

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD APRIL 25, 2016

A regular meeting of the Kenosha Unified School Board was held on Monday, April 25, 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 7:00 P.M. with the following Board members present: Ms. Stevens, Mrs. Snyder, Mr. Kunich, Mr. Garcia, Mr. Falkofske, 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 Black History Bee, Black History Art and Writing Contest Winners, the FBLA Regional and State Leadership Conference Winners, the Kenosha Battle of the Books Winners, the WEMTA Statewide Battle of the Books Winners, the Kohl Teacher Fellowship Award Winner, and the Wisconsin PTA Reflections Contest Winners.

There were no Administrative and/or Supervisory Appointments.

Mrs. Stevens introduced the Student Ambassador, Donnie Jackson from Bradford High School, and he made his comments.

There was not a Legislative Report.

Views and/or comments by the public were made.

Board members made their responses/comments.

Mrs. Coleman made Board President remarks.

Mr. Jackson left the meeting at 8:18 P.M.

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 3/22/16 Special Meetings and Executive Session and 3/22/16 Regular Meeting.

Ms. Stevens noted that in the 3/22/16 Regular Meeting minutes “Mrs. Kunich” needs to be changed to “Mr. Kunich.”

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 March 2016 cash receipt deposits totaling \$475,305.84, and cash receipt wire transfers-in totaling \$42,280,194.84, be approved.

Check numbers 533848 through 535398 totaling \$8,289,684.46, and general operating wire transfers-out totaling \$414,522.56, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the March 2016 net payroll and benefit EFT batches totaling \$17,378,400.53, and net payroll check batches totaling \$18,544.25, be approved.”

Mr. Kunich moved to approve the Consent Agenda with the correction of “Mrs. Kunich” to “Mr. Kunich” in the 3/22/16 Regular Meeting minutes. Ms. Stevens seconded the motion. Unanimously approved.

There was unanimous consent to change the order of the agenda and discuss the Health Insurance Premium Contribution for Employee Groups first.

Mrs. Annie Petering, Chief Human Resource Officer, presented the Health Insurance Premium Contributions for Employee Groups submitted by Mr. Rade Dimitrijevic, Human Resource Coordinator; Ms. Judy Rogers, Human Resource Coordinator; Mrs. Petering; and Dr. Savaglio-Jarvis, excerpts follow:

“Currently, employees pay three different premium contribution rates based upon a job category. The Board, on June 3, 2013, voted to allow groups of employees to pay different contribution premium rates of 6%, 10% and 12%.

The district recently concluded benefit renewal discussions. During the special board meeting on February 18, 2015, Scott Schultz from Hays Companies of Wisconsin presented a power point presentation. The board selected WEA Trust as the provider for coverage over the next three years. In 2016-2017, the district will see a 5.77% reduction in premium rate from this year’s premium rates. For the remaining two years, 2017-2019, there will be an 8% rate cap. This means that our premiums for the remaining two year will not be increased beyond 8%.

Currently, the process of implementing recommendations from the Crowe Horwarth classification and compensation study is underway. The focus of the study

was to review the miscellaneous, secretary/clerical and AST groups. The recommendations have been reviewed by the Office of Human Resources and Leadership Council. Beginning this May through December of 2016, the Office of Human Resources will be working on assigning the miscellaneous, secretary clerical and AST's into one of the recommended groups. We are beginning with the miscellaneous group.

This report is presented for informational purposes only this evening. A special school board meeting will be scheduled in early May 2016. At that time administration will recommend that the Board of Education approve a medical insurance premium contribution which has all employees paying 12% of the cost.”

Mrs. Petering answered questions from Board members.

Board members requested the following additional information:

- List of employees by employee group who have elected to not take the health insurance;
- Further investigate if there are any districts that base employee health insurance premium cost on salary;
- Find out what the employee health insurance premium contribution cost was prior to 2006; and
- List employees by salary and their health insurance premium contribution amount.

No action was taken on this item as it was brought forward for discussion purposes only.

Mr. Patrick Finnemore presented the Energy Efficiency Revenue Limit Exemption Projects submitted by Mr. John Setter, Project Architect; Mr. Finnemore; Mr. Hamdan; and Dr. Savaglio-Jarvis, excerpts follow:

“The purpose of this report is two-fold, the first portion of the report provides a recap of the projects performed in 2014 and 2015 at nine elementary schools, and the second portion of the project provides a proposal for a second phase focused on four middle and high schools.

In light of the dramatic success of the Phase 1 projects, and the amount of debt that will be retired over the next several years, we are proposing that KUSD implement a second phase of projects. This Phase 2 would consist of 3 separate projects performed over a six year period. The three projects would be performed independently of one another, each being approximately 2 years in duration. The projects would be:

- Project 1 - Bullen Middle School and Lance Middle School;
- Project 2 - Tremper High School; and
- Project 3 - Bradford High School.

