy	Teacher	8/27/09	18	\$33,986.00	Appointment	M30 Step 15	Contract
Appointment	8/25/09	**	Instructional	May	Anne	Prairie Renaissance School	Teacher	8/27/09	1	\$19,521.00	Appointment	M Step 4	Letter
Appointment	8/25/09	**	Instructional	Milligan	Jennifer	4K Extended Love Child Care Center	Teacher	8/27/09	1	\$20,046.00	Appointment	B Step 7	Letter



*This page intentionally left blank*

SPECIAL MEETING & EXECUTIVE SESSION  
OF THE KENOSHA UNIFIED SCHOOL BOARD  
HELD JULY 21, 2009

A special meeting of the Kenosha Unified School Board was held on Tuesday, July 21, 2009, in the Small Board Room at the 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 5:00 P.M. with the following members present: Mr. Fountain, Mr. Bryan, Mrs. Snyder, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi was also present. Mrs. R. Stevens and Mr. Ostman arrived later

Mrs. P. Stevens, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District No. 1. 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. P. Stevens announced that an executive session had been scheduled to follow this special meeting for the purpose of Personnel: Employment Relationship, Problems, Position Assignments, and Compensation and/or Contracts; and Collective Bargaining Deliberations.

Mrs. Taube moved that this executive session be held. Mr. Fountain seconded the motion.

Roll call vote. Ayes: Mr. Fountain, Mr. Bryan, Mrs. Snyder, Mrs. Taube and Mrs. P. Stevens. Noes: None. Unanimously approved.

Mr. Bryan moved to adjourn to executive session. Mr. Fountain seconded the motion. Unanimously approved.

1. Personnel: Employment Relationship, Problems, Position Assignments, and Compensation and/or Contracts

Mrs. R. Stevens arrived at 5:04 P.M.

Board members discussed the status of the Superintendent Search.

Mr. Ostman arrived at 5:20 P.M.

Mrs. Glass arrived at 5:25 P.M. and provided Board members with compensation information regarding several positions. A brief discussion followed.

The Board recessed at 6:04 P.M. and reconvened at 6:27 P.M.

Dr. Mangi presented several position assignments and a discussion followed.

Meeting adjourned at 8:10 P.M.

Stacy Schroeder Busby  
School Board Secretary

SPECIAL MEETING  
OF THE KENOSHA UNIFIED SCHOOL BOARD  
HELD JULY 21, 2009

A special meeting of the Kenosha Unified School Board was held on Tuesday, July 21, 2009, in the Board Room at the Educational Support Center. The purpose of this meeting was for discussion/action on Kenosha eSchool Update and Request for Full-Time Principal.

The meeting was called to order at 6:08 P.M. with the following members present: Mrs. R. Stevens, Mr. Fountain, Mr. Bryan, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi was also present.

Mrs. P. Stevens, President, opened the meeting by announcing that this was a special meeting of the School Board of Kenosha Unified School District No. 1. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Dr. Mangi presented the eSchool Update and Request for Full-Time Principal submitted by Mr. William Hittman, Principal of Kenosha eSchool and LakeView Technology Academy, and Dr. Mangi, excerpts follow:

“The Kenosha eSchool, a virtual high school, officially opened July 1, 2006, when the Board of Education entered into a five year charter contract with the Governance Board of the eSchool and Mr. William Hittman, principal of LakeView Technology Academy, who was appointed as the school’s supervisor. The eSchool also received a federal grant for two years beginning July 1, 2006 to begin and implement a fully accredited and certified high school. Dr. Pierce asked Mr. Hittman to take on this responsibility because he co-chaired the Strategic Planning Sub-committee on Strategy 3, Overcrowding. Mr. Hittman graciously agreed to accept this responsibility and informed Dr. Pierce that at some time in the near future the eSchool would need a full time Principal in order for the school to be successful.

During the initial 2006-2007 school year, Mr. Hittman spent on average five hours a week on eSchool business. This current year he is spending about fifteen hours a week on eSchool business due to increased enrollment. Mr. Hittman feels he does not have the extra time needed since his responsibilities at LakeView Technology Academy have also increased with the addition of Biomedical Engineering. Mr. Hittman also supervises the Principal at K-TEC Charter School. The Governance Board of the eSchool has decided that the eSchool needs more time than Mr. Hittman has available and, as a result, they have decided to budget for a full time Principal. Mr. Hittman worked with Sheronda Glass, Executive Director of Human Resources, and determined the responsibility and compensation level for this position, and the Governance Board of the eSchool has concurred.

Attached are graphs which illustrate the growth and projected growth of the eSchool. In the 2006-2007 school year, the eSchool serviced 12 full time and 27 part time students. In 2007-2008 the eSchool serviced 72 full time students and 217 part time students, and this current school year the eSchool is servicing or has serviced 133 full time students and 380 part time students. You will also see that the eSchool has reported a growth in Special Education students served. The graphs also illustrate the projected growth over the next three years in both full and part time students.

The Kenosha eSchool is very successful and is functioning as a fully accredited high school, no longer just a program. There presently are 88 students from around the state who have requested enrollment in the eSchool under open enrollment. The status of these students will be determined in early June.

The Governance Board of Kenosha eSchool is requesting that the Board of Education allow the eSchool Charter to be modified to indicate that the eSchool has a full time Principal and that this person be someone other than Mr. Hittman at his request. The budget of the eSchool is fully capable of supporting a full time principal. The eSchool Governance Board is very appreciative of Mr. Hittman and his dedication to the eSchool and appreciates his continued support.

At its May 12, 2009 meeting, the Personnel/Policy Committee moved to concur with Administration's recommendation to modify the principal language in the eSchool charter contract by replacing Mr. Hittman's name with "a certified administrator" and forward to the full Board for approval. At its May 26, 2009 Regular meeting, the School Board moved to defer action to a Special meeting.

In light of the significant growth of the eSchool and its growth potential, and considering the responsibilities of administering to a high school, as well as respecting the judgment of the eSchool Governance Board, it is recommended that the Board concur with modification to the eSchool Charter by replacing Mr. Hittman's name with "a certified administrator" to oversee the eSchool as its principal/director.

Our School Board has the authority to approve the principal/director of a charter school in the Kenosha Unified School District. To follow the process that has been in place for filling administrative positions, the Superintendent and the KUSD Leadership Council, with representation from the School Board, will interview the candidate recommended by the eSchool Governance Board along with two other candidates and will make a recommendation at a Special Board meeting after the August 11, 2009, Standing Committee meetings.

For the record, this position has been posted per School Board Policy. The eSchool Governance Board has interviewed six candidates."

Mrs. R. Stevens moved to approve the modification to the eSchool Charter by replacing Mr. Hittman's name with "a certified administrator" to oversee the eSchool as its principal/director. Mrs. Snyder seconded the motion. Unanimously approved.

Mr. Fountain moved to approve the principal/director of a charter school in the Kenosha Unified School District. To follow the process that has been in place for filling administrative positions, the Superintendent and the KUSD Leadership Council, with representative from the School Board, will interview the candidate recommended by the eSchool Governance Board along with two other candidates and will make a recommendation at a Special Board meeting after the August 11, 2009, Standing Committee meetings. Mrs. R. Stevens seconded the motion. Unanimously approved.

Meeting adjourned at 6:23 P.M.

Stacy Schroeder Busby  
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION  
OF THE KENOSHA UNIFIED SCHOOL BOARD  
HELD JULY 28, 2009

A special meeting of the Kenosha Unified School Board was held on Tuesday, July 28, 2009, in the Small Board Room at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 6:04 P.M. with the following members present: Mrs. R. Stevens, Mr. Fountain, Mr. Bryan, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi and Mrs. Glass were also present.

Mrs. P. Stevens, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District No. 1. 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. P. Stevens announced that an executive session had been scheduled to follow this special meeting for the purpose of Personnel: Employment Relationship, Position Assignments, and Compensation and/or Contracts.

Mr. Fountain moved that this executive session be held. Mr. Ostman seconded the motion.

Roll call vote. Ayes: Mrs. R. Stevens, Mr. Fountain, Mr. Bryan, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Noes: None. Unanimously approved.

Mr. Bryan moved to adjourn to executive session. Mrs. R. Stevens seconded the motion. Unanimously approved.

1. Personnel: Employment Relationship, Position Assignments, and Compensation and/or Contracts

Board members discussed the status of the Superintendent Search.

Meeting adjourned at 6:46 P.M.

Stacy Schroeder Busby  
School Board Secretary

REGULAR MEETING OF  
THE KENOSHA UNIFIED SCHOOL BOARD  
HELD JULY 28, 2009

A regular meeting of the Kenosha Unified School Board was held on Tuesday, July 28, 2009, at 7:00 P.M. in the Board Room of the Educational Support Center. Mrs. P. Stevens, President, presided.

The meeting was called to order at 7:03 P.M. with the following Board members present: Mrs. R. Stevens, Mr. Fountain, Mr. Bryan, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens.

Mrs. P. Stevens, President, opened the meeting by announcing that this was a regular meeting of the School Board of Kenosha Unified School District No. 1. 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 at the Superintendent's office. Anyone desiring information as to forthcoming meetings should contact the Superintendent's office.

There were no awards.

Mrs. Glass presented an Administrative Appointment.

Mr. Fountain moved to appoint Daniel Tenuta as Executive Director of School Leadership – High School effective August 1, 2009. Mr. Ostman seconded the motion. Unanimously approved.

Mr. Johnston gave the Legislative Report.

Views and comments were expressed by members of the public and Board members made their responses and/or comments.

There was not a Superintendent's report.

Consent-Approve item X-A – Recommendations Concerning Appointments, Leaves of Absence, Retirements and Resignations was pulled from the consent agenda.

The Board then considered the following Consent-Approve items:

Consent-Approve item X-B – Minutes of the 6/23/09 and 7/09/09 Special Meeting and Executive Sessions, 6/23/09 Regular Meeting and 6/22/09, 6/25/09 and 7/14/09 Special Meetings.

Consent-Approve item X-C – Summary of Receipts, Wire Transfers and Check Registers submitted by Mrs. Eileen Coss, Accounting Manager; Mr. William Johnston, Executive Director of Business; and Dr. Mangi, excerpts follow:

“It is recommended that receipt numbers CR038844 through CR039509 that total \$495,236.63 be approved.

Check numbers 434084 through 436094 totaling \$10,048,152.19 are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that wire transfers to First National Bank of Chicago and Nations Bank dated June 1, 4, 16, and 18, 2009 totaling \$2,859,953.49; to US Bank of Milwaukee dated June 1, 11, 15, 24, and 30, 2009 totaling \$903,536.72 and to the Wisconsin Retirement System dated June 30, 2009 totaling \$1,146,757.76 be approved.”

Consent-Approve item X-D – Policy and Rule 6633 – Student Use of Internet System submitted by Mrs. Kathleen Barca, Executive Director of School Leadership; and Dr. Mangi, excerpts follow:

“School Board Policy 6633 Student Use of Internet System was reviewed by a committee consisting of the Library Media Instructional Staff, Distributions and Utilities, and the Curriculum and Instruction Department.

In accordance with CIPA law which requires an addition to our Internet Policy 66333, the following language is being added to the Policy: “The District is educating students about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyber bullying awareness ad response.

At it’s June 9, 2009 meeting, the Personnel/Policy committee voted to forward revised Policy and rule 6633 Student Use of Internet System to the full Board for a first and second reading. The Board approved Policy and rule 6633 on a first reading at its June 23, 2009 regular meeting.

Administration recommends that the Board approve revised Policy and Rule 6633 on a second reading this evening.”

Mr. Ostman moved to approve the consent agenda as revised. Mrs. Taube seconded the motion. Unanimously approved.

Mrs. P. Stevens presented the Indian Trail Road Construction Land Dedication submitted by Mr. Patrick Finnemore, Director of Facilities, and Dr. Mangi, excerpts follow:

“One of the infrastructure improvements for the Indian Train addition/renovation project is the construction of a new east-west public street. The construction of what will be 56<sup>th</sup> Street required some additional property be acquired so that the street can be extended to 64<sup>th</sup> Avenue. It was decided when the project was first considered that KUSD would use the services of the City of Kenosha to acquire the property and construct the road and associated improvements using funding from the referendum.



The Board approved an agreement with the City for those services at its September 23, 2008 regular meeting. The City has now acquired the land and the price KUSD is paying the City is within the amount budgeted for land acquisition.

In addition to the land that the City has acquired for the road construction, there is some existing KUSD-owned land that also needs to be dedicated for the construction of the new road. Attachments 1 and 2 provide copies of the Quit Claim Deeds and associated survey maps showing the land that needs to be dedicated for the road expansion. Because the land being used for the road was purchased at two different times, two Quit Claim Deeds are needed instead of one. The survey maps highlight that land that will be dedicated for road construction and associated public right-of-way.

In regards to the road construction of 56<sup>th</sup> Street, there will be one final agreement between KUSD and the City that will be in addition to these documents, the agreement approved on September 23<sup>rd</sup> and the Developer's Agreement approved at the June 23, 2009 regular Board meeting. That agreement will be a Quit Claim Deed that will transfer ownership of a property acquired with the land needed for the road extension from the City to KUSD. That agreement will be brought before the Electors at the Annual Meeting in September and then to the Board for final approval. The District is currently evaluating the best use for that property and will bring a recommendation along with the agreement in September.

This report was brought before the Planning, Facilities, and Equipment Committee at their July 14, 2009 meeting, and the Committee unanimously approved forwarding the report to the full Board for their consideration.

Administration recommends Board approval of the two Quit Claim Deeds between KUSD and the City of Kenosha to support road construction of 56<sup>th</sup> Street."

Mr. Fountain moved to approve two Quit Claim Deeds between KUSD and the City of Kenosha to support road construction of 56<sup>th</sup> Street. Mrs. R. Stevens seconded the motion. Unanimously approved.

Mrs. P. Stevens presented Policy and Rule 8850 – School Board Committees submitted by Mrs. Barca and Dr. Mangi, excerpts follow:

"Previously a number of Board members requested that the current one-year appointment to a standing committee be changed to a three-year term for community advisors. It was also noted that revised wording was necessary to address Board members serving on more than two standing committees when service on the PR/Goals/Legislative is factored in. This proposed change was presented at the March 10, 2009 Personnel/Policy Committee meeting and it was voted to bring it back to the next Committee meeting for further discussion.

At its May 12, 2009 meeting, the Personnel/Policy Committee voted to refer revised Policy/Rule 8850, School Board Committees to the full Board for a first reading at its May 26, 2009 regular meeting and second reading at its June 23, 2009 regular meeting.

Subsequent to the May 12<sup>th</sup> Personnel/Policy Committee meeting, Administration added proposed wording to reflect an 80% attendance expectation for community members.

The Board approved revised Policy/Rule 8850 on a first reading at its May 26, 2009 regular meeting, however, at its June 23, 2009 meeting, the Board voted to refer it back to the Personnel/Policy Committee for further discussion. Administration has added wording regarding staggered terms for community and student advisors and deleted obsolete language in Rules #2 and #3.

At its July 14, 2009 meeting, the Personnel/Policy Committee voted to refer revised Policy/Rule 8850 to the full Board for a second reading at its July 28, 2009 meeting.

Administration recommends that the Board approve revised Policy/Rule 8850 as a second reading this evening.”

Mr. Bryan moved to approve revised Policy and Rule 8850 – School Board Committees as a second reading with the addition of the word “qualified” to be placed before “community members.” Mrs. R. Stevens seconded the motion. Unanimously approved.

Mrs. P. Stevens presented the Scheduling of the 2009 Public Hearing on the Budget and Annual Meeting of Electors submitted by Mr. Johnston and Dr. Mangi, excerpts follow:

“All school districts in the State are required to hold a hearing on their budget. Common School Districts are required to hold the budget hearing at the same time and place as the annual meeting. Prior to the budget hearing, the school board must approve a proposed budget to present at the budget hearing. Please recall that Kenosha Unified School District is a common school district and not a unified school district.

State Statute states that common school districts hold an annual meeting between May 15th and October 31st. State Statute also dictates that the annual meeting will be held on the 4<sup>th</sup> Monday in July at 8:00p.m., unless the electors at one annual meeting determine to thereafter hold the annual meeting on a different date or hour, or authorize the school board to establish a different date or hour.

Since the early 2000’s, the Public Hearing on the Budget and the Annual Meeting has been held after the start of school at the request of the electors, since many electors are out of town in July. The first Monday after Labor Day in September was established due to short term borrowing needs. In order to borrow operating funds for the school year, the approval of that year’s tax levy by the electors is required.

