

REGULAR MEETING OF  
THE KENOSHA UNIFIED SCHOOL BOARD  
HELD SEPTEMBER 22, 2020

A regular meeting of the Kenosha Unified School Board was held on Tuesday, September 22, 2020, at 7:00 P.M. in the Board Room of the Educational Support Center. Mr. Duncan, President, presided.

The meeting was called to order at 7:02 P.M. with the following Board members present: Mr. Battle, Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, Mr. Wade, and Mr. Duncan. Dr. Savaglio-Jarvis was also present.

Mr. Duncan, 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.

Mr. Battle introduced the student ambassador

"It is recommended that the August 2020 cash receipt deposits totaling \$173,061.68, and cash receipt wire transfers-in totaling \$24,444,203.43, be approved.

Check numbers 595404 through 595906 (net of voided batches) totaling \$5,892,224.76, and general operating wire transfers-

The increase in pay from limited to unlimited is to ensure more classrooms have coverage in order to provide as little disruption to the classroom and provide students continuity for learning and substitute. The District, over time, has noted that tracking and monitoring unlimited substitute teachers who are not working the required 8 days in a two-week period is time consuming and inefficient. Substitute teachers can work several assignments at the higher, unlimited pay rate before Human Resources reports reveal that the substitute teacher is not working the required hours and still being paid at the higher rate. Conversely, limited substitute teachers often will work 8 days in a two-week period and are only being paid at the limited rate as that was the classification they selected when hired.

The variable rates also pose a challenge for HR in producing automated payroll reports for Finance. Substitute payroll needs to be manually manipulated to ensure accurate pay rates. This is a time consuming and inefficient process for Human Resources and Finance. Historically, substitutes have not received stipends. However, substitutes hourly pay rates have increased through base wage increases.

A long term substitute teacher is a substitute that has accepted an assignment for a teacher that will be absent 10 consecutive days or longer. The long term substitute typically is classified as an unlimited sub, however, when that individual accepts a long term assignment the rate of pay changes to \$27.57/hr. to compensate the substitute teacher for the long term commitment, lesson planning and additional responsibilities that come with a long term assignment. The long term substitute teacher rate has not been increased since 2014.

Overall, variable pay rates pose a challenge in producing automated payroll reports for Finance. Substitute payroll needs to be manually manipulated to ensure accurate pay rates. This is a time consuming and inefficient process for Human Resources and Finance.

Elimination of variable pay rates for substitute teachers and the move to one pay rate of \$21.27/hr. for all substitute teachers (except for long term sub assignments) will alleviate the need for manual tracking of substitute hours and additional manual manipulation of payroll reports. It will lead to increased productivity and efficiencies within the Human Resources Department as well as increased accuracy in payroll reporting. Also, an increased hourly rate for the limited/short term sub will allow the district to retain desperately needed substitute teachers as well as attract more teachers that we anticipate needing the current state of the global pandemic.

A teacher in house substitute is a current Full time equivalent staff member of KUSD. Current Certified teachers receive \$18.23/hr. to cover for another teacher during their own prep time typically within the same building. This amount is the same amount paid to substitute teachers (non-certified) who hold a 3-year substitute provisional license. The District has difficulty enticing teachers to substitute for other teachers during their prep time due to this low wage. In review of the 2018-19 school calendar year, the District paid approximately 4,921 in house sub hours at an hourly rate of \$18.23/hr. for a total of \$89,709 with an enhanced cost including eligible benefits of \$104,000. If the teacher sub pay rate was increased to \$25/hr. the estimated pay for the same number of hours would increase to \$123,025 with an enhanced cost including benefits of \$142,000. This increase will likely increase the number of certified teachers willing to sub for another colleague. This has student achievement benefits such as: consistency in teaching methodology, consistency in

content being taught. continuity of learning vs. sub plans that may or may not align with current classroom work, minimal disruption to student learning, increases communication between teachers, and knowledge of student, families and relationships.

Administration recommends the following: 1) Elimination of the variable rate  
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“As Kenosha Unified has expanded its technology inventory over the last several years, the instructional model has also expanded to allow for a variety of teaching methods and support. Looking at the mobile device stock district-wide, KUSD was very close to operating a 1:1 program. Allowing students to interact and gain comfort and value using technology for educational benefit has been a major tenet of the KUSD landscape. With the growth of the COVID pandemic from this past Spring and the realization that students would need to be able to access their curriculum and tools regardless of physical location, the KUSD School Board approved a dedicated 1:1 program in May, 2020. Starting with the 2020-21 school year, each student enrolled in KUSD will be assigned a dedicated mobile laptop, as well as supporting Internet access for those students who do not have dedicated Internet at home. To help support this program, the related policies listed below have proposed revisions to communicate the expectations and objectives for KUSD staff and students:

- Policy and Rule 4226 Staff Technology Acceptable Use Policy; and

dated July 29, 2020, and followed up with a reminder dated August 8, 2020, asking Board members to review the information and ask questions or make comments by August 7, 2020. There were no questions, concerns, or comments offered by Board members.

Dr. Savaglio-Jarvis presented Policy 6100 – Mission, Vision, Core Values and Strategic Goals, excerpts follow:

“Policy 6100 was developed to outline the focus of the district. Throughout the years this policy has been adjusted to align with the district’s current goals and initiatives. The current strategic planning process began in February 2015. The district’s Pathway to Success is a plan where work continues around the Mission, Vision, Core Values and Strategic Goals set forth by the board of education. KUSD’s Pathway to Success continued throughout the next several years. The initial work focused on developing the mission, vision, core values and strategic goals. The five goals were created to drive the work of the district. The board of education approved revised Policy 6100 on Sept. 22, 2015.

In July 2017, the Board updated Policy 6100 to include the addition of the district’s core values. Subsequently it was noted that Policy 6120 already existed and outlined the core goals. To align all policies and reduce replication, in July 2018 the board approved elimination of Policy 6120 so the district’s mission, vision, core values and strategic goals are now outlined together in Policy 6100 as one Policy.

In July 2019, Policy 6100 was presented for affirmation by the board of education. There were no recommended updates at that time due to the fact that the District was developing a partnership with StuderEducation. The district’s partnership with StuderEducation outlined the implementation of a system-wide continuous improvement model. The kick off for this model started late fall 2019. This work resulted in redesigning the current strategic goals contained in Policy 6100.

During this past year, 2019-2020, strategic goal teams and reactor groups have been working on developing scorecards that contain objectives, initiatives, measures and an implementation plan. Once the scorecards are finalized, the District will seek Board approval; these new goals will guide the work of the district for the next five years.

Administration recommends that the board affirm Policy 6100 - Mission, Vision, Core Values and suspend the current 5 Strategic Goals while seeking feedback and input for the proposed refreshed draft goals as noted in the chart, as a first and second reading on September 22, 2020.”

Ms. Adams moved to affirm Policy 6100 - Mission, Vision, Core Values and Strategic Goals as a first and second reading and suspend the current five Strategic Goals while seeking feedback and input for the proposed refreshed draft goals as noted in the chart. Mr. Wade seconded the motion. Unanimously approved.

Ms. Adams presented Resolution 367 - In recognition of National Hispanic Heritage Month 2020 in both English and Spanish which read as follows:

“WHEREAS, in 1968 President Lyndon B. Johnson first proclaimed National Hispanic Heritage Week to pay tribute to the contributions of Latinos and Latinas in American culture and the work of early Spanish explorers and settlers; and



CONSIDERANDO, las actividades escolares correspondientes que se llevan a cabo en septiembre y octubre, así como durante todo el año escolar, educarán a los estudiantes sobre las culturas, tradiciones y contribuciones hispanas que han impactado los negocios, las leyes, la educación, la política, las ciencias, las artes y más.

AHORA, POR LO TANTO, SE RESUELVE que la Junta de Educación del Distrito Escolar Unificado de Kenosha por lo presente adopta esta resolución para proclamar del 15 de septiembre al 15 de octubre como el Mes Nacional de la Herencia Hispana.

SE RESUELVE, ADEMÁS, que se distribuya una copia fiel de esta resolución en las actas oficiales de la Junta de Educación.”

Ms. Adams moved to approve Resolution 367 - In recognition of National Hispanic Heritage Month 2020 in both English and Spanish. Mr. Garcia seconded the motion. Unanimously approved.

Ms. Stevens presented Resolution 368 - National Bullying Prevention Month 2020 which read as follows:

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Dr. Savaglio-Jarvis presented Resolution 369 - Wisconsin School Board Appreciation Week October 4-10, 2020, which read as follows:

“WHEREAS, