

REGULAR MEETING OF  
THE KENOSHA UNIFIED SCHOOL BOARD  
HELD JUNE 24, 2014

A regular meeting of the Kenosha Unified School Board was held on Tuesday, June 24, 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 7:00 P.M. with the following Board members present: Mr. Kunich, Ms. Stevens, Mr. Flood, Mr. Bryan, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Dr. Mangi 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 WIAA State Team Champion Awards

Dr. Mangi presented five Administrative Appointments.

Mrs. Snyder moved to approve Dr. Bethany Ormseth as Assistant Superintendent of Secondary Schools effective July 1, 2014. Mr. Bryan seconded the motion. Unanimously approved.

Mr. Bryan moved to approve Mrs. Maria Kotz as Principal at Indian Trail High School and Academy effective July 1, 2014. Mr. Flood seconded the motion. Unanimously approved.

Mr. Bryan moved to approve Mr. Curtiss Tolefree as Interim Principal at Washington Middle School effective July 1, 2014. Ms. Stevens seconded the motion. Unanimously approved.

Ms. Stevens moved to approve Mrs. Wendy LaLonde as Assistant Principal at Tremper High School effective July 1, 2014. Mr. Bryan seconded the motion. Unanimously approved.

Ms. Stevens moved to approve Mr. Leo Eckman as Coordinator of Special Education and Student Support effective July 1, 2014. Mrs. Snyder seconded the motion. Unanimously approved.

Mr. Bryan gave the Legislative Report.

There were views and comments by the public.

Board members made their responses and comments.

Mrs. Coleman made her Board President remarks.

Dr. Mangi 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 5/27/14, 5/28/14, 6/2/14, 6/5/14 and 6/12/14 Special Meeting and Executive Session, 5/27/14 Regular Meeting, and the 6/5/14 and, 6/12/14 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. Joseph Mangi, excerpts follow:

“It is recommended that the May 2014 cash receipt deposits totaling \$3,164,830.51, and cash receipt wire transfers-in totaling \$12,474,807.31, be approved.

Check numbers 507945 through 509589 totaling \$8,237,690.04, and general operating wire transfers-out totaling \$ 362,707.00, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the May 2014 net payroll and benefit EFT batches totaling \$14,090,707.61, and net payroll check batches totaling \$3,881.86, be approved.”

Ms. Stevens moved to approve the Consent Agenda as contained in the agenda. Mr. Flood seconded the motion. Unanimously approved.

Dr. Sue Savaglio-Jarvis, Assistant Superintendent of Teaching and Learning, introduced the Implementation of the Next Generation Science Standards: Phase Two submitted by Mrs. Christine Pratt, Coordinator of Science, Dr. Savaglio-Jarvis, and Dr. Mangi, excerpts follow:

“On November 12, 2013 a five-phase plan for exploring and implementing the Next Generation Science Standards was shared with the Kenosha Unified School District Board of Education Curriculum/Program Standing Committee. An update to this plan, based on recommendations from the Kenosha Unified School District Science Committee, is attached in Appendix A. Phase 1 of the plan, Awareness and Understanding of the Next Generation Science Standards, is complete. During Phase 1, the Kenosha Unified School District Science Committee engaged in an in-depth study of the Next Generation Science Standards. Committee members are listed in Appendix B. A brief outline of each meeting and the findings of the study are outlined below.

The Next Generation Science Standards outline a clear progression of what students should know from kindergarten through grade twelve. They are rigorous, internationally benchmarked, and contain content and processes to support technology, engineering and mathematics integration. The Next Generation Science Standards are aligned with the College Board's Standards for College Success and the ACT Standards for College and Career Readiness. They are superior to the current Wisconsin Model Academic Standards for Science and the Kenosha Unified School District Standards and Benchmarks for Science.

On May 22, 2014, the Kenosha Unified School District Science Committee completed its study of the Next Generation Science Standards and outlined the next steps for creating science curriculum design teams. These teams will review and redesign the district science curriculum documents based on the findings of the curriculum audit. It is the desire of the Kenosha Unified School District Science Committee that all further science curriculum work be based on the Next Generation Science Standards. With careful planning and thoughtful implementation, The Next Generation Science Standards will provide an important opportunity to increase access to STEM curriculum, improve science achievement, and better prepare the Kenosha Unified School District students for Twenty-first Century college and careers.

This report was presented to the Curriculum/Program Committee at its June 10, 2014, meeting, however, a quorum was not present so no mo5 Tw [(um was not present s8r Tc .2878

“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.