With the completion of the Tremper Cafeteria Addition and Renovation project occurring prior to the start of school in September, it was suggested that the meeting could take place at Tremper and showcase the remodeling. It was also communicated at the committee meeting that there should not be any conflicts with other functions

taking place on Monday nights, namely Monday Night Football. The Audit, Budget and Finance Committee unanimously agreed with the recommendation to hold the Annual Meeting at Tremper and it has been reserved for this purpose on Monday, September 14, 2009, at 7:00 p.m.

Administration requests that the Board of Education concur with the Audit, Budget and Finance Committee's recommendation to set the 2009 Public Hearing on Budget and Annual Meeting of the Electors for Monday, September 14, 2009, at 7:00 p.m. in the Tremper High School Auditorium."

Mrs. Taube moved to set the 2009 Public Hearing on the Budget and Annual Meeting of the Electors for Monday, September 14, 2009, at 7:00 p.m. in the Tremper High School Auditorium. Mrs. R. Stevens seconded the motion. Unanimously approved.

Mrs. P. Stevens presented the Preliminary Adoption of the 2009-2010 Budget submitted by Mr. Tarik Hamdan, Financial and Budget Analyst; Mr. Johnston; and Dr. Mangi, excerpts follow:

"At the February 10, 2009, Audit, Budget and Finance Committee, the 2009-2010 initial budget assumptions and process was presented. That report outlined the rationale for Administration's initial revenue and expenditure additions or subtractions to the 2009-2010 budget.

The Superintendent's Leadership Council, has met on several occasions to review and evaluate the submitted budget assumptions and District contractual obligations. These discussions have become the basis of the budget assumption priorities that Administration presented in May and also is being presented to the Board for preliminary approval at the July regular meeting.

The total impact of all the assumption changes presented in Attachment A leaves \$314,582 to be allocated in the budget in order to have a balanced budget. The caveat is that while this budget is currently balanced, the Legislature has recently approved a reduction in the amount of General State Aid that will be provided to school districts. Under the current funding formula, the amount that is not provided in the form of General State Aid can be levied to the local taxpayers up to the Revenue Limit.

Administration has indicated since February that if the General State Aid is reduced Administration would recommend reducing the budget instead of increasing the tax burden of the community over what was initially projected to be the tax levy in January. The General State Aid that Kenosha Unified has received in recent years (last 5 years) has averaged around 66% of the District's Revenue Limit. Using this historical average, the January estimated aid for 2009-2010 was \$148,141,915 or an increase of \$5,840,752 over the 2008-2009 aid.

As a result of the State budget shortfall, the 2009-2011 State Budget reduced the General State Aid allocations throughout the State by 3.1%. The actual impact will not be known until October since it is based, in part, on year end 2008-2009 financial data. Based on the current estimate by the Department of Public Instruction (DPI), the

General State Aid that Kenosha will receive increases by \$656,921 (about a 0.46% increase) over the 2008-2009 aid. Since Kenosha is below the averages used in the Equalization Aid formula, the District benefited more favorably in the overall allocation of aid. This is still a \$5,190,379 reduction over what was estimated in January.

Understanding that school districts could levy the difference between the Revenue Limit and the General State Aid received, the Legislature reduced the revenue limit per pupil increase by around \$74 per student. This lowered the District's Revenue Limit by \$1,801,341 and thus reduces the differences between the estimated aid (January) and the projected aid (June) to \$3,372,779.

At this time, Administration is reviewing a wide range of options to assist in balancing the budget based on the planned reduction in the Revenue Limit and will not be presenting the tax levy increase that the current State funding formula would allow. Absent any budget reductions, the preliminary budget presented at the Public Hearing on the Budget would include a projected tax levy increase of \$6,020,228 in the 2009-2010 tax levy for Kenosha Unified School District over last year. The mill rate per \$1,000 of equalized valuation would be projected to be \$9.35, a 6.03% increase over the prior year. Attachment B delineates this scenario and the last fifteen (15) years equalized values and tax levies. Administration is committed to not increasing the local tax levy higher than the tax levy that was calculated in January, based on the historical projection of General State Aid.

Administration requests that the Board of Education concur with the Audit, Budget and Finance Committee's recommendation to approve the 2009-2010 Budget Assumptions contained in Attachment A and to use these assumptions to formulate the preliminary budget to be used at the Public Hearing of the Budget.

Administration also requests that the Committee recommend that the Board authorize the payment of all currently authorized staff compensation and other expenditures to continue at the discretion of Administration, up to the levels authorized in the 2008-2009 budget, until the 2009-2010 budget is formally adopted in October."

Mr. Ostman moved to approve the 2009-2010 Budget Assumptions contained in Attachment A, to use those assumptions to formulate the preliminary budget to be used at the Public Hearing of the Budget, and authorize the payment of all currently authorized staff compensation and other expenditures to continue at the discretion of Administration, up to the levels authorized in the 2008-2009 budget, until the 2009-2010 budget is formally adopted in October. Mrs. R. Stevens seconded the motion.

Mr. Bryan moved to amend the motion to remove the \$1 Million Fund Balance Replenishment assumption. Motion failed due to lack of a second.

Original motion carried with Mr. Bryan dissenting.

Mrs. P. Stevens presented Renewal of the Southeastern Wisconsin School Alliance Membership submitted by Mr. Johnston and Dr. Mangi, excerpts follow:

“For the past six (6) years, Kenosha Unified has participated in the Southeastern Wisconsin School Alliance (SWSA) which provides school officials and parents with objective, nonpartisan information and training needed to be strong advocates for educational excellence. The Alliance serves 35 urban and suburban school districts with a combined enrollment of more than 240,000 students.

The Audit, Budget and Finance committee reviewed the agreement and discussed the benefits to the District at the July meeting. The Committee unanimously approved renewing the District’s participation in SWSA for the 2009-2010 school year.

Administration requests that the Board of Education concur with the Audit, Budget and Finance Committee’s recommendation and approve the attached resolution and membership in SWSA for the 2009-2010 fiscal year and authorize Board Officers and District Administration to execute any and all documents relating to the renewal.”

Mrs. Taube moved to approve the resolution and membership in SWSA for the 2009-2010 fiscal year and authorize Board Officers and District Administration to execute any and all documents relating to the renewal. Mrs. R. Stevens seconded the motion. Unanimously approved.

Mr. Fountain presented the Donations to the District as submitted in the agenda.

Mrs. Snyder moved to approve the Donations to the District as presented in the agenda. Mrs. R. Stevens seconded the motion. Unanimously approved.

Mrs. P. Stevens presented the Recommendations Concerning Appointments, Leave of Absence, Retirements and Resignations as presented in the agenda.

Mrs. Taube moved to approve the Recommendations Concerning Appointments, Leave of Absence, Retirements and Resignations with date modifications to items 7-9 from 8/29/09 to 8/27/09. Mr. Fountain seconded the motion. Unanimously approved.

Meeting adjourned at 8:12 P.M.

Stacy Schroeder Busby  
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION  
OF THE KENOSHA UNIFIED SCHOOL BOARD  
HELD AUGUST 11, 2009

A special meeting of the Kenosha Unified School Board was held on Tuesday, August 11, 2009, in the Small Board Room at the 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 5:03 P.M. with the following members present: Mrs. R. Stevens, Mrs. Snyder, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi was also present. Mr. Bryan arrived later. Mr. Fountain and Mr. Ostman were excused.

Mrs. P. Stevens, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District No. 1. 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. P. Stevens announced that an executive session had been scheduled to follow this special meeting for the purpose of Board Deliberations or Negotiations for Investing Public Funds, Review Findings/Orders by Independent Hearing Officers, Personnel: Employment Relationship, Position Assignments, and Compensation and/or Contracts, and Collective Bargaining Deliberations.

Mrs. R. Stevens moved that this executive session be held. Mrs. Snyder seconded the motion.

Roll call vote. Ayes: Mrs. R. Stevens, Mrs. Snyder, Mrs. Taube and Mrs. P. Stevens. Noes: None. Unanimously approved.

Mrs. R. Stevens moved to adjourn to executive session. Mrs. Taube seconded the motion. Unanimously approved.

1. Review Findings/Orders by Independent Hearing Officers

Mr. Jones arrived at 5:05 P.M. and provided Board members with information regarding one expulsion and two early reinstatement requests.

Mr. Bryan arrived at 5:12 P.M.

