

REGULAR MEETING OF  
THE KENOSHA UNIFIED SCHOOL BOARD  
HELD FEBRUARY 23, 2016

A regular meeting of the Kenosha Unified School Board was held on Tuesday, February 23, 2016, 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. Flood, Ms. Stevens, Mr. Kunich, Mr. Wade, Mrs. Snyder, Mr. Falkofske, 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 Cast and Crew of Dogfight – International Thespian Festival Award.

There were no Administrative and/or Supervisory Appointments.

Mrs. Snyder introduced the Student Ambassador, Thomas Raimonde from Harborside Academy, and he made his comments.

Mr. Flood gave the Legislative Report.

Views and/or comments by the public were made.

Board members made their responses/comments.

Mrs. Coleman made Board President remarks.

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

Board members considered the following Consent-Approve items:

Consent-Approve item XI-A – Recommendations Concerning Appointments, Leaves of Absence, Retirements and Resignations.

Consent-Approve item XI-B – Minutes of the 1/26/16 Regular Meeting.

Consent-Approve item XI-C – Summary of Receipts, Wire Transfers, and Check Registers submitted by Mrs. Lisa Salo, Accounting Manager; Mr. Tarik Hamdan, Chief Financial Officer; and Dr. Sue Savaglio-Jarvis, excerpts follow:

“It is recommended that the January 2016 cash receipt deposits totaling \$342,437.02, and cash receipt wire transfers-in totaling \$38,981,157.48, be approved.

Check numbers 531549 through 532621 totaling \$8,812,566.74, and general operating wire transfers-out totaling \$285,436.99, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the January 2016 net payroll and benefit EFT batches totaling \$12,529,840.97, and net payroll check batches totaling \$4,738.73, be approved.”

Consent-Approve item XI-D – Policy and Rule 5436 – Weapons submitted by Mr. Kristopher Keckler, Executive Director of Information and Accountability; Dr. Bethany Ormseth, Assistant Superintendent of Secondary School Leadership; and Dr. Savaglio-Jarvis, excerpts follow:

“Policy and Rule 5436 – Weapons – was last revised in 1999. School Board member Dan Wade had suggested revisions to the policy, which would define any knife as a dangerous weapon as well as razor blades and box cutters. Due to the current nature of the Wisconsin Department of Public Instruction and the federal Civil Rights Data Collection reporting requirements, as well as conflicting use of the term “dangerous weapon” and how it is defined at the state and federal levels, additional time was requested to allow for legal opinion and clarification. Based on further review and consultation, Policy and Rule 5436 has been revised to establish a blade of any length as a dangerous weapon by legal counsel.

At its October 13, 2015, meeting, the Personnel/Policy Committee voted to forward revisions to Policy and Rule 5436 to the School Board for consideration. The School Board approved revised Policy and Rule 5436 as a first reading on October 27, 2015. The School Board agreed to table this policy for further review/revision prior to a scheduled second reading on November 24, 2015. The School Board again approved revised Policy and Rule 5436 as a first reading on January 26, 2016. Administration recommends School Board approval of the proposed revisions to Policy and Rule 5436 – Weapons as a second reading at the February 23, 2016, regular School Board meeting.”

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

Dr. Savaglio-Jarvis presented the Mary Frost Ashley Charitable Trust submitted by Mrs. Patricia Demos, Community School Relations Coordinator; Mrs. Tanya Ruder, Executive Director of Community Partnerships and Media Relations; and Dr. Savaglio-Jarvis, excerpts follow:

“The district applied for and received funding from the Mary Frost Ashley Charitable Trust in 2010 and 2011 for the Back-to-School – A Celebration of Family and Community Event, and parent and student programs. From 2012 to the current school year, the district has been invited to apply and received funding from the Trust used for back to school supplies, parent and student education and learning experiences, parent leadership training, the district Recognition Program, annual Alcohol, Tobacco, and Other Drugs Awareness Student Recognition Brunch, as well as playground equipment for one elementary school.

During the 2016-2017 school year, the district plans to further develop and strengthen the comprehensive parent education training program, family interactive learning experiences, student learning opportunities, District Recognition Program, annual Alcohol, Tobacco and Other Drugs Awareness Student Recognition Brunch and awareness week, and provide safe playground equipment for Grant Elementary School. Plans for three new initiatives to be implemented include establishing a yearlong class for parents with technology, Active Parenting, a six-week researched based program, and offer two family postsecondary/college tours. This comprehensive program is developed with the framework of Search Institute’s “40 Developmental Assets,” and Joyce Epstein’s School, Family and Community Partnerships guide. The design plan includes improving student achievement and personalized learning, expanding collaborative partnerships with families and the community, securing resources to support student learning and implementing Joyce Epstein’s “Ten Steps to Success: School-Based Programs of Family, School, and Community Partnerships.”

A quorum was not present at the February 9, 2016, meeting of the joint Audit/Budget/Finance and Curriculum/Program committees so no action was taken. Administration recommends that the Board of Education approve this one-year grant proposal titled Framework for Healthy Youth Development: Expanding Family Learning and Student Engagement Program in the amount of \$125,000 for submission to the Mary Frost Ashley Charitable Trust.”

Mrs. Demos was present and answered questions from Board members.

Mrs. Snyder moved to approve the one-year grant proposal titled Framework for Healthy Youth Development: Expanding Family Learning and Student Engagement Program in the amount of \$125,000 for submission to the Mary Frost Ashley Charitable Trust. Mr. Flood seconded the motion. Unanimously approved.

Mr. Patrick Finnemore, Director of Facilities, presented the Outdoor Athletics Facility Project Bid Summary submitted by Mr. John Setter, Project Architect; Mr. Finnemore; and Dr. Savaglio-Jarvis, excerpts follow:

“The construction bids for the Outdoor Athletic Facility Project were received on February 2, 2016, by Camosy Construction and representatives of our Facilities Department staff. The table summarizes the low bids and selected key contractors by bid section.

The total at the bottom of the table is the guaranteed maximum price for construction of the project which matches the referendum budget of \$16,700,000. Contractors highlighted in blue are headquartered in Kenosha County.

This report was presented at the February 9, 2016, meeting of the Planning, Facilities, and Equipment Committee and the committee voted unanimously to forward this report onto the Board for consideration. Administration recommends Board approval of the contractor selection and associated bids for the Outdoor Athletic Facility project as summarized in this report.”

Mr. Finnemore answered questions from Board members.

Mr. Wade moved to approve the contractor selection and associated bids for the Outdoor Athletic Facility project as summarized in the report. Mr. Flood seconded the motion. Unanimously approved.

Mr. Finnemore presented the Storm Water Easements – Outdoor Athletics Projects submitted by himself and Dr. Savaglio-Jarvis, excerpts follow:

“The City of Kenosha requires that KUSD provide an easement(s) on a portion of the following school owned or leased properties: Ameche Field/Anderson Park, Bradford High School, and Bullen Middle School.

These easements will allow the City access to the storm water management facilities being installed at the three sites to support the Outdoor athletic projects at the three locations. This access will allow City staff or contractors to perform necessary maintenance and inspections on those facilities.

In addition to the storm water easements, there will also be an easement for the City to access and maintain an existing major sanitary sewer pipe at the Bradford site.

There are no financial considerations associated with these easements.

This report was presented at the February 9, 2016, meeting of the Planning, Facilities, and Equipment Committee and the committee voted unanimously to forward this report onto the Board for consideration. Administration recommends Board approval of the proposed storm water and sanitary sewer easements with the City of Kenosha as described in this report.”

Mr. Wade moved to approve the proposed storm water and sanitary sewer easements with the City of Kenosha as described in this report. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Finnemore presented the 2016-2017 Capital Projects Plan submitted by Mr. Setter, Mr. Finnemore, and Dr. Savaglio-Jarvis, experts follow:

“Board Policy 3711 requires that a major maintenance project list be developed

annually by the Department of Facilities Services and that the list be reviewed by the Planning, Facilities, and Equipment Committee and taken to the School Board for action no later than April 1st of each year. This report includes the proposed major maintenance and energy savings projects plans for 2016-17.

The overall major maintenance budget is \$2,000,000; however \$500,000 will once again be used to continue to pay off the loan used to fund the Reuther masonry restoration project that was performed in 2009-2011. That leaves \$1,500,000 available for major maintenance projects this coming fiscal year. In addition, we have a budget of \$500,000 within our utilities/energy budget to fund capital projects each year.

