





**KENOSHA UNIFIED SCHOOL BOARD**  
**PERSONNEL/POLICY MEETING**  
Educational Support Center – Room 110  
January 10, 2017  
**MINUTES**

A meeting of the Kenosha Unified Personnel/Policy Committee chaired by Mrs. Snyder was called to order at 6:25 P.M. with the following committee members present: Mr. Falkofske, Mr. Kunich, Mrs. Dahl, Mrs. Marks, Mr. Moore, Mrs. Shane, and Mrs. Snyder. Dr. Savaglio-Jarvis was also present. Mrs. Stephens and Mr. Fellmen were excused. Mr. Wojciechowicz and Mr. Gospodarek were absent.

**Approval of Minutes – November 29, 2016 Joint Audit/Budget/Finance and Personnel/Policy**

Mr. Kunich moved to approve the minutes as contained in the agenda. Mr. Falkofske seconded the motion. Unanimously approved.

**Policy 6700 – Extracurricular Activities and Programs**

Dr. Savaglio-Jarvis presented Policy 6700 – Extracurricular Activities and Programs and indicated that the policy was last updated on November 15, 2016, in response to an Office of Civil Rights (OCR) complaint alleging the district discriminated against female students at Bradford and Tremper High Schools by denying them an equal opportunity to participate in interscholastic athletics. Since that policy change, the district received additional notification from the OCR that additional wording should be added to Policy 6700 to clarify that a request for additional levels of competition in an existing sport is made under this policy. Additionally, the district was asked to submit a plan to OCR that explains how it will demonstrate compliance to ensure that the interests and abilities of students who are members of the underrepresented sex have been met by the present athletic program for the 2017-2018 school year. In order to meet this criterion, the District has extended the October 1, 2016, deadline for submitting requests for new programs or requests for additional levels of competition in an existing program to February 1, 2017. This has been communicated to the high school students and their families via school newsletters and social media. There were no questions from Committee members.

Mr. Kunich moved to forward Policy 6700 – Extracurricular Activities and Programs to the full board for approval. Mr. Falkofske seconded the motion. Unanimously approved.

**Policy 4340 – Reduction in Force**

Mrs. Annie Petering, Chief Human Resource Officer, introduced Policy 4340 – Reduction in Force and explained that the district does not have a reduction in force policy. Previously, any layoff or reduction in staff was dictated by terms and conditions of a collective bargaining agreement. Under Act 10, any subject beyond bargaining up to CPI on a base wage is considered an illegal subject of bargaining; therefore, layoff and reduction can no longer be a term and condition which can be collectively bargained. In the absence of written language, it is incumbent upon the District to have a policy in place in the event that the District may need to reduce staff. Policy 4340 - Reduction in Force was created with the input of staff. A committee met weekly to create the policy and accompanying rubric.

Mrs. Petering and Mrs. Stacy Cortez, Instructional Coach at Lincoln Middle School, gave a PowerPoint presentation which covered the following topics: historical review, rationale for reduction in force policy, district reduction in force committee, reduction in force criteria, what are

other districts doing –