Dr. Mangi and Mr. Jones were excused at 5:19 P.M.

Mrs. R. Stevens moved to concur with the recommendation of the hearing officer with respect to the first expulsion. Mrs. Taube seconded the motion. Unanimously approved.

Mrs. R. Stevens moved to concur with the recommendation for early reinstatement in respect to the first request. Mrs. Snyder seconded the motion. Unanimously approved.

Mrs. Snyder moved to deny the second request for early reinstatement. Mrs. R. Stevens seconded the motion. Unanimously approved.

Dr. Mangi returned to the meeting at 5:25 P.M.

2. Personnel: Employment Relationship, Position Assignments, and Compensation and/or Contracts

Mrs. Rohde arrived at 5:26 P.M. and responded to Board members' questions.

Mrs. Rohde was excused at 5:37 P.M.

Dr. Mangi presented several proposed position assignments and a discussion followed.

3. Board Deliberations or Negotiations for Investing Public Funds

Mr. Johnston and Mr. Finnemore arrived at 5:50 P.M. and gave an update on funding for 09-10 projects.

Meeting adjourned at 6:00 P.M.

Stacy Schroeder Busby  
School Board Secretary

SPECIAL MEETING  
OF THE KENOSHA UNIFIED SCHOOL BOARD  
HELD AUGUST 11, 2009

A special meeting of the Kenosha Unified School Board was held on Tuesday, August 11, 2009, in the Board Room at the Educational Support Center. The purpose of this meeting was for discussion/action on an Administrative Appointment and the Curriculum Evaluation and Instructional Materials Adoptions – Elementary Reading and Language Arts Update and Recommendation for Adoption Extension.

The meeting was called to order at 8:17 P.M. with the following members present: Mrs. R. Stevens, Mr. Bryan, Mrs. Snyder, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi was also present. Mr. Fountain and Mr. Ostman were excused.

Mrs. P. Stevens, President, opened the meeting by announcing that this was a special meeting of the School Board of Kenosha Unified School District No. 1. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Dr. Mangi presented an Administrative Appointment.

Mr. Bryan moved to approve Mrs. LuAnne Rohde as Principal of Columbus Elementary School effective August 12, 2009. Mrs. R. Stevens seconded the motion. Unanimously approved.

Dr. Mangi presented the Curriculum Evaluation and Instructional Materials Adoption – Elementary Reading and Language Arts Update and Recommendation for Adoption Extension submitted by Dr. Marguerite Sneed, Teacher Consultant: K-5 Reading/Language Arts; Ms. Vickie Brown, Executive Director of Curriculum and Instructional Services; and Dr. Mangi, excerpts follow:

“This is a follow-up to reports made to the Curriculum Committee of the Board related to the Reading and Language Arts Adoption in September 2008, January 2009, and May 2009.

A typical textbook adoption cycle includes three years for study, piloting, and purchase of materials. As discussed in previous reports and updates to the Board of Education, the K-5 reading and language arts adoption includes two content areas, reading and language arts/writing.

Separate adoptions for the two content areas would take six years in all, three for each area. One portion of the current K-5 reading and language arts adoption, language arts/writing, was completed in Year 2 of the adoption process and will be implemented at the beginning of Year 3, a full year ahead of schedule. For the first time, there will be district-wide K-5 language arts and writing materials and curriculum and instructional guides in place. See Appendix D for details.



Extending the reading and language arts adoption process by just one year will give Administration time to make its recommendation/decision. Approval of the extension will then give Grade Level Committees time to study various programs in depth and establish a well conceived process for determining materials/programs to pilot, for designing the pilot, and making final selection recommendations.

It is important to remember that elementary teachers are responsible for teaching all content areas. As a result, they are impacted by each new adoption. It is important to provide them with the time and support needed to develop proficiency in teaching language arts and writing before adding new reading instructional materials to their duties. A one-year extension of the reading and language arts adoption will give teachers substantial time to implement the recently adopted district-wide language arts/writing materials and curriculum before new reading materials/programs are added.

At its July 16, 2009 meeting, the Curriculum Committee voted to forward to the full Board this request for a 1-year extension of the reading and language arts adoption cycle. Administration recommends that the Board approve the request as presented.”

Mrs. Taube moved to approve the request for a 1-year extension of the reading and language arts adoption cycle. Mrs. R. Stevens seconded the motion. Unanimously approved.

Meeting adjourned at 8:30 P.M.

Stacy Schroeder Busby  
School Board Secretary

SPECIAL MEETING & EXECUTIVE SESSION  
OF THE KENOSHA UNIFIED SCHOOL BOARD  
HELD AUGUST 18, 2009

A special meeting of the Kenosha Unified School Board was held on Tuesday, August 18, 2009, in the Small Board Room at the 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 7:01 P.M. with the following members present: Mrs. R. Stevens, Mr. Fountain, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi was also present. Mr. Bryan arrived later.

Mrs. P. Stevens, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District No. 1. 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. P. Stevens announced that an executive session had been scheduled to follow this special meeting for the purpose of Personnel: Problems, Position Assignments, and Compensation and/or Contracts.

Mrs. Snyder moved that this executive session be held. Mr. Fountain seconded the motion.

Roll call vote. Ayes: Mrs. R. Stevens, Mr. Fountain, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Noes: None. Unanimously approved.

Mr. Ostman moved to adjourn to executive session. Mr. Fountain seconded the motion. Unanimously approved.

Mr. Bryan arrived at 7:03 P.M.

1. Personnel: Problems, Position Assignments, and Compensation and/or Contracts

Dr. Mangi presented several position assignments and a discussion followed.

Mrs. Orban arrived at 7:15 P.M. and responded to Board members' questions.

Mrs. Orban was excused at 7:25 P.M.

Mr. Keckler arrived at 7:26 P.M. and responded to Board members' questions.

Mr. Keckler was excused at 7:45 P.M.

Meeting adjourned at 8:08 P.M.

Stacy Schroeder Busby  
School Board Secretary

SPECIAL MEETING  
OF THE KENOSHA UNIFIED SCHOOL BOARD  
HELD AUGUST 18, 2009

A special meeting of the Kenosha Unified School Board was held on Tuesday, August 18, 2009, in the Board Room at the Educational Support Center. The purpose of this meeting was for discussion/action on Administrative Appointments.

The meeting was called to order at 8:11 P.M. with the following members present: Mrs. R. Stevens, Mr. Fountain, Mr. Bryan, Mrs. Snyder, Mr. Ostman, Mrs. Taube and Mrs. P. Stevens. Dr. Mangi was also present.

Mrs. P. Stevens, President, opened the meeting by announcing that this was a special meeting of the School Board of Kenosha Unified School District No. 1. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Dr. Mangi presented four Administrative Appointments.

Mr. Fountain moved to approve Mrs. Karen Davis as Executive Director of School Leadership – Elementary Cluster effective August 19, 2009. Mrs. Taube seconded the motion. Unanimously approved.

Mr. Ostman moved to approve Mrs. Karen Walters as Principal of Reuther Central High School effective August 19, 2009. Mrs. Snyder seconded the motion. Unanimously approved.

Mrs. R. Stevens moved to approve Mrs. Melody Orban as Head Start Principal effective August 19, 2009. Mr. Ostman seconded the motion. Unanimously approved.

Mr. Ostman moved to approve Mr. Kris Keckler as Principal of Kenosha eSchool effective August 19, 2009. Mr. Ostman seconded the motion. Unanimously approved.

Meeting adjourned at 8:30 P.M.