The proposed energy efficiency projects total \$73,004,434 (\$74,990,000 when including inflation). If KUSD wishes to finance these projects with long-term debt, the

debt can be issued under revenue limits in Fund 38. Debt issued in Fund 38 does not require a referendum, but does require a 30-day petition period.

This report was presented at the April 12, 2016, meeting of the Joint Audit, Budget and Finance and the Planning, Facilities, and Equipment Committees and the committees voted unanimously to forward this report onto the Board for consideration.

Administration recommends School Board approval of the Energy Efficiency Revenue Limit Exemption Projects as described in this report. Further approvals of the energy efficiency projects will be necessary at subsequent meetings as described in this report.”

Mr. Kunich moved to approve the Energy Efficiency Revenue Limit Exemption Projects as described in the report. Mr. Wade seconded the motion. Unanimously approved.

Mrs. Ruder presented the Educational Support Center/Employee Safety submitted by Mr. Finnemore, Mrs. Ruder, and Dr. Savaglio-Jarvis, excerpts follow:

“Given recent world events and the decision to move forward with ALiCE training for District staff, the leadership council assembled an Educational Support Center (ESC) safety committee. This committee was designed to discuss and recommend safety topics/precautions that could be implemented at the ESC in order to provide a safer working environment for ESC employees, as well as safe place for those visiting and/or utilizing the building for meetings.

The following items are recommendations that came from the committee’s discussions in an effort to provide a safer working environment for all ESC staff:

- Lock ESC doors during work hours and install new phones with digital video screens for the lobby desk, two in the Superintendent’s Office and one in the School Leadership Office to will allow visitors to be buzzed into the building; and
- Leave doors locked after work hours and have sign posted asking participants to call the landline in the training room so someone can personally let in guests;
- On board meeting nights, unlock the front doors at 6:30 p.m. and lock immediately following the end of the meeting. On committee meeting nights, unlock the front doors at 5 p.m. and lock immediately following the end of the meeting.
- For additional safety during board meetings, hire one or two off duty officers to be stationed between the front doors and boardroom.

On April 12, 2016, the Planning/Facilities/Equipment Committee voted to forward this informational report to the Board of Education for their review at the April 25, 2016, regular meeting.

Items 1, 2 and 3 above will be implemented effective July 1, 2016. It is suggested that the school board consider allocating funding for item 4 above.”

Mrs. Ruder answered questions from Board members.

No action was taken on this item as it was brought forward for informational purposes only.

Dr. Savaglio-Jarvis introduced Policy 4200 – General Personnel Policies submitted by Mrs. Ruder and Dr. Savaglio-Jarvis, excerpts follow:

“Policy 4200 must be updated to reflect the District’s move from collectively bargained agreements to an Employee Handbook as of November 2014. This update will require all 4000 series policies to include a cross reference of the Employee Handbook effective upon approval the updated policy. In addition, this policy would benefit from requiring all policies to include any applicable state and federal laws and/or guidelines in the legal reference section.

At its April 12, 2016, meeting, the Personnel/Policy Committee voted to forward revised Policy 4200 to the Board of Education for consideration. Administration recommends that the Board of Education approve revisions to Policy 4200 – General Personnel Policies as a first reading on April 25, 2016, and as a second reading on May 24, 2016.”

Mrs. Snyder moved to approve the revisions to Policy 4200 – General Personnel Policies as a first reading. Mr. Kunich seconded the motion. Unanimously approved.

Ms. Susan Valeri, Director of Special Education/Student Support presented Policy and Rule 5434 – Alcohol and Other Drugs – Students submitted by Ms. Valeri and Dr. Savaglio-Jarvis, excerpts follow:

“Policy and Rule 5434 - Alcohol and Other Drugs – Students was last revised in 2009. Revisions to this policy were developed with input from the Community Council Committee. This committee is comprised of representatives from local law enforcement, the judicial system, Kenosha County Children and Family Services, parents, KUSD teachers and administrators. This committee researched AODA policies from school districts in Wisconsin and near the Illinois border. Districts that were reviewed included Racine, Milwaukee, Janesville, Green Bay, Waukesha, Beloit, Fond du Lac, Madison, Lake Forest, Waukegan, and Chicago. In all of our research, we found that Kenosha Unified’s AODA policy is a comprehensive policy. However, the committee felt that there is a need for administrators to have flexibility with the determination for suspension and/or expulsion of students. The current policy has a mandatory suspension of three days or five days listed in it. The updated policy would allow principals/administrators to determine the need for a suspension and/or expulsion for up to three days or five days.

At the April 12, 2016, meeting, the Personnel/Policy Committee voted to forward revised Policy and Rule 5434 to the school board for consideration. Administration recommends that the school board approve revised Policy and Rule 5434 – Alcohol and Other Drugs as a first reading at the April 25, 2016, regular meeting and a second reading at the May 24, 2016, regular meeting.”