Administration recommends that the School Board approve the following expenditures in aggregate of \$25,000:

- \$168,475 for Northwest Evaluation Association Web-Based Measures of Academic Progress;
- \$122,695 for Solution Tree Professional Collaborative Model;
- \$35,000 for Summer Youth Program at the Boys and Girls Club;
- \$27,465 for Solution Tree Administrative Professional Learning- Formative Assessment; and
- \$29,500 for Sparks Innovations PK-12 Instructional Coaching Program Development.”

Ms. Stevens moved to approve the expenditures in aggregate of \$25,000 as presented. Mr. Flood seconded the motion. Unanimously approved.

Mr. Patrick Finnemore, Director of Facilities, presented the Town of Somers Easement – Sewer Main submitted by Mr. Finnemore and Dr. Mangi, excerpts follow:

“The Town of Somers has requested School Board approval of an easement associated with the installation of a sewer main scheduled for this fall. The easement would be on the north and west sides of the Somers Elementary School property. Currently the Town has an easement running on the north side of the property along County Highway E for a water main installed several years ago. The new easement would run 20 feet inside of the current easement along Highway E for the full length of the north side of our property and then head south along Highway EA for the full length of the west side of our property.

A copy of the proposed easement agreement is included in the attachment. Because there are no financial terms associated with this easement and it is with a municipality, Elector approval is not required.

This report was presented at the June 10, 2014 Planning, Facilities, and Equipment Committee meeting, however a quorum of the Committee was not present that evening. It was decided that the report should be brought forward to the full Board for consideration at tonight’s meeting.

Administration recommends School Board approval of the proposed easement agreement with the Town of Somers as described in this report.”



pursue this opportunity to add boys and girls lacrosse as a sponsored sport in Kenosha Unified School District at this time. It is further recommended that the Coordinator of Athletics, Physical Education, Health, and Recreation further his relationship with the lacrosse community and take a more active role in becoming educated regarding the growing interest of lacrosse in the state.”

Ms. Stevens moved to not pursue the opportunity to add boys and girls lacrosse as a sponsored sport in Kenosha Unified School District at this time but that the Coordinator of Athletics/Physical Education further his relationship with the lacrosse community and take a more active role in becoming educated regarding the growing interest of lacrosse in the state. Mr. Kunich seconded the motion. Motion carried. Mr. Flood dissenting.

Mr. Knecht presented the report titled Discontinuing Middle School Membership with the Wisconsin Interscholastic Athletic Association submitted by Mr. Knecht, Dr. Savaglio-Jarvis, and Dr. Mangi, excerpts follow:

“The Kenosha Unified School District is a current member of the Wisconsin Interscholastic Athletic Association for: Bullen, Lance, Lincoln, Mahone, and Washington. The purpose of belonging to the Wisconsin Interscholastic Athletic Association is to have a governing body that provides rules for interscholastic participation. In the state of Wisconsin, there are 680 middle/junior high schools. Only 62 of the 680 schools are members.

The Wisconsin Interscholastic Athletic Association charges an annual membership fee of \$50 per middle school. Schools are to follow the rules and expectations set forth by the membership. An advantage of being a member of the Wisconsin Interscholastic Athletic Association is that students are covered with catastrophic insurance through the membership and districts experience a cost savings.

Being a member of the Wisconsin Interscholastic Athletic Association at the middle school/junior high school level commits members to adhere to rules that are in place at the

school level. The \$4,500 catastrophic insurance fee for athletes at the middle school level will be assumed by the Kenosha Unified School District athletic budget.”

Ms. Stevens moved to end the District’s involvement with the Wisconsin Interscholastic Athletic Association at the middle school level and that the \$4,500 catastrophic insurance fee for athletes at the middle school level be assumed by the District’s athletic budget. Mr. Flood seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis introduced the Bullying Ad Hoc Committee Update and Policy 5111 submitted by Mr. Edward Kupka, Coordinator of Student Support, Dr. Savaglio-Jarvis, and Dr. Mangi, excerpts follow:

“In late spring of 2013, the school board president at the time, Rebecca Stevens, recommended to commission an ad hoc committee to address bully prevention. On Monday, August 26, 2013, Kenosha Unified School District (KUSD) invited members of the public to participate on an ad hoc bullying prevention committee. An advertisement was placed in the Kenosha News and a press release was issued. The community expressed interest via application, and all interested applicants were invited to participate. All selected community members were notified of the first meeting held on September 26, 2013. Upon the conclusion of the first meeting, team norms and committee purposes were defined. Four subcommittees were created to further study and refine efforts. Throughout the fall of 2013, subcommittees met in small groups and reported out to the full ad hoc committee. A number of outside resources were researched to help bring clarity to the work of each subcommittee.