Stacy Schroeder Busby  
School Board Secretary

Kenosha Unified School District No. 1  
Kenosha, Wisconsin  
Summary of Receipts, Wire Transfers, and Check Registers  
August 25, 2009

	From	To	Date	Amount
--	------	----	------	--------

**Receipts:**

Total Receipts	CR039510	CR039747	6/19/2009 - 7/23/2009	\$ 1,366,978.32
----------------	----------	----------	-----------------------	-----------------

**Wire Transfers from Johnson Bank to:**

First Natl Bank of Chicago/NationsBank <i>(for federal payroll taxes)</i>			July 1, 2009	125,316.10
First Natl Bank of Chicago/NationsBank <i>(for federal payroll taxes)</i>			July 2, 2009	1,088,602.78
First Natl Bank of Chicago/NationsBank <i>(for federal payroll taxes)</i>			July 16, 2009	1,114,166.67
First Natl Bank of Chicago/NationsBank <i>(for federal payroll taxes)</i>			July 16, 2009	170,915.54
First Natl Bank of Chicago/NationsBank <i>(for federal payroll taxes)</i>			July 30, 2009	1,111,785.41
First Natl Bank of Chicago/NationsBank <i>(for federal payroll taxes)</i>			July 31, 2009	125,803.95
US Bank of Milwaukee <i>(for state payroll taxes)</i>			July 9, 2009	495.30
US Bank of Milwaukee <i>(for state payroll taxes)</i>			July 15, 2009	312,052.87
US Bank of Milwaukee <i>(for state payroll taxes)</i>			July 23, 2009	253.21
US Bank of Milwaukee <i>(for state payroll taxes)</i>			July 30, 2009	517,109.58
Wisconsin Retirement System			July 31, 2009	1,136,023.61
Total Outgoing Wire Transfers				\$ 5,702,525.02

**Check Registers:**

General	436095	436151	June 30, 2009	302,208.19
General	436152	436187	July 1, 2009	555,426.09
General	436188	436204	June 30, 2009	18,632.72
General	436205	436206	June 30, 2009	1,347.61
General	436207	436372	June 30, 2009	1,210,247.26
General	436373	436451	July 10, 2009	2,478,155.34
General	436452	436660	June 30, 2009	226,268.02
General	436661	436759	July 17, 2009	2,447,555.09
General	436760	436761	June 30, 2009	437.00
General	436762	436767	July 20, 2009	2,250.79
General	436768	436768	July 20, 2009	445.84
General	436769	436810	June 30, 2009	90,378.66
General	436811	437063	July 24, 2009	4,025,755.86
General	437064	437075	June 30, 2009	255.00
General	437076	437090	July 24, 2009	330.00
General	437091	437093	July 28, 2009	3,342.00
General	437094	437096	July 30, 2009	0.00
General	437097	437097	July 30, 2009	15,000.00
General	437098	437338	July 31, 2009	522,144.34
General	437339	437347	July 31, 2009	2,703.23

Total Check Registers				\$ 11,902,883.04
-----------------------	--	--	--	------------------

## **Administrative Recommendation**

It is recommended that receipt numbers CR039510 through CR039747 that total \$1,366,978.32 be approved.

Check numbers 436095 through 437347 totaling \$11,902,883.04 are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that wire transfers to First National Bank of Chicago and Nations Bank dated July 1, 2, 16, (2 deposits, 7/16) 30, and 31, 2009 totaling \$3,736,590.45; to US Bank of Milwaukee dated July 9, 15, 23, and 30, 2009 totaling \$829,910.96 and to the Wisconsin Retirement System dated July 31, 2009 totaling \$1,136,023.61 be approved.

Dr. Joseph T. Mangi  
Superintendent of Schools

William L. Johnston, CPA  
Executive Director of Business

Eileen Coss  
Accounting Manager

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1  
Kenosha, Wisconsin

August 25, 2009

**POLICY 5433 TOBACCO USE BY STUDENTS**

School Board Policy and Rule 5433 – Tobacco Use By Students was reviewed by a committee consisting of the Minority Academic Affairs Specialist, Coordinator of Student Support and an AODA Consultant. Further guidance was sought from the Wisconsin Association of School Boards to help define nicotine delivery devices and nicotine cessation products.

At its June 23, 2009 regular meeting, the Board recommended that the Personnel and Policy Committee further review the policy and present recommended changes to the full Board for a second reading at its August 25, 2009 meeting. The recommended policy draft includes reference to inhalants and smoking near school property and nicotine delivery devices. The attached recommended policy draft is offered as an on-going effort to provide meaningful prevention and intervention with students that motivates students to not use nicotine or any nicotine delivery device and guides students who are harmfully involved to change their behavior.

**Administrative Recommendation:**

At its August 11<sup>th</sup> meeting, the Personnel/Policy Committee voted to forward revised Policy and Rule 5433 to the full Board for a second reading. Administration recommends that the Board approve revised Policy and Rule 5433 Tobacco Use By Students for a second reading this evening.

Dr. Joseph T. Mangi  
Superintendent of Schools

Kathleen Barca  
Executive Director of School Leadership

POLICY 5433  
TOBACCO USE BY STUDENTS

Smoking and the use of tobacco/nicotine in any form by students is expressly prohibited in the schools, on school property, at school-sponsored activities and on school buses. Students are also prohibited from possession tobacco products, lighters, ~~and~~ matches, **or any nicotine delivery device. Only smoking cessation products with a physician's prescription would be allowed with the KUSD Medication Authorization Form on file.**

Students violating this policy shall be subject to disciplinary action

LEGAL REF.: Wisconsin Statutes

Sections: 48.983

101.123 Clean indoor air

120.12(20) Prohibition of tobacco

120.13 School board powers

CROSS REF.: 5430, Student Conduct and Discipline

5473, Student Suspensions

5474, Student Expulsion

5475, Discipline of Students with Disabilities

ADMINISTRATIVE REGULATIONS:

AFFIRMED: August 13, 1991

REVISED: September 9, 1997

RULE 5433  
TOBACCO USE BY STUDENTS

1. Possession  
Tobacco products, lighters and matches, **or any nicotine delivery device** shall be confiscated by school authorities and the parent/guardian notified. Repeated violations may result in further disciplinary action.
2. Tobacco Use  
All students violating Board policy concerning smoking or other tobacco use may be disciplined as follows:
  - a. Suspend the student for up to 3 days.
  - b. Assign the student to in-school suspension for up to 3 days.
  - c. ~~At the middle and high school level, assign students to after school tobacco education classes.~~
  - d. Refer the student to the ~~SAIL (Student Assistance in Life) program~~ **Student Support staff member** for information on tobacco cessation.
  - e. Notify law enforcement officials **to recommend the issuing of a ticket.**



*This page intentionally left blank*

Kenosha Unified School District No. 1  
Kenosha, Wisconsin

August 25, 2009

**Education for Employment**

The Education for Employment (E4E) Plan is a local tool to plan for the development, collaboration, resource sharing, and broad community support for current, new, or improved learning opportunities for students in grades Pre-Kindergarten to grade 12. This plan affirms the commitment to and the actions of school communities to: prepare elementary and secondary students for future employment; ensure technological literacy; promote lifelong learning, encourage good citizenship; advance collaboration among business, industry, labor, post-secondary schools, and school districts; establish a role for public schools in the workforce and economic development of Wisconsin.

Wisconsin's business community tells us they need high school graduates who are creative and innovative; can think critically, identify and solve problems; have communication skills; are responsible and ethical; and understand other cultures and perspectives. As KUSD works collaboratively with business leaders in the Kenosha area, we continually hear a call for local school districts to work together with regional economic and workforce development initiatives to implement career pathways and provide educational opportunities that prepare students for jobs of the 21<sup>st</sup> Century. All students, whether they are preparing for postsecondary education or entering the workforce upon graduation, must have access to career planning and guidance that includes instruction in career decision-making and economic and workforce realities.

The complete Education for Employment comprehensive plan is outlined below. Since the binder is extremely large, Greg Wright will have the completed plan available for Board members and community advisors to review in detail in the Superintendent's Office from August 6 through August 25.

**Background and General Requirements of the E4E Plan**

The updates in the plan components reflect current educational terminology and align with education, economic, and workforce development initiative essential to preparing our students for the 21<sup>st</sup> century.

KUSD is encouraged to build on the foundations of the 2004 E4E plan, comprehensive school counseling program efforts, local and state career and technical education efforts, as well as partnerships within the community, including economic and workforce development boards, to develop this PK-12 plan.

