

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

Consent-Approve item XI-C – Summary of Receipts, Wire Transfers, and Check Registers

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 Intervention Model (IM) for gifted and talented students.

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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

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 21<sup>st</sup> 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.

“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”.

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

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

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."531(a)-3(r)1(o)e1431(e)-3(x)( )-15

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.

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