Moving forward, the committee will focus on three primary efforts:

1. Educate the school community, students, parents and staff on the definition and policy regarding bullying. (May 2014 – January 2015)
2. Incorporate the bullying response procedures into usable formats for schools, including appropriate communication and documentation for school record keeping. (August 2014 – April 2015)
3. Identify a district-wide bully prevention program that is implemented universally and based on committee criteria selected as determining a robust and effective program. (August 2014 – April 2015)

This report was presented to the Personnel/Policy Committee at its June 10, 2014, meeting, however, a quorum was not present so no motions were made. Based on discussion that evening, additional wording was added to the first paragraph on page 2 of updated Policy 5111 to describe the avenues through which sexual harassment can occur.

Administration recommends that the School Board accept this report and approve updated Policy/Rule 5111 – Anti-Bullying/Harassment/Hate as a first reading this evening and a second reading at its July 22, 2014, meeting.”

Mr. Kupka and Mr. Eitan Benzaquen, Prin



Ms. Stevens moved to appoint the two recommended Hearing Officers for the purpose of expulsion hearings during the 2014-2015 school year at a rate of \$100.00 per hearing. Mr. Bryan seconded the motion. Unanimously approved.

Mr. Finnemore and Mrs. Cindy Gossett, Director of Food Services, presented the Community Eligibility Provision National School Breakfast and Lunch Programs submitted by Mrs. Gossett, Mr. Finnemore, Mrs. Glass, and Dr. Mangi, excerpts follow:

“The Community Eligibility Provision (CEP) is a 4-year reimbursement option for high poverty schools to offer free National School Breakfast (NSB) and National School Lunch (NSLP) to all students enrolled within an eligible school. It is intended to improve access to school meals in eligible high poverty schools/districts. The CEP has been phased in over the past three years, and is currently operating in 11 states, 600 districts and 4,000 schools. The CEP will be available nationwide beginning July 1, 2014.

The CEP uses information from other programs, including Food Share, Wisconsin

The intent of CEP is to increase participation and access to school meals to ensure more children get the nutrition they need in order to learn. By KUSD participating in CEP with the selected schools/groupings, we anticipate feeding 155,000 additional free meals to students and a calculated estimate of \$63,000 in increased revenue.

Administration recommends School Board approval to participate in the CEP for the schools identified in this report.”

Ms. Stevens moved to approve participation in the Community Eligibility Provision (CEP) for the schools identified in the report. Mr. Wade seconded the motion. Unanimously approved.

Mr. Kristopher Keckler, Executive Director of Information Systems, Data

Dr. Mangi indicated that Administration is recommending that the Educator Effectiveness System Implementation Update be postponed.

Mr. Bryan moved that the Educator Effectiveness System Implementation Update be postponed until the July Board meeting. Mr. Flood seconded the motion. Unanimously approved.

Mrs. Sheronda Glass, presented the Employee Benefit and Retirement Age Recommendation – Effective July 1, 2014 submitted by Ms. Judy Rogers, Human Resources Coordinator, Mrs. Glass, and Dr. Mangi as contained in the agenda.

Mr. Flood moved that all active AST employees making a salary over \$100,000 a year pay 15% towards their health care premiums and all other employee groups pay 12%. Mr. Bryan seconded the motion.

Roll Call: Ayes: Ms. Stevens, Mr. Flood, and Mr. Bryan. Noes: Mr. Kunich, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Motion failed.

Mrs. Snyder moved to approve the recommendation by Administration as contained in the agenda. Mr. Wade seconded the motion.

Mr. Bryan moved to amend the motion to vote on Administration's recommendation by individual employee groups. Mr. Flood seconded the motion.

Mrs. Coleman asked for a roll call on the amendment to vote on Administration's recommendation by individual employee groups.

Roll Call: Ayes: Mr. Kunich, Ms. Stevens, Mr. Flood, Mr. Bryan, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Noes: None. Unanimously approved.

Mr. Bryan moved that active and retired AST employees contribute 15% towards their health care premiums. Mr. Flood seconded the motion.

Roll Call: Ayes: Ms. Stevens and Mr. Bryan. Noes: Mr. Kunich, Mr. Flood, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Motion failed.

Mr. Kunich moved that active and retired AST employees contribute 12% towards their health care premiums. Mrs. Snyder seconded the motion.

Roll Call: Ayes: Mr. Kunich, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Noes: Ms. Stevens, Mr. Flood, and Mr. Bryan. Motion carried.

Mr. Kunich moved that active and retired teacher employees contribute 12% towards their health care premiums. Mrs. Snyder seconded the motion.

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

Mr. Kunich moved that active and retired custodian employees contribute 12% towards their health care premiums. Mr. Bryan seconded the motion

Roll Call: Ayes: Mr. Kunich, Ms. Stevens, Mr. Flood, Mr. Bryan, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Noes: None. Unanimously approved.