**E4E Plan Components**

**A. Introduction to the Plan**

**An introduction to the plan frames the process used to review, develop and revise the E4E plan with the goal of assisting all stakeholders in an understanding of the**

**plan. The development team, key stakeholders, resources, and evaluative instruments or procedures utilized may be included.**

**B. Education for Employment Coordinator**

*PI 26.04 (2) The board shall designate a staff person certified under s. PI 34.32 (7) (a), to coordinate and direct the education for employment program.*

**Identify who will lead and coordinate the district education for employment program and how it will be coordinated.**

**C. Tech Prep Council Representative**

*PI 26.04 (1) The board shall insure district representation on the technical preparation council as created under s. 118.34 (2), Stats.*

**Identify who will represent the district on the regional Tech Prep Council.**

**D. Community Profile**

*PI 26.03 (1) An education for employment long range plan shall be developed by the board....The plan shall include all of the following: (a) An analysis of local, regional and state labor market needs and the education and training requirements for occupations which will fill those needs.*

**Describe the community, the school district, and the structure under which the school district operates. Include in this profile any factors which may be relevant to the district Education for Employment program.**

**E. Collaboration and Partnerships**

*PI 26.04 (3) The board shall encourage the development of business and education partnerships. (4) The board may coordinate the education for employment program with other public school districts; CESAs; technical college districts; colleges and universities; and work force development programs.*

**List the names of and purposes of the school/business/community partnerships in which the district is currently engaged, and describe the associated goals and activities of each.**

**F. Career & Technical Education Programs**

*PI 26.03 (1) An education for employment long range plan shall be developed by the board...The plan shall include all of the following: (b) A description of vocational education/career and technical education provided in the district...PI 26.03 (3)(c)(3) Instruction which provides for the practical application of academic skills and applied technologies...*

**Discuss the integration and practical application of academic skills, applied technologies, and work-based learning opportunities in Career and Technical Education programs throughout the district.**

**G. Work-based Learning**

*PI 26.03 (3) The program shall provide to all pupils in grades kindergarten through 12 access to an education for employment program which provides for foundations in good citizenship and which links academic and occupational standards to workplace skills and experiences...(a) Career awareness at the elementary grade levels. (b) Career exploration at the middle grade levels. Career exploration shall address stereotyping and may include work based learning experiences and career research identifying personal preferences in relation to future work roles. (c) Career planning and preparation at the high school levels...*

**Describe the work-based learning experiences available to students at every grade level, including specialized programming, how it is coordinated, and participation levels.**

**H. Tech Prep Programs**

*PI 26.03 (3) (c) (5) Pupil access to technical education programs which have a curriculum incorporating accurate national, regional, and state labor market information, include labor market supply and demand.*

**Discuss how current and planned tech prep programs are provided in the district.**

**I. Career Development & School Counseling**

*PI 26.03 (3) The program shall provide to all pupils in grades kindergarten through 12 access to an education for employment program which provides for foundations in good citizenship and which links academic and occupational standards to workplace skills and experiences...(a) Career awareness at the elementary grade levels. (b) Career exploration at the middle grade levels. Career exploration shall address stereotyping and may include work based learning experiences and career research identifying personal preferences in relation to future work roles. (c) Career planning and preparation at the high school levels...*

**Describe how the district addresses career awareness, career exploration, and career planning and preparation at appropriate developmental levels.**

**J. 21<sup>st</sup> Century & Employability Skills**

*PI 26.03 (3) The program shall provide to all pupils in grades kindergarten through 12 access to an education for employment program which provides for foundations of good citizenship and which links academic and occupational standards to workplace skills and experiences.. (c) career planning and preparation at the high school levels, including all of the following...(3) instruction which provides for the practical application of academic skills and applied technologies...(4) the study of the practical application of economics and American economic institutions, include entrepreneurship education.*

**Describe how educators from all grade levels and through numerous disciplines use 21<sup>st</sup> century and employability skills to align instruction and create curriculum and activities designed to infuse and assess such skill proficiency within the PK-12 Education for Employment Program.**

**K. Program Access, Nondiscrimination, and Closing Achievement Gaps**

*PI 26.03 (3) The program shall provide to all pupils in grades kindergarten through 12 access to an education for employment program which provides for foundations of good citizenship and which links academic and occupational standards to workplace skills and experiences.*

**Describe how the district provides every student at each grade level PK-12 access to the appropriate components of the Education for Employment Program; as well as, how the district prepares students to actively participate in diverse work settings.**

**L. Coordination of Related District Resources**

*PI 26.03 (2) The plan shall identify other educational program requirements that will be included in the education for employment program, including all of the following: (a) the school districts standards under s.*

121.02 (1), Stats., (b) vocational skills required under s. 118.01 (2) (b), Stats., (c) High School graduation requirements under s. 118.33, Stats., (d) Programs for children at risk under s. 118.153, Stats., (e) Tech prep under s. 118.34, Stats., (f) Youth options under s 118.55, Stats., (g) Youth apprenticeship under s 106.13 (3) to (4), Stats.....

**Identify other educational resources that are currently in or will become part of the Education for Employment program. Discuss how each is coordinated and evaluated for appropriate impact on the E4E program. Include the following:**

- school district standards (s121.02 (1))
- vocational skills (occupational information, preparation for postsecondary education or jobs, positive work attitudes and habits)
- high school graduation requirements
- programs for children at risk
- Tech Prep programs
- Youth Options
- Youth Apprenticeship
- other local district requirements

#### **M. Professional Development Needs and Opportunities**

*PI 26.03 (1) An education for employment long range plan shall be developed by the board...The plan shall include all of the following: (c) A strategy to be used in developing the education for employment program and determining staff development needs...*

**Describe professional development opportunities to be developed both inside and outside the district, staff involved, and a development timeline that assists the district in providing direction, substance, and quality to the implementation of the goals of the Education for Employment Plan.**

#### **N. Student Transcripts, Reporting, and Accountability**

*PI 26.03 (1) An education for employment long range plan shall be developed by the board...It shall be defined in incremental steps and shall be modified by September 1, 2004. The plan shall be reviewed annually...and revised, if necessary, at least once every 5 years by the board...PI 26.04 (5) Upon request, the board shall make available copies of the district's education for employment plan. (6) The board shall indicate on a pupil's transcript the name of the course; the high school credits earned and whether those credits were earned through advanced standing, transcribed credit, or the advanced placement program; and the participating postsecondary institution, when appropriate.*

- 1. Describe how the district Education for Employment program will be evaluated to measure program effectiveness and the process for modification and improvement.**
- 2. Identify, through a narrative explanation or through example, how coursework completed outside of the normal high school curriculum (articulation agreements including advanced standing and transcribed credit agreements, advanced placement, industry certifications, and the like) will be documented on the high school transcript.**

## **Strategic Plan**

The various components of the E4E plan integrate with the following strategies of the KUSD Strategic Plan:

### **Strategy 1 –**

We will create a climate that fosters trust, communication and involvement to improve the working relationship among the Board, the administration, families, staff and the community.

### **Strategy 4 –**

We will ensure that staff is implementing the District curriculum and using effective instructional strategies as well as data to help students demonstrate proficiency on standardized assessments.

### **Strategy 6 –**

We will celebrate and embrace the rich cultural diversity of the student body and community in order to achieve our mission and objectives.

### **Strategy 7 –**

We will work effectively with our disengaged students and those who are impacted negatively by social influences, which are interfering with learning in order to improve attendance, achievement and the graduation rate.

## **Persons in charge of the program / project**

Dr. Joseph T. Mangi  
Superintendent of Schools

Ms. Vickie Brown  
Executive Director of Instructional Services

Mr. Greg Wright  
Career & Technical Education Coordinator

## **Recommendation**

At it's August 11, 2009 meeting, the Curriculum/Program Committee voted to forward the 2009 Education for Employment (E4E) 5-year plan to the School Board for approval to submit and implement. Administration recommends Board approval as noted above.

Dr. Joseph T. Mangi  
Superintendent of Schools

Ms. Vickie Brown  
Executive Director of Instructional Services

Greg Wright  
Career & Technical Education Coordinator

*This page intentionally left blank*

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1  
Kenosha, Wisconsin

August 25, 2009

**PROVISIONS GOVERNING THE TRANSPORTATION  
OF STUDENTS ATTENDING PUBLIC AND PRIVATE  
SCHOOLS FOR THE 2009-2010 YEAR**

The following provisions for the transporting students attending public and private schools will become effective from and after the fifteenth day of August 2009. (These provisions relate to Board Policies 3545 and 3545.4.)

