

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD SEPTEMBER 26, 2014

A regular meeting of the Kenosha Unified School Board was held on Tuesday, September 23, 2014, at 7:00 P.M. in the Board Room of the Educational Support Center. Mrs. Coleman, President, presided.

The meeting was called to order at 7:02 P.M. with the following Board members present: Mr. Kunich, Ms. Stevens, Mr. Flood, Mr. Bryan, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Dr. Savaglio-Jarvis was also present.

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

Mrs. Tanya Ruder, Executive Director of Community Partnerships and Media Relations, presented the 2014 Badger Boys State Superintendent Award and the Bronze Wisconsin School Health Award. She indicated that the SkillsUSA National Leadership Conference awards were being postponed until December.

There were no Administrative or Supervisory Appointments.

There was not a Student Ambassador present.

Mr. Bryan gave the Legislative Report.

There were views and comments by the public.

There were no Board member responses/comments.

Mrs. Coleman made Board President remarks.

Dr. Savaglio-Jarvis presented the Superintendent's Report.

The Board considered the following Consent-Approve items:

Consent-Approve item XI-A – Recommendations Concerning Appointments, Leaves of Absence, Retirements, and Resignations as contained in the agenda.

Consent-Approve item XI-B – Minutes of the 8/13/14 and 8/26/14 Special Meeting and Executive Sessions, 8/26/14 Regular Meeting, 9/10/14 Annual Meeting of Electors, and the 8/25/14 and 9/10/14 (2) Special Meetings.

Consent-Approve item XI-C – Summary of Receipts, Wire Transfers, and Check Registers submitted by Ms. Heather Kraeuter, Accounting & Payroll Manager; Mr. Hamdan, Interim Chief Financial Officer; and Dr. Sue Savaglio-Jarvis, excerpts follow:

“It is recommended that the August 2014 cash receipt deposits totaling \$337,004.42, and cash receipt wire transfers-in totaling \$22,799,021.57, be approved.

Check numbers 512137 through 512814 totaling \$14,250,043.19, and general operating wire transfers-out totaling \$ 380,304.11, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the August 2014 net payroll and benefit EFT batches totaling \$8,242,597.31 and net payroll check batches totaling \$4,531.33, be approved.”

Mr. Bryan moved to approve the Consent Agenda as contained in the agenda. Mr. Kunich seconded the motion. Unanimously approved.

Mr. Kristopher Keckler, Executive Director of Information & Technology, presented School Board Policy 6440 – Course Options Enrollment submitted by Mrs. Marsha Nelson, Career and Technical Education Coordinator; Mr. Keckler; Dr. Bethany Ormseth, Assistant Superintendent of Secondary School Leadership; and Dr. Savaglio-Jarvis, excerpts follow:

“Policy and Rule 6440 – Course Options Enrollment is a new program mandated by the State of Wisconsin. This new initiative, established with WI Act 20 in late 2013, takes effect for the start of the 2014-15 school year. Students in any grade K-12 have the opportunity to enroll in up to two courses at a time through an Institute of Higher Education (IHE) or other DPI approved program. The Course Options Program greatly expands the integration and participation of post-secondary and other DPI-approved educational opportunities.

All Course Options courses must be made available to public school students at no cost to the student. The resident district is required to pay a DPI determined amount to the educational institution. As a point of reference, the cost of the KUSD Youth Options program for the 2013-14 school year was approximately \$85,000, which includes certain limitations that do not pertain to the Course Options Program. DPI established an expectation that local school boards adopt policies and/or procedures respective to the Course Options statute. The attached Course Options Policy & Rule has been reviewed by KUSD legal counsel.

On September 9, 2014 the Joint Personnel/Policy & Curriculum/Program Standing Committee voted to forward the proposed Policy and Rule 6440 Course Options Enrollment to the Board of Education for approval as a first reading at the September 23, 2014 regular school board meeting. Administration recommends that the School Board approve as a first reading the Policy and Rule 6440 Course Options Enrollment, and move to a second reading on October 28, 2014.”