Mrs. Snyder moved that active and retired carpenter and painter employees contribute 12% towards their health care premiums. Mr. Kunich seconded the motion

Roll Call: Ayes: Mr. Kunich, Ms. Stevens, Mr. Flood, Mr. Bryan, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Noes: None. Unanimously approved.

Mr. Kunich moved that active and retired secretary employees contribute 10% towards their health care premiums. Mr. Wade seconded the motion

Roll Call: Ayes: Mr. Kunich, Ms. Stevens, Mr. Flood, Mr. Bryan, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Noes: None. Unanimously approved.

Mr. Wade moved that active miscellaneous employees contribute 6% and retired miscellaneous employees pay 100% to age 65 towards their health care premiums. Mr. Kunich seconded the motion

Roll Call: Ayes: Mr. Kunich, Ms. Stevens, Mr. Flood, Mr. Bryan, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Noes: None. Unanimously approved.

Mr. Bryan moved that active EA employees contribute 6% and retired EA employees pay 0% towards their health care premiums. Mr. Flood seconded the motion

Roll Call: Ayes: Mr. Kunich, Ms. Stevens, Mr. Flood, Mr. Bryan, Mrs. Snyder, Mr. Wade, and Mrs. Coleman. Noes: None. Unanimously approved.

Mr. Flood moved that active interpreter employees contribute 10% and retired interpreter employees pay 100% to age 65 towards their health care premiums. Mr. Wade

“The 2013-2014 school bell schedule and 8.0 hour workday were developed from feedback obtained from the KUSD Employee Survey (Sept. 2012) and identification of building needs. The district and each school review their schedules each year, and begin the planning phase for potential changes usually in the springtime. Each school administrator is required to verify and sign off on their official contact minute document, usually by the end of May. Even though adjustments may be required, quality implementation of upcoming programs, schedules and support need to be finalized with sufficient planning time. In addition, all district schools (non-charter) must still adhere to the DPI instructional minute requirement, as well as the past practice of building in at least 2 potential cancelled days. Each district is required to submit an annual report to DPI related to student contact minutes. KUSD experienced many benefits across all grade levels with the introduction of the 8-hour workday for Semester 1 of the 2013-14 school year. Some of these benefits were:

- x greater opportunities with supportive interactions for families and the community;
- x increased supervision for the safety and welfare of our students: Student surveys show bullying often occurs during unsupervised time. Reduction in supervision minutes increases the potential for negative student interactions, especially at schools with multiple busses;
- x early Education Pre-K teachers had adequate time to transition between AM and PM sessions, monitoring student safety and parent interactions;
- x

“The budget adoption cycle for Wisconsin school districts is such that School Boards do not adopt a final budget until October of each year, despite the fact that the fiscal year begins in July. The primary reason for this delay is that many of the factors needed to finalize the budget are not known until September and October. Equalized property values and official 3<sup>rd</sup> Friday student counts will not be known until the end of September. Certification of state aid from the Department of Public Instruction (DPI) will not occur until October.

It is customary for School Boards to approve a resolution authorizing district administration to expend funds between July 1<sup>st</sup> and the time that the budget is formally adopted.

The preliminary budget assumptions that form the basis of the 2014-2015 Budget are presented to the Audit, Budget and Finance Committee and the Board of Education at their regularly scheduled June and July meetings. The Board approved assumptions will be incorporated into the District’s Preliminary 2014-2015 Budget which will be presented at the Public Hearing of the Budget in September. The final budget will be presented to the Board in October for formal adoption.

Administration requests that the Board authorize the payment of all currently authorized salaries and benefits beginning July 1<sup>st</sup> and continuing until the budget is formally adopted. In addition, it is requested that the Board authorize expenditures in other areas to continue at the discretion of Administration up to the levels authorized in the prior year’s budget, not to exceed 34% of that budget, unless specific Board action has occurred to either initiate or discontinue specific programs or activities.”

Mr. Wade moved to authorize the payment of all currently authorized salaries and benefits beginning July 1<sup>st</sup> and continuing until the budget is formally adopted and authorize expenditures in other areas to continue at the discretion of Administration up to the levels authorized in the prior year’s budget, not to exceed 34% of that budget, unless specific Board action has occurred to either initiate or discontinue specific programs or activities. Mr. Bryan seconded the motion. Unanimously approved.

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

Ms. Stevens moved to approve the Donations to the District as presented. Mr. Flood seconded the motion. Unanimously approved.

Mr. Bryan moved to adjourn the meeting. Ms. Steven seconded the motion. Unanimously approved.

Meeting adjourned at 10:01 P.M.

Stacy Schroeder Busby  
School Board Secretary