

“It is recommended that the November 2016 cash receipt deposits totaling \$176,315.94, and cash receipt wire transfers-in totaling \$3,060,420.58, be approved.

Check numbers 543602 through 544800 totaling \$4,012,652.43, and general operating wire transfers-out totaling \$350,152.60, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the November 2016 net payroll and benefit EFT batches totaling \$12,390,276.84, and net payroll check batches totaling \$38,386.75, be approved.”

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

Dr. Savaglio-Jarvis introduced the ALiCE Lesson Plans submitted by Ms. Kimberly Fischer, Interim Regional Coordinator of Leadership and Learning – Secondary; Mr. Martin Pitts, Regional Coordinator of Leadership and Learning – Elementary; Mr. Scott Kennow – Regional Coordinator of Leadership and Learning – Elementary; Dr. Bethany Ormseth, Chief of School Leadership; and Dr. Savaglio-Jarvis, excerpts follow:

“At the July 28, 2015, regular school board meeting, the ALiCE response to violent intruder events was adopted along with six action steps. One action step was the creation of training materials and lesson plans to provide training to all district students in an age appropriate manner.

During the summer of 2016, school leadership and district staff drafted lesson plans for student training. The lesson plans focus on instructional and procedural aspects of ALiCE; there are no plans for physical role playing of students. These lesson plans are differentiated for each level and specific for elementary, middle and high school.

Feedback was gathered from principals and teaching and learning coordinators on August 10, 2016. Seven sessions for instructional and support staff were also scheduled. Staff signed up for feedback sessions and the sessions were led by school leadership staff.

The ALiCE lesson plans were presented to the Curriculum/Program Standing Committee on November 1, 2016. Committee members were given hard copies of all lesson plans and training materials. The feedback for this session was 100% positive.

the school board was positive and no concerns, suggestions or questions were raised by board members.

The student lesson plan feedback was extended to the November 29, 2016, at the Curriculum/Program Standing Committee meeting to ensure committee members had enough time to process the lesson plan content.

Administration recommends that the School Board approve the ALiCE curriculum as presented.”

There were no questions from Board members.

Mr. Wade moved to approve ALiCE curriculum as presented. Mr. Garcia seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis introduced the Summer School 2016 Update and Summer School 2017 Program Recommendations submitted by Mrs. Patricia Clements, Coordinator of Talent Development; Mrs. Julie Housaman, Chief Academic Officer; and Dr. Savaglio-Jarvis, excerpts follow:

“The goal of the Summer School program was to provide interventions and enrichment consistent with the approved curriculum of the Kenosha Unified School District. In the programs at the elementary and middle school levels, the objective was to provide opportunities for personalized learning in reading and math that encompassed collaboration, creativity, critical thinking, and communication around meaningful learning targets. At the high school level, the objective was to provide high school students with advanced credit in physical education and health, credit recovery opportunities, and to improve the graduation rate. In addition, Summer School provided learning opportunities in the areas of music; science, technology, engineering, and math (STEM) camps, world language camps; and Recreation Department Summer Activities for Children.

The district continued to use a regional site partner school plan at the elementary level. Elementary schools either held Summer School at their site or used the partner school plan.

Middle level programs were held at each of the buildings and included future sixth graders enrolled in the Forward Progress program.

High school programs were offered at Bradford High School, Harborside Academy, Indian Trail High School and Academy, Reuther Central High School, Tremper High School, and Kenosha eSchool. The high school program included future ninth graders enrolled in the Early Start program.

It is proposed that elementary and middle schools continue to run on a 24-day schedule, and high schools offer two sessions of 14 days each.

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needs of students at both schools, the schools have requested to operate programming as individual sites for the 2017 summer session.

The summer 2016 budget was \$1,253,336. Administration recommends that the budget remain the same for summer 2017.

At its November 29, 2016, meeting, the Curriculum/Program Standing Committee voted to forward this report to the Board of Education. Administration recommends that the Board of Education approve the proposed dates, program updates, and budget for Summer School 2017.”

There were no questions from Board members.

Ms. Stevens moved to approve the proposed dates, program updates, and budget for Summer School 2017. Mrs. Snyder seconded the motion. Unanimously approved.

Mr. Hamdan presented the 2016-2017 Adopted Budget Book. He demonstrated how to navigate the budget book through the following areas: table of contents, executive summary, district staffing, staffing by location, student information, revenue limit history, equalized values breakdown by municipality, tax levy information and history, budget adoption format, fund balance history, detail of revenue by source, chart of revenue source, detail of expenditures, and summary of expenditures by location.

Mr. Hamdan answered questions from board members.

Dr. Savaglio-Jarvis introduced the KUSD Teacher Salary Structure Survey submitted by Mr. Kristopher Keckler, Chief Information Officer; Mrs. Annie Petering; Chief Human Resources Officer; and Dr. Savaglio-Jarvis, excerpts follow:

“In the fall of 2016, Kenosha Unified began the process of gathering various forms of data and feedback with the goal of developing an updated and financially feasible salary schedule for district employees. For example, several staff members along with the Superintendent attended a CESA 1 Superintendent meeting that focused on teacher salary presentations. These included compensation models from multiple school districts and their processes for gathering feedback from staff to building a salary structure. As noted during these presentations, the general timeline for developing and implementing these models covered a two to three-year period.

Staff in the teacher group make-up approximately 75% of the overall organization. The goal of this KUSD survey was to capture as many teacher voices; ensuring staff on a teacher contract had an opportunity to provide input. This survey was voluntary and anonymous. The survey was sent to 1,708 staff identified in the teacher group. Of which, 1,361 responded within the window of 10/27/16-11/07/16.

As the largest employer in the county, KUSD is always looking to attract and retain quality employees for all positions. Representatives from the Office of Human Resources, Office of Educational Accountability, Communications Department, School Leadership and the Superintendent's office attended survey-planning meetings. During

these meetings, draft inquiries were discussed. These discussions helped shape this interest based collection survey. Similar areas of feedback were aligned to questions and research obtained from a recent Kenosha Area Business Alliance (KABA) project.

Since each question of the teacher survey was voluntary, the percentage of responses for respective selections will only be based on those staff that provided a response. The survey also had six questions that allowed staff to provide an individual text response. Those six questions produced nearly 5,000 comments that were reviewed and catalogued by twelve staff that were assigned to read each separate response. A quick reference guide for the select response questions and summary