Mrs. Snyder moved to approve Policy and Rule 6440 - Course Options Enrollment as a first reading and move to a second reading on October 28, 2014. Mr. Wade seconded the motion.

Roll call vote. Ayes: None. Noes: Mr. Kunich, Ms. Stevens, Mr. Flood, Mr. Bryan, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Motion failed.

Dr. Savaglio-Jarvis presented Policy and Rule 1110 – Parent/Guardian/Caregiver Surveys submitted by Mr. Keckler and Dr. Savaglio-Jarvis, excerpts follow:

“Policy and Rule 1110 – Parent/Guardian/Caregiver Surveys establishes the expectation that Kenosha Unified will actively and periodically seek out the input and feedback from its parents and guardians. During the August 12, 2014, Standing Committee meeting, this policy was discussed with a proposal from Kyle Flood to amend the duration of collecting survey results from every three years to every year. The committee recommendation was amended to every two years. The policy also was discussed and amended to promote the survey through the Communications Department and emerging media outlets.

Administration recommends that the School Board approve proposed revisions to Policy and Rule 1110 as a first reading and as a second reading at the October 28, 2014, regular school board meetings.”

Mr. Flood moved to approve Policy and Rule 1110 – Parent/Guardian/Caregiver Surveys as a first reading this evening and as a second reading at the October 28, 2014, regular school board meeting. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented Policy and Rule 1131 – Memorials/Dedications Within Schools submitted by Mr. Patrick Finnemore, Director of Facilities Services; Mrs. Sheronda Glass, Executive Director of Business; and Dr. Savaglio-Jarvis, excerpts follow:

“At the August 12, 2014, Personnel/Policy Standing Committee meeting, proposed revisions to Policy 1131 – Memorials/Dedications Within Schools were offered by school board member Kyle Flood.

The committee voted to forward Policy 1131 to the school board for a first and second reading as proposed by Mr. Flood.

Administration recommends that the School Board refer Policy 1131 - Memorials/Dedications Within Schools back to the Personnel/Policy Standing Committee to allow administration the opportunity to review the policy and present any additional recommended revisions to the committee for consideration prior to being forwarded to the Board for a first and second reading.”

Mrs. Snyder moved to refer Policy 1131 - Memorials/Dedications Within Schools back to the Personnel/Policy Standing Committee to allow administration the opportunity to review the policy and present any additional recommended revisions to the committee for consideration prior to being forwarded to the Board for a first and second reading. Mr. Flood seconded the motion. Unanimously approved.

Mrs. Julie Housaman, Interim Assistant Superintendent of Teaching and Learning, introduced the Talent Development Program Update submitted by Mr. David Tuttle, Coordinator of Talent Development; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

“As requested at the Curriculum Standing Committee in March 2014, this report will provide an update on the Talent Development Program in KUSD as well as new recommendations from the Department of Public Instruction (DPI). While there are no changes in state policy or statutes, a new philosophy of gifted and talented education (GaTE) is becoming best practice across the state and the nation.

As the statute and policy state, districts may develop their own program to serve gifted and talented students, provided that it meets the definition above. Many districts across the state and nation are now utilizing a new format that is more fluid and responsive to student needs. This format often coincides with the Response to Intervention (RtI) model for identifying and serving student needs.

Unfortunately, for many years, especially since the inception of No Child Left Behind, the focus has been on our struggling students and not on those with the highest potential. While everyone agrees that every student should receive an appropriate education and achieve to the highest potential, we, as a nation, have inadvertently ignored many of our brightest, most highly capable students. Many recent studies have indicated the lack of growth of our nation highest achieving students.

Just as the Curriculum and Math Audits indicated gaps in the respective programs in KUSD, gaps also exist in KUSD’s Talent Development Program. On April 17, 2014, Chrystyna Mursky, DPI Consultant for Gifted and Talented Education, Advanced Placement and International Baccalaureate programs, visited and shared insights with the coordinators in the Teaching and Learning Department. Her recommendations are reflected as critical components of this report.