**Students Attending Public Schools**

1. Pursuant to Wisconsin Statutes, transportation shall be provided to all students residing in the City of Kenosha, Village of Pleasant Prairie, and Town of Somers who live two or more miles from the public school to which they are assigned.
2. Pursuant to Wisconsin Statutes relating to transportation in area of unusual hazards, transportation shall be provided to all elementary schools, kindergarten through grade 5, who resides in the Village of Pleasant Prairie, Town of Somers (except elementary school students residing within the attendance areas of Forest Park, Grant, Strange, and Harvey Elementary Schools), and certain designed areas in the district as described below.
3. Transportation will be provided for all students residing in the corporate limits of the City of Kenosha and living west of Highway 31 and for Bradford High School students where the only access road is Highway 31.
4. Transportation will be provided to students residing within the corporate limits of the City of Kenosha who attend kindergarten through grade 5 of the elementary school located outside the corporate limits of the City of Kenosha.
5. Transportation will be provided for students who reside within the Bose Elementary School attendance area east of the Chicago and Northwestern Railroad tracks and for students who reside west of 22<sup>nd</sup> Avenue.
6. Transportation will be provided for students who reside within the Jeffery Elementary School attendance area on the south side of 89<sup>th</sup> Street, west of 22<sup>nd</sup> Avenue, and east of 39<sup>th</sup> Avenue and for students residing within the corporate limits of the City of Kenosha north of 85<sup>th</sup> Street and west of 39<sup>th</sup> Avenue.



7. Transportation will be provided to students residing within the Strange Elementary School attendance area north of 52<sup>nd</sup> Street until such time that the City of Kenosha will provide improved walking areas.
8. On a temporary basis, subject to annual review, transportation will be provided for students attending and residing within the Grant Elementary School attendance area south of Highway 142 and west of the old Chicago-Milwaukee North Shore Railroad right-of-way.
9. No transportation will be provided for students who are voluntary enrolled in alternative programs, participating in part-time and full-time open enrollment programs, or participating in Recreation Department programs. Specially designed and approved transportation will be provided for students enrolled in the Bilingual program who reside outside of the attendance area of the assigned school.
10. Elementary students (grades 1 through 5) may be required to walk up to **1** mile to an authorized school bus pick-up point. Students in grades 6 through 12 may be required to walk up to **1** mile to a school bus pick-up point. Exceptions to these distances may occur in areas considered “unusually hazardous” and will be subject to approval by the Supervisor of Transportation.
11. Students supervised before and after school by a day car center located within the attendance area of the school may be bused to the school. The Superintendent will make recommendations to the Board relative to any exceptions to this policy.
12. Transportation will be provided to students attending Indian Trail Academy, residing less than two miles from school, until such time that the City of Kenosha will provide improved walking areas.
13. Students attending schools of choice are not provided transportation. Indian Trail Academy (ITA) and Lakeview Technology Academy (LTA) students may request bus service to their boundary high school and ride a District provided shuttle bus from their boundary high school to ITA or LTA. Students are then shuttled back to their boundary high school for transportation rides home.
14. Transportation will be provided to students who reside in Lance Middle School attendance area who live on Cooper Rd, or West of Cooper Rd. until such time that the Village of Pleasant Prairie provides improved walking areas. Students may be required to walk no more than 200 ft. on Cooper road.
15. Students who reside on Highway “H”, 39<sup>th</sup> Ave, and Springbrook Rd may be required to walk no more than 200 ft. on these roads.
16. Transportation will be provided to students who reside in the Bradford High School attendance area who are less than 2 miles but become more than 2 miles due to the Hazardous walk zone along Washington Road from East of Highway 31 to 39<sup>th</sup> Ave.

### **Students Attending Private Schools**

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

### **Transportation for Students with Exceptional Needs**

1. Pursuant to Wisconsin Statutes, transportation shall be provided for children with exceptional education needs, regardless of distance, if such request (or such transportation) is approved by local and state authorities. Approval shall be based on whether or not the child can walk to school with safety and comfort.

### **Other Provisions Concerning the Transportation of Students**

1. Pursuant to Wisconsin Statutes, the Board is empowered to administer, set transportation routes and schedules, secure necessary information, make reports, and apply for and receive aids for the transportation of both public and private school pupils actually transported.
2. Insofar as possible, administrators of private schools shall be requested to coordinate their school calendars with the public school calendar.
3. Transportation will be provided for public and private school students as approved by the Board to implement state-mandated programs and federal programs.
4. Insofar as possible, bus stops for students with exceptional needs and Head Start students are to be designated near to and on the same side of the street as the residence unless bus aids are provided or other arrangements are made with the parent through the district Transportation Office.

5. The provisions of this policy statement as set forth above shall apply in all instances except those in which extraordinary conditions are help to prevail and shall be subject to further review pending any required adjustments due to unforeseen circumstances.
6. Administration will be responsible for establishing and maintaining bus routes in accordance with this policy and changes in student population.

**Recommendation**

At its August 11, 2009 meeting, the Personnel/Policy Committee voted to forward these provisions to the full Board for approval. Administration recommends that the Board approve the Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2009-2010 Year.

Dr. Joseph T. Mangi  
Superintendent of Schools

Jeffrey Marx  
Supervisor of Transportation Services

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1  
Kenosha, Wisconsin

August 25, 2009

**Implementing the New Wisconsin  
Comprehensive School Counseling Model**

**Standard (e)**

PI 8.01 (2) (e) of the Wisconsin Administrative Code requires that School Boards approve the district's plan to provide guidance and counseling services to all pupils enrolled in the district.

The State has mandated a new model of comprehensive school counseling that:

- 1) Establishes the school counseling program as an integral component of the **academic mission** of the school district,
- 2) Ensures equitable access to the school counseling program for all students,
- 3) Identifies the knowledge and skills all students need to acquire,
- 4) Ensures that the school counseling program is comprehensive in design and delivered in a systematic fashion to all students

Grade level benchmarks are included with each content standard and core performance standard. These benchmarks describe a specific developmental ability, area of knowledge, or set of skills. The Standards are distributed in three domains: Academic, Personal-Social, and Career. The **Academic Domain** stresses acquiring the skills, knowledge, and attitudes across the lifespan, along with the import of making effective transitions throughout grade levels. The **Personal-Social Domain** emphasizes attitudes and the interpersonal skill development needed for students to appreciate themselves and others, and stresses responsible decision-making, problem solving, and goal setting. And, finally, the **Career Domain** intensively focuses on the student's ability to acquire knowledge to make informed career decisions, coupled with highlighting the relevance of education to future career endeavors.

**Implementing the New Wisconsin Counseling Model**

In conjunction with the new model of counseling, the State has organized a sophisticated system of professional development to help districts implement the new requirements. This three-tiered professional development model, with trained state facilitators, is entitled "Facilitating the Future".

***Year 1: Facilitating the Future***

KUSD completed Level I during the 2007-2008 School Year. A dedicated workgroup of 25 Student Support personnel focused on developing the foundational construct for KUSD, a District School Counseling Program Manual (attached), a Summary Viewbook, and promotional brochures. Additionally, all Counselors, Social Workers, Psychologists, and AODA Prevention Specialists participated in two days of professional development aimed at integrating state requirements into district student support counseling programs. Key administrative and non-student support personnel participated as well, including our Career and Technical Education Coordinator, selected CTE teachers, School Nursing staff, Health Educators, and District Curriculum Consultants.

Level I Professional development, along with corresponding manuals, is based on a 'vision' that the KUSD School Counseling Program:

- Reaches every student,
- Is comprehensive in scope, based on model Academic Standards, with adherence to Academic, Personal/Social, and Career domains,
- Is preventative in design,
- Is developmental in nature,
- Is an integral part of the total educational system
- Includes the American School Counseling Association’s recommended delivery system,
- Is accountable, sharing data-driven successes

Per our state trainer, Joanne Quick, KUSD has “stepped up” to be the largest district certified in Level I to date.

***Year II: Facilitating the Future***

Level II professional development began in March, 2009, focusing on: 1) integrating the state model academic standards into the KUSD standards and benchmarks curriculum format, 2) How to conduct Individual Learning Plan Conferences, and, 3) developing a Student and Parent Conferencing Handbook.

***Year III: Facilitating the Future***

Level III presents a model of accountability for School Counseling Programs. This level of implementation holds Student Support staff accountable for specific programmatic outcomes, incorporating the use of building-level at-risk data to guide professional practice. Fortunately, Student Support staff accountability measures, paralleling Level III expectations, have already been in place since 2006. Several examples of “Student Support Impact Studies” are attached for your review.

**Administrative Recommendation**

At its August 11, 2009 meeting, the Curriculum/Program Standing Committee voted to forward the Comprehensive School Counseling Model Manual to the full Board for approval. Per State Standard (e), PI 8.01 (2) (e) of the Wisconsin Administrative Code, Administration recommends that the Board formally approve the KUSD Comprehensive School Counseling Program Manual.