This report was presented at the February 9, 2016, meeting of the Planning, Facilities, and Equipment Committee and the committee voted unanimously to forward this report onto the Board for consideration. Administration recommends Board approval of the 2016-17 Capital Projects Plan as described in this report.”

Mr. Falkofske moved to approve the 2016-2017 Capital Projects Plan as described in the report. Ms. Stevens seconded the motion. Unanimously approved.

Mrs. Julie Housaman, Assistant Superintendent of Teaching and Learning, presented the Course Change Proposals for LakeView Technology Academy submitted by Mr. William Hittman, Principal at LakeView Technology Academy; Ms. Marsha Nelson, Interim Coordinator of Career and Technical Education; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

“LakeView Technology Academy, under the guidance of Gateway Technical College, is proposing a shift in instructional foci in the Information Technology Academy from networking to computer programming and web development, beginning transitionally the 2016-2017 school year and then making the shift complete by the 2017-2018 school year.

The rise of cloud services provides companies with cheaper alternatives to maintaining their own networks. As a result the market in networking is becoming oversaturated and certifications in networking are diminishing in value. However, computer programming and web development, both of which have shown continual growth since 2012, are predicted to be among the most in-demand jobs in 2016. LakeView and Gateway wish to respond to the change in the market to better serve our students in their future careers in information technology.

Beginning with the 2016-2017 school year, LakeView, under the guidance of Gateway Technical College, wishes to transition from networking to computer programming and web development in our Information Technology Academy. This transition will take two years to implement. This is because students at the senior level in networking during the 2016-2017 school year will need to continue their track to earn their networking certification. However, the junior level students will be beginning working towards their certification in computer programming and web development. By the 2017-2018 school year, all LakeView students, in the IT track, will have transitioned to new IT curriculum.

At its February 9, 2016, meeting, the Curriculum/Program Standing Committee voted to forward this report to the school board for approval. Administration recommends that the school board approve the attached course proposals and course elimination requests to shift the instructional foci from networking to computer programming and web development in the Information Technology Academy at LakeView Technology Academy.”

Mr. Wade moved to approve the course proposals and course elimination requests to shift the instructional foci from networking to computer programming and web development in the Information Technology Academy at LakeView Technology Academy. Mr. Kunich seconded the motion. Unanimously approved.

Mrs. Housaman presented the New Course Proposal: Foundations of Algebra submitted by Mrs. Jennifer Lawler, Coordinator of Mathematics; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

“Nationwide there is growing concern about Americans’ mathematical literacy. As economic conditions shift within the United States, schools have come under increasing criticism for insufficiently preparing students for the rigorous demands of college math courses and careers requiring high-level math skills. In 2015 only 40 percent of eighth graders scored at or above proficient levels in math on the National Assessment of Educational Progress (NAEP); in KUSD 22% of students in grade eleven met the ACT College Readiness Benchmark. Additionally, more than one quarter of college freshmen must take remedial math courses because they lack sufficient knowledge to enroll in college-level math courses. Clearly, there is a gap between the math skills students gain in high school and the requirements they face once they leave. Across the country, states are responding to the need to equip young adults with higher-level math skills. Consequently, states and districts have sought to increase the rigor of math coursework both in the middle grades and in high school. Despite these efforts many students are still entering high school unprepared for Algebra I, the gateway course for more advanced math. This is a substantial concern because grades and course failures are strong predictors of important outcomes like high school and college graduation.

In order to implement this course in the 2016-17 school year, the Office of Teaching and Learning is providing, for board of education approval, the course addition form (Appendix A). The form explains the rationale for the new course addition.

At the February 9, 2016, meeting, the Curriculum/Program Standing Committee voted to forward this report to the school board for approval. Administration recommends that the school board approve the addition of the Foundations of Algebra.”

Mrs. Housaman answered questions from Board members.

Mr. Flood moved to approve the addition of the Foundations of Algebra. Mr. Wade seconded the motion. Unanimously approved.