Ms. Valeri answered questions from Board members.

Mr. Kunich moved to approve revised Policy and Rule 5434 – Alcohol and Other Drugs as a first reading. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the New Course Proposal: AP Computer Science Principles submitted by Ms. Marsha Nelson, Coordinator of Career and Technical Education; Mrs. Jennifer Lawler, Coordinator of Mathematics; Mrs. Julie Housman, Assistant Superintendent of Teaching and Learning; 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 percent of the openings.

In December 2015 the school board approved the addition of Exploring Computer Science for the senior high schools to begin in 2016-17. Additionally for the 2015-16 school year, the school board approved AP Computer Science A, which is currently taught at LakeView Technology Academy. The proposed course, AP Computer Science Principles, will be offered at LakeView Technology Academy in the fall 2016 and at all comprehensive high schools beginning with the 2017-18 academic year.

At the April 12, 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 proposed addition of the AP Computer Science Principles course.”

Mr. Wade moved to approve the addition of the AP Computer Science Principles course. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the New Curriculum/Resources; Math Applications submitted by Mrs. Lawler, Mrs. Housaman, and Dr. Savaglio-Jarvis, excerpts follow:

“In 2008-09 Kenosha Unified School District began offering Math Applications as an optional third course in the high school mathematics sequence. The course, as it was originally developed, is no longer aligned to the Wisconsin High School Mathematics Standards; nor does it provide access to rigorous mathematics necessary to prepare students to succeed on the ACT which is now required of all Wisconsin eleventh grade students.

While Algebra 2 provides students with the best preparation for both the ACT and postsecondary mathematics, it is recognized that a traditional Algebra 2 course does not meet the needs of all students. In addition to offering students the opportunity to learn rigorous mathematics embedded in contexts that are interesting and relevant, the proposed curriculum and resource updates provide an opportunity to increase the financial literacy of Kenosha Unified School District students.

At the April 12, 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 new curriculum and resources for the Math Applications course.”

Mr. Wade moved to approve the new curriculum and resources for the Math Applications course. Mr. Kunich seconded the motion. Unanimously approved.

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

“The 2016-17 Employee Handbook – Revised Edition has evolved and been presented to the school board over a series of months (January-April 2016). Attachments A and B are the reports presented at the January 26 and February 23, 2016, regular school board meetings.

The 2016-17 Employee Handbook – Revised Edition was approved as a first reading at the February 23, 2016, regular board meeting. These final changes are shared as an informational update this evening. The revised handbook will be presented for a second reading at the May 24, 2016, regular board meeting.”

Mrs. Petering answered questions from Board members.

No action was taken on this item as it was brought forward for discussion purposes only.

Dr. Savaglio-Jarvis presented Policy 7410 – Naming an Area Within or on a District Site submitted by Mr. Steven Knecht, Coordinator of Athletics/Physical Education; Mrs. Housman; and Dr. Savaglio-Jarvis, excerpts follow:

“School Board Policy 7410—Naming an Area Within or On a District Site allows staff or community members to nominate a name for a specific area within a school or on a district site. The board of education approves the naming of all district facilities.

The superintendent has received a request to form a committee to name the future stadium that will be constructed at Bradford High School.

Administration recommends that the provisions of School Board Policy 7410 be invoked, allowing the superintendent to appoint a committee to seek input relative to a proposed name for the new stadium being built at Bradford High School.”

Mr. Kunich moved to allow the superintendent to appoint a committee to seek input relative to a proposed name for the new stadium being built at Bradford High School. Mr. Wade seconded the motion. Unanimously approved.

Mr. Hamdan presented the 2016-2017 Preliminary Budget Projection submitted by Mr. Hamdan and Dr. Savaglio-Jarvis, excerpts follow:

“Per Board Policy 3110, Annual Operating Budget, the Kenosha Unified School District administration is currently in the process of developing a preliminary budget incorporating information contained in the second year of the biennial state budget (2015-2017), the Department of Public Instruction guidance, and estimated district assumptions.

The initially balanced budget position being projected for 2016-17 is summarized in Attachment A which addresses expected changes in the District revenue and expense budgets. The initial budget projections are built based on conservative estimates. The administration will continue to analyze the projected student enrollment throughout the process as well as monitor other variables and may make recommendations to modify projections.

The administration is recommending that the Board approve the budget assumptions detailed in Attachment B as the basis for building the 2016-17 budget.”

Mr. Hamdan answered questions from Board members.

Mrs. Snyder moved to approve the budget assumptions detailed in Attachment B as the basis for building the 2016-17 KUSD budget. Mr. Kunich seconded the motion. Unanimously approved.

Mr. Garcia presented the Donations to the District as contained in the agenda.

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

Meeting adjourned at 10:06 P.M.

Stacy Schroeder Busby
School Board Secretary