As part of this report, a (PowerPoint) presentation will be provided, highlighting state statutes and DPI policies, recommendations and best practices in the field of gifted and talented education. It will also provide resources from the research on gifted students, their potential, and achievement (or lack thereof) as described in recent educational studies.

Work continues with the elementary building principals and their staffs to provide for the needs of gifted and talented students whose parents choose not to have them participate in the Magnet Enrichment Program at Roosevelt Elementary. Work also continues with middle and high school principals and their staffs to provide for the needs of all of the highly capable students whether they have been identified as gifted and talented or not. A large portion of the work at the high school level centers on the Advanced Placement (AP) program and the Youth Options Program (YOP). While these programs support gifted and talented students in meeting their needs, they do not suffice as a gifted and talented program.

The Coordinator of Talent Development will explore the revision (if necessary) and continued implementation of the Talent Development Long-Range Plan. Prior to this revision, a committee of interested stakeholders will complete the Gifted Education Gap

Analysis Chart to determine the area(s) of the plan that may need revision. A list of resources, including online links, is provided in Appendix D. These resources are available through national and state organizations as well as the Department of Public Instruction (DPI).

The Coordinator of Talent Development will also conduct “listening sessions” over the next 6 months to receive input from all stakeholders on how to meet the needs of gifted and talented students in KUSD. These listening sessions will be conducted with students, parents, community members, teachers, and administrators as well as organizations that represent students of commonly under-represented populations (such as NAACP, LULAC, etc.). A tentative timeline of study will be developed to begin work this summer and next fall.

The Coordinator of Talent Development will work in collaboration with building leaders (one administrator from each elementary, middle and high school level) and teacher teams to develop plans for increasing the awareness of the needs of gifted students and how to plan to serve those needs. This will include principals, AP (building) coordinators, and content area coordinators planning for opportunities for teachers to work collectively to develop common enrichment and acceleration interventions and opportunities for students whose needs are currently not being met by the regular classroom curriculum and activities.

The Coordinator of Talent Development along with the content area coordinators will assist teachers with the most effective strategies to engage gifted and talented students.

This informational update was presented at the August 12, 2014 Curriculum/Program Standing Committee meeting, and Ms. Rebecca Stevens requested that it be presented to the full board.”

Mr. Tuttle was present and gave a PowerPoint presentation which provided information on the following topics: what is gifted?, definition of gifted, federal definition, who is gifted, characteristics of gifted children, what are the major ideas for developing gifted education plans in Wisconsin?, gifted funding in Wisconsin, gifted funding comparison, where does the support come from?, DPI recommendations, what does KUSD’s plan look like?, and next steps. Mr. Tuttle also distributed an information sheet noting the differences between a bright child and a gifted learner and an information sheet entitled “A Gifted Child’s Bill of Rights”.

Mr. Tuttle answered questions from Board members.

Mr. Hofer, Purchasing Agent, presented the Report of Contracts in Aggregate of \$25,000 submitted by Mr. Hofer; Mr. Hamdan; Mr. Robert Neu, Interim Director of Title I/CLC Programs; Mrs. Glass; and Dr. Savaglio-Jarvis, excerpts follow:

“School Board Policy 3420 requires that “all contracts and renewals of contracts in aggregate of \$25,000 in a fiscal year shall be approved by the School Board except in the event of an emergency as determined and reported to the School Board monthly by the Purchasing Agent.”

The contracts/agreements in aggregate of \$25,000 that have been added to the Contract Management Database subsequent to August 26, 2014, with approval of the purchasing agent are shown in the database in coral color. Board members may access this database while on district property.

The following contracts/agreements have not been added to the Contract Management Database and are being presented for Board Approval.

- Pacific Education Group – Cultural Competency Training. The total cost is \$54,720.00. The funding source is Title I and Title IIA.
- Boys & Girls Club – Program Management for CLC programs at Grant and Jefferson, and afterschool sports programs at Frank, Grant, Jefferson, Vernon, and Wilson. The funding sources are the 21st Century Community Learning Center Grant - \$134,282.90 and Fund 85 CLC Reserves - \$7700.00.”