Mrs. Housaman presented the New Course Proposal: Computer Science Fundamentals submitted by Mrs. Lawler, Ms. Nelson, and Dr. Savaglio-Jarvis, excerpts follow:

“In the United States it is estimated that 1.2 million workers will be needed in the fields of computer science and mathematics over the next five years. While the demand for employees with this training is rapidly increasing the number of students seeking this pathway in technical and four year colleges will only fill approximately 40% of the openings. In December 2015 the school board approved the addition of Exploring Computer Science for the senior high schools.

Middle school students across the district participated in the Hour of Code activities in December 2015, during the school day, before, and after school. Students responded enthusiastically to this opportunity to learn about computer programming and write code. Administration acknowledges the benefit of providing opportunities for students to explore this growing career pathway prior to entering high school. The addition of Computer Science Fundamentals as an elective computer science course will respond to student interest, and provide an opportunity for middle school students to explore career options in computer science. If approved this course would be added to the middle school schedule as a semester elective option either in grades 7 and 8 or grade 8 for the 2016-2017.

At its February 9, 2016, meeting, the Curriculum/Program Standing Committee voted to forward this report to the school board for approval. Administration recommends that the school board approve the addition of the Computer Science Fundamentals course.”

Mrs. Housaman answered questions from Board members.

Mrs. Snyder moved to approve the addition of the Computer Science Fundamentals course. Mr. Kunich seconded the motion. Unanimously approved.

Mrs. Housaman presented the Course Removal and Name Change Proposal: Precalculus submitted by Mrs. Lawler, Mrs. Housaman, and Dr. Savaglio-Jarvis, excerpts follow:

“In 2006 Advanced Math Analysis-Honors was renamed Precalculus-Honors. However, Math Analysis was not renamed. This change is consistent with course naming conventions for other mathematics courses as well as courses in other content areas. In order to implement this name change in the 2016-17 school year, the Office of Teaching and Learning is providing, for board of education approval, the course change form (Appendix A). The form explains the rationale for the removal.

In order to implement this name change in the 2016-17 school year, the Office of Teaching and Learning is providing, for board of education approval, the course change form (Appendix B). The form explains the rationale for the name change. Appendix C includes the scope and sequence for this course.

At its February 9, 2016, meeting, the Curriculum/Program Standing Committee voted to forward this report to the school board for approval. Administration recommends that the school board approve the proposal for the change of the Math Analysis course to Precalculus.”

Mr. Wade moved to approve the change of the Math Analysis course to Precalculus. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented Policy and Rule 4332 – Criminal Background Checks submitted by Mrs. Annie Petering, Chief Human Resources Officer, and Dr. Savaglio-Jarvis, excepts follow:

“Initially, we were updating Policy 4332 so that it explicitly included the word “chaperones” in order to align with the new Board Policy and Rule 4333 Chaperone Requirements and Expectations (approved on August 25, 2015). At its September 8, 2015 meeting, the Personnel/ Policy Committee voted to forward revision of Policy and Rule 4332 to the school board for consideration. Subsequent to that meeting, we discovered that the language should be updated in a broad scope to capture the interests of the district while aligning with federal laws.

In further reviewing the language of Policy 4332 it was discovered that we needed to update it so that it not only reflected considerations regarding past convictions, but also “circumstances giving rise to pending charges” at the time of application for a position. Please note that an employer cannot discriminate against an applicant based on information obtained in criminal background checks. However, an employer may consider criminal background information in making employment decisions if the conviction or circumstance giving rise to a pending charge is substantially related to the circumstances of the particular job.

We also updated Rule 4332 in paragraph 4 so that it reflects the use of any vendor the district may deem necessary in order to complete a thorough criminal background check. We also updated to make sure the cross references were accurate.

Administration recommends that the School Board approve updated Policy and Rule 4332 – Criminal Background Checks as first reading on February 23, 2016, and a second reading on March 22, 2016.”

Discussion took place regarding the addition of “individuals entering school buildings and/or having contact with students” to the policy, what the current procedure/norm are for denying someone access to buildings and/or employment, and what crimes do and don’t exclude someone from volunteering and/or from employment? Dr. Savaglio-Jarvis indicated that information will be gathered and a recommendation presented back to the Board on the previously noted discussions.