Dr. Joseph T. Mangi  
Superintendent of Schools

Kathryn Lauer  
Director of Special Education

Joseph Kucak  
Coordinator of Student Support

***Attachments (Board Members are asked to utilize attachments provided with 8/11/09 Standing Committee Agenda)***

*KUSD School Counseling Program Manual*

*KUSD Examples of Student Support “Impact Studies”*

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1  
Kenosha, Wisconsin

August 25, 2009

HEAD START STATE SUPPLEMENTAL GRANT REQUEST FOR THE 2009-10  
SCHOOL YEAR

Approval from the Board of Education is requested to submit and implement the Head Start State Supplemental Grant for the 2009-10 school year. The funding for this grant is \$375,375. It is designed to supplement the operating costs of the Kenosha Unified School District Head Start Child Development Program.

**Grant Title**

Head Start State Supplemental Grant

**Funding Source**

State of Wisconsin  
Department of Public Instruction

**Grant Time Period**

July 1, 2009 to June 30, 2010

**Purpose**

The purpose of the Head Start program is to provide comprehensive services in the areas of health, education, social services, and parent involvement for low-income preschool children and their families. This grant will service 65 high-risk children that will be three or four years of age on or before September 1, 2009. Funds will be utilized to serve the children and their families in all program component areas as required in the Head Start Act and through the Head Start Performance Standards.

**Number of Students Served**

65 Eligible Head Start Students

**Relationship to District Strategic Plan and Goals**

The Head Start program goals and this grant directly correlate to the District's Strategic Plan:

- Strategy 4: We will ensure that staff is implementing the District curriculum and using effective instructional strategies as well as data to help students demonstrate proficiency on District and standardized assessments.
- Strategy 5: We will develop and implement plans to model, reinforce and recognize responsible, respectful, and ethical behavior by everyone.
- Strategy 6: We will celebrate and embrace the rich cultural diversity of the student body and community in order to achieve our mission and objectives.

- Strategy 7: We will work effectively with our disengaged students and those who are impacted negatively by social influences, which are interfering with learning in order to improve attendance, achievement and the graduation rate.

The District's Pre-School Standards and Benchmarks and the Head Start Performance Standards serve as a framework for all Head Start programming. By providing additional education for our Head Start staff and working with the children early in their lives, we have an opportunity to imprint the value of education on the child and his/her family. A positive value of education will impact the District objectives.

**Fiscal Impact**

See attached Fiscal Impact statement.

**Program Services**

Supplemental funding from the state of Wisconsin has decreased by \$16,025 for the 2009-10 school year. The number of children that we are able to serve has also decreased from 76 children to 65 children for the coming year. These adjustments were made in order to increase the cost per child and to reflect the reduction in the state funding proposed by the state legislature. This state grant will cover the cost for:

- 2 full time teachers
- 2 full time educational assistants
- 1 family service provider
- Meal supplies for breakfast, lunch and snacks that are provided to Head Start children
- Bus monitors for the special education busses
- Nursing services for the program

**Evaluation Plan**

- The Head Start program meets a community need for the services that it provides. This will be evident through the maintenance of a Head Start waiting list of families that qualify for the program.
- Achievement of the 2009-10 Pre-school Strategic Plan goals.
- Student outcomes to be monitored in the eight outcome areas required by Head Start for each individual child and the growth of the child will be reported to parents/guardians three times during the school year.
- Semi-annual Program Report to the Policy Council and School Board.
- Semi-annual Program Plan Report to the Head Start Region V office in Chicago.
- Head Start monthly reports (HS 22) to the Policy Council and School Board.

**Staff Person in Charge of Program**

Belinda Grantham, Head Start Administrator

**Persons involved in preparation of the grant application:**

Yolanda Nava, Policy Council President  
 Lynda Dower, Family Services Coordinator  
 Belinda Grantham, Head Start Administrator

Tarik Hamdan, Grant Analyst  
Luisana Hernandez, Family Service Provider  
Kim Kurklis, Disabilities Coordinator  
Katie O'Neill, Education Coordinator  
Jodee Rizzitano, Health Services Coordinator

**Administrative Recommendation**

At its August 11, 2009 meeting, the Curriculum/Program Committee voted to forward the Head Start Supplemental Grant to the full Board for approval. Administration recommends that the Board grant approval to submit and implement the 2009-10 Head Start State Supplemental Grant.

Dr. Joseph T. Mangi  
Superintendent of Schools

Kathleen Barca  
Executive Director of School Leadership

Belinda Grantham  
Director, Pre-school Education



## Fiscal, Facilities and Personnel Impact Statement

**Title:** Head Start State Supplemental Grant Request **Budget Year:** 2009-2010

**Department:** Head Start **Budget Manager:** Belinda Grantham

### REQUEST

Approval from the Board of Education is requested to submit and implement the Head Start State Supplemental Grant for the 2009-10 school year. The funding for this grant is \$ 375,375. It is designed to supplement the operating costs of the Kenosha Unified School District Head Start Child Development Program.

### RATIONALE/ INSTRUCTIONAL FOCUS

The Head Start program goals and this grant directly correlate to the District's Strategic Plan:

- Strategy 4: We will ensure that staff is implementing the District curriculum and using effective instructional strategies as well as data to help students demonstrate proficiency on District and standardized assessments.
- Strategy 5: We will develop and implement plans to model, reinforce and recognize responsible, respectful, and ethical behavior by everyone.
- Strategy 6: We will celebrate and embrace the rich cultural diversity of the student body and community in order to achieve our mission and objectives.
- Strategy 7: We will work effectively with our disengaged students and those who are impacted negatively by social influences, which are interfering with learning in order to improve attendance, achievement and the graduation rate.

The District's Pre-School Standards and Benchmarks and the Head Start Performance Standards serve as a framework for all Head Start programming. By providing additional education for our Head Start staff and working with the children early in their lives, we have an opportunity to imprint the value of education on the child and his/her family. A positive value of education will impact the District objectives.

### IMPACT

This Head Start grant provides:

- Funding for staffing (teachers and educational assistants) to serve 76 children within the boundaries of the Head Start Performance Standards.
- Funding for support staff (family services provider) for families of Head Start children as specified in the Head Start Performance Standards.
- Funding for supplies for breakfast, lunch and snacks for all Head Start children.
- Funding for nursing services to implement the Head Start health requirements.

**BUDGET IMPACT**

<b>Object Level</b>	<b>Descriptive</b>	<b>Amount</b>
100's	Salaries	\$160,445.00
200's	Fringes	\$113,357.00
300's	Purchased Services	\$91,833.00
400's	Non-Capital Objects	\$9,740.00
500's	Capital Objects	\$0.00
	<b>TOTAL</b>	<b>\$375,375.00</b>

This is a  one-time or a  recurring expenditure

**FUNDING SOURCES**

Select Funding Sources:

*This page intentionally left blank*

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1  
Kenosha, Wisconsin

August 25, 2009

REVISED

DONATIONS TO THE DISTRICT

The District has received the following donations:

1. Vincent F. Ruffolo donated a 1959 Nash Metropolitan vehicle with an estimated value of \$8,500 to Charles W. Nash Elementary School.
2. Charter Fitness conducted a school supply drive and donated miscellaneous school supplies for distribution to KUSD students. The value of the donation is unknown.

Administrative Recommendation

Administration requests the Board of Education approve acceptance of the above listed gift(s), grant(s) or bequest(s) as per Board Policy 3280, to authorize the establishment of appropriate accounts to monitor fiscal activity, to amend the budget to reflect this action and to publish the budget change per Wisconsin Statute 65.90(5)(a).

Dr. Joseph T. Mangi  
Superintendent of Schools

*This page intentionally left blank*

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1  
Kenosha, Wisconsin

August 25, 2009

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

**August**

- August 11 and 13, 2009 – Standing Committee Meetings
- August 20, 21, 24, 25 & 26 – New Teacher Orientation
- August 27, 2009 – Convocation/Building & Staff Meetings
- August 28, 2009 – Teacher Workday
- August 31, 2009 – Inservice Day

**September**

- September 1, 2009 – First Day of School
- September 7, 2009 – Labor Day – Schools & ESC Closed
- September 16, 2009 – Professional Inservice Half Day
- September 8, 2009 – Standing Committee Meetings – 5:30, 6:20, 7:10 and 8:00 P.M. in ESC Board Meeting Room
- September 22, 2009 – 5:30 P.M. PR/Goals/Legislative Standing Committee in Room 190B and 7:00 P.M. Regular Board of Education Meeting in ESC Board Meeting Room