Mr. Kunich moved to approve the contracts/agreements that have been added to the Contract Management Database subsequent to August 26, 2014, with approval of the purchasing agent that are shown in the database in coral color. Mr. Wade seconded the motion. Unanimously approved.

Mrs. Glass was present and answered questions from Board members related to the cultural competency training.

The Board requested a report from Administration pertaining to the District’s plan and direction in relation to diversity training.

Mr. Kunich moved to approve the contract/agreement with Pacific Education for cultural competency training and have it added to the contract management database. Mrs. Snyder seconded the motion.

Roll Call: Ayes: None. Noes: Mr. Kunich, Ms. Stevens, Mr. Flood, Mr. Bryan, Mrs. Snyder, and Mr. Wade. Abstainers: Mrs. Coleman. Motion failed.

Ms. Stevens moved to approve the contract/agreement with the Boys & Girls Club for program management for CLC programs at Grant and Jefferson and afterschool sports programs at Frank, Grant, Jefferson, Vernon, and Wilson and have it added to the contract management database. Mr. Bryan seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Classification, Compensation, and Personnel Policy Updates for Non-Represented, Non-Supervisory, Miscellaneous Employees submitted by Mrs. Tanya Ruder, Executive Director of Community Partnerships and Media Relations; Mrs. Annie Petering, Human Resources Specialists; Mr. Rade Dimitrijevic, Human Resource Coordinator; Ms. Judy Rogers, Human Resources Coordinator; Mrs. Glass; and Dr. Savaglio-Jarvis, excerpts follow:

“Per the minutes from the November 19, 2013, special board meeting, the following was recommended and approved unanimously by the Board of Education:

“Regarding the Classification, Compensation and Personnel Policy for Non-Represented, Non-Supervisory, “Miscellaneous” Employees, it is recommended that the Board adopts language as outlined in the 2009-11 policy, other than employee benefits as acted upon by the Board of Education on May 21, 2013, and any other changes as dictated by law.”

On January 3, 2014, the Office of Human Resources sent out an incorrect version of the miscellaneous policy. Upon receipt in January 2014, miscellaneous employees voiced their concerns about the potential loss of non-health benefits and the late notice at which they received the notice. Due to inconsistencies that were voiced by the miscellaneous employees earlier in the year, administration began working to align the miscellaneous policy with the changes approved on August 26 for the essential non-policy items in the forthcoming employee handbook. On September 23, 2014, a final updated version of the policy will be presented to the board of education.

It is the recommendation of the administration that the board of education approve the Classification, Compensation and Personnel Policy for Non-represented, Non-supervisory, “Miscellaneous” Employees for the period of July 1, 2013, through June 30, 2015.”

Mr. Kunich moved to approve the Classification, Compensation and Personnel Policy for Non-Represented, Non-Supervisory, Miscellaneous Employees for the period of July 1, 2013, through June 30, 2015. Mr. Wade seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Handbook Policy Updates and Changes submitted by Mrs. Ruder, Mrs. Petering, Mr. Dimitrijevic, Ms. Rogers, Mrs. Glass, and Dr. Savaglio-Jarvis, excerpts follow:

“In order to ensure accurate policies are included in the forthcoming employee handbook, administration and Buelow Vetter attorneys have reviewed and updated the following policies to be considered by the board of education for a first reading on September 23, 2014:

Grammatical Changes: 1310, 4110, 4221, 4224, and 4271.

Content and Grammatical Changes: 3623, 3643, 4111, 4112, 4231, 4233, 4240, 4260, 4280, 4323.1, 4331, 4361, 4362, and 4380.

It is the recommendation of the administration that the board of education approve the updated policies listed above.”

Attorney Joel Aziere from Buelow, Vetter, Buikema, Olson & Vliet, LLC was present and answered questions from Board members.

Board members discussed and/or suggested the following policy revisions:

- Rule 4110 – change “Director of Personnel” to “Office of Human Resources”. Check other policies and rules to make this revision consistent throughout the policies.

- Policy 4271 – look at language and/or the possibility of coming up with either a “mutually agreed upon IHO” or a list of IHO’s.
- Rule 3643 – under procedure 3, specify what employee groups have the two snow days built into the academic calendar.
- Policy 4112 – Does the first sentence of the third paragraph capture the scenario of employees spreading rumors?
- Policy 4362 – In relation to employee discipline, should the arbitrary or capacious wording be kept, should wording be changed to just cause, or should alternative language be used? The reference to the “employee handbook” in the last sentence should reference “Policy 4270 – General Employee Complaints”.

Mr. Kunich moved to approve the updated policies as a first reading. Mr. Wade seconded the motion. Motion carried. Ms. Stevens, Mr. Flood, and Mr. Bryan dissenting.

The Board recessed at 10:11 P.M. and reconvened at 10:15 P.M.

Mrs. Coleman introduced the Proposed ACT Assessment Suite Schedule and Plan submitted by Mr. Keckler, Dr. Ormseth, and Dr. Savaglio-Jarvis, excerpts follow:

“With the start of the 2014-15 school year, the state of Wisconsin has executed a new assessment model for all public high schools. Previously, only students in grade ten were assessed with the WKCE once a year. New state accountability practices expand this to a measured ACT Assessment Suite for grades nine, ten, and eleven.

Grades nine and ten will take the new ACT Aspire online assessment. Grade nine students will take both a fall and spring assessment while grade ten students have only a spring assessment. While both grade nine and ten assessments allow for an expanded window, the grade 11 paper-based ACT Plus Writing assessments follow state-mandated assessment days. March 3, 2015 is the designated ACT Plus Writing portion assessment and March 4, 2015 is the WorkKeys assessments.

Due to high security protocols and the state-wide contract with ACT, the state of Wisconsin grade eleven students are required to attempt the ACT Plus Writing assessment on March 3, 2015 and the WorkKeys assessments on March 4, 2015. There are no options to deviate from this schedule. Wisconsin designates make-up days, March 17 and March 18, 2015 respectively for each assessment.

Currently both March 3 and March 4 are listed as normal instructional days at all schools. Due to the testing implementation time of over 5 hours for the ACT Plus Writing assessments and over 2.5 hours for the ACT WorkKeys, as well as the logistics of assessing grade eleven on a single day, the following high schools are proposing a more accommodating adjustment to the 2014-15 calendar. The proposal is to accommodate and properly support this state initiative for the following high schools: Bradford, Harborside, Indian Trail High School and Academy, Reuther, and Tremper.

Designate March 3, 2015 as a non-instructional early release day just for grade eleven students at Bradford, Harborside, Indian Trail High School and Academy, Reuther, and Tremper. Students at these schools in grades nine, ten, and twelve will not attend this

day. The remaining high schools will have all students arrive as usual, assessing their respective grade eleven students, and coordinate an early release for all students.

Designate March 4, 2015 as a delayed start instructional day for grades nine, ten, and twelve. Grade eleven students will arrive at their normal time and attempt the WorkKeys. Again this modification would be just for Bradford, Harborside, Indian Trail High School and Academy, Reuther, and Tremper. All remaining high schools will have all students attend at the normal start time for a full instructional day.

These adjustments allow for all applicable schools to meet their Department of Public Instruction (DPI) state instructional minute requirement, as well as securing the equivalent of two full instructional days for possible school closings.

March 17 and 18 (make-up days) will remain full instructional days for everyone; with adjustments made for only those students who have to attempt either assessment.

Based on the available resources and student enrollments at grade eleven, the larger high schools have greater logistics and proctoring needs and will greatly benefit from having only grade eleven students attend during these designated assessments. The remaining high schools have a greater capacity to manage a quality-proctoring environment based on their size, available staff, and accessible technology.

Administration recommends approval of the proposed calendar adjustment to the 2014-15 high school calendar to accommodate the new demands of state wide assessments.”