Mr. Wade moved to approve updated Policy and Rule 4332 – Criminal Background Checks as first reading. Mr. Falkofske seconded the motion. Motion carried. Mr. Flood abstaining.

Mrs. Ruder presented Policies/Rules 1213, 3535, and 4226 submitted by herself and Dr. Savaglio-Jarvis, excerpts follow:

“Policies 1213 - Web Publication, 3535 - Technology Acceptable Use and 4226 - Online Forum each currently refer to the appropriate use of technology and the content that is posted on online forums, including websites, social media, blogs and other various forums. While each of the policies independently served a purpose in the past, our legal advisors recommend streamlining the three policies into one to better allow the district to uphold what is contained within them. By streamlining, the district will have one policy regarding acceptable use of technology for staff.

One of the major changes includes cleaning up language to delineate between an employee’s personal use and professional use of social media. Another change includes discouraging the use of personal email and social media accounts as a tool to communicate with students. In addition, language from Policy 1213 was cleaned up to allow the District to post/share appropriate student information as allowable under FERPA, Wis. Stat. 118.25 and the District’s Student Records Policy. The new employee guidelines also put into writing the restriction for soliciting for personal commercial use as well as for outside organizations.

On Feb. 9, 2016, the Personnel/Policy Committee voted to forward administration’s recommendation of sending revised Policy and Rule 4226 Staff Technology Acceptable Use Policy, which includes the elimination of Policies/Rules 1213 and 3535, to the school board for consideration as a first reading on February 23, 2016, and a second reading on March 22, 2016.”

Mr. Kunich moved to approve revised Policy and Rule 4226 Staff Technology Acceptable Use Policy, which includes the elimination of Policies/Rules 1213 and 3535, as a first reading. Mr. Falkofske seconded the motion. Unanimously approved.

Mr. Keckler presented Policy and Rule 6633 – Student Technology Acceptable Use Policy submitted by himself and Dr. Savaglio-Jarvis, excerpts follow:

“Policy 6633 – Student Technology Acceptable Use Policy refers to the expectations for Kenosha Unified students and their various interactions with technology. This policy currently is presented to all families as a required component of the annual school registration process. Also, each student is sent a copy to their district assigned internal email account at the start of each school year. Staff members from each school take time to educate all students on the expectations as well as the benefits to gaining comfort and efficiency with the ever growing technology within our schools. Similar policies related to technology use have been revised based on legal guidance. Minor revisions relate to the proposed alignment to the other district policies related to overall technology use, as well as removal of redundant phrases.

At its February 9, 2016, meeting, the Personnel/Policy Committee voted to forward revisions to Policy and Rule 6633 - Student Technology Acceptable Use to the School Board for consideration. Administration recommends School Board approval of the proposed revisions to Policy and Rule 6633 - Student Technology Acceptable Use

as a first reading at the February 23, 2016, regular School Board meeting and a second reading at the March 22, 2016, regular School Board meeting.”

Mr. Keckler answered questions from Board members.

Mr. Wade moved to approve Policy and Rule 6633 - Student Technology Acceptable Use as a first reading. Mrs. Snyder seconded the motion. Unanimously approved.

Mrs. Ruder presented the 2016-2017 Employee Handbook – Revised Addition submitted by herself, Mrs. Petering, and Dr. Savaglio-Jarvis, excerpts follow:

“Administration recommends the changes for the 2016-2017 employee handbook.

Administration has scheduled employee focus group meetings on March 2, 11 and 17 to clarify any portions of the document and/or respond to employee questions.

On January 26, 2016, this report and the Employee Handbook were presented as an informational item to the Board of Education. The revised report and Employee Handbook are now being forwarded to the Board of Education for consideration as a first reading at the February 23, 2016, regular board meeting and a second reading at the April 25, 2016, regular board meeting with an effective date of July 1, 2016.”

Mrs. Ruder provided the additional information gathered in response to questions or statements posed by Board members during the January 26, 2016 informational update.

Additional questions or statements were noted pertaining to the teacher forfeiture item.

Mr. Wade moved to approve the 2016-2017 Employee Handbook – Revised Addition as a first reading. Mr. Falkofske seconded the motion. Unanimously approved.

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

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

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

Meeting adjourned at 9:09 P.M.

Stacy Schroeder Busby  
School Board Secretary