Mr. Keckler was presented and answered questions from Board members.

Ms. Stevens moved to approve the proposed calendar adjustment to the 2014-15 high school calendar to accommodate the new demands of state wide assessments. Mr. Wade seconded the motion. Unanimously approved.

Mr. Keckler presented the Start Plan Sequence for the 2015-2016 School Year submitted by Mr. Keckler; Dr. Floyd Williams, Assistant Superintendent of Elementary School Leadership; Dr. Ormseth; and Dr. Savaglio-Jarvis, excerpts follow:

“Looking ahead and processing an appropriate start plan sequence for the 2015-2016 school year, it was noted that Labor Day is on Monday, September 7, 2015. Historically, students returned the following school day after Labor Day. If Kenosha Unified School District continued this practice, students would return on Tuesday September 8, 2015.

It would be appropriate to review this late date and plan now to adjust to a more reasonable student return date of September 1, 2015; avoiding such a late start for the students and families of Kenosha Unified School District. The proposed sequence (below) has students returning on September 1, 2015, which is the earliest possible start date per Department of Public Instruction (DPI) guidelines.

KUSD departments, schools, and professional development planning will benefit from having these dates secured well in advance. Frank and Wilson calendars will not be affected by this adjustment.

Please note the start plan sequence for the 2015-2016 school year:

- Tuesday, August 25, 2015 - Staff return/Building Professional Learning Day
- Wednesday, August 26, 2015 - District Professional Learning Day
- Thursday, August 27, 2015 - Teacher Workday and Elementary Open House
- Friday, August 28, 2015 - Teacher Workday
- Monday, August 31, 2015 - Optional Teacher Workday
- Tuesday, September 1, 2015 - First day of school
- Monday, September 7, 2015 - Labor Day (No School)

Administration recommends approval of the proposed starting sequence for the 2015-16 school year. A proposed full school year calendar for 2015-16 will come before the school board in March-April 2015 for consideration and approval.”

Mrs. Snyder moved to approve the starting sequence for the 2015-16 school year. Mr. Kunich seconded the motion. Unanimously approved.

Mr. Keckler presented the District School Report Card Summary submitted by himself and Dr. Savaglio-Jarvis, excerpts follow:

“The annual district and school report cards for all Wisconsin districts and public schools were publically released on September 16, 2014. Additional report card resources can be found online at <http://reportcards.dpi.wi.gov/>. This is the second year for the district report cards and the third year for the school report cards. Each school and district receives an overall score and category rating. Depending on the type of school, these scores incorporate recent and historical values in multiple priority areas: student achievement, student growth, closing of gaps, and on-track and postsecondary readiness. District and schools are also expected to meet certain student engagement indicators: test participation, student absenteeism, and dropout rates.

Some of the noticeable points regarding the 2013-14 KUSD report cards:

- The overall district score increased from 65.0 to 65.9
 - Increased in student achievement, student growth, and on-track & postsecondary readiness
- 16 district schools increased their overall score
- 5 district schools increased their overall rating
- 9 district schools received a rating of “Exceeds Expectations”
- All 4 of the district schools labeled as alternative received a “Satisfactory” rating (which is the highest rating for alternative report cards)
- Only 1 district school received a deduction for the absenteeism engagement area, which is down from 2012 when 3 district schools received this deduction.
 - Preliminary figures show continued improvement in this area and potential removal of any future deductions.

This report includes a summary of the 2013-14 school report cards for each school, and the district, as well as a comparison of the 2012-13 and 2013-14 scores and ratings.

This report is for informational purposes only.”

Mrs. Snyder presented the Donations to the District as contained in the agenda.

Ms. Stevens moved to approve the Donations to the District as contained in the agenda. Mr. Kunich seconded the motion. Unanimously approved.

Ms. Stevens moved to adjourn the meeting. Mr. Wade seconded the motion. Unanimously approved.

Meeting adjourned at 10:24 P.M.

Stacy Schroeder Busby
School Board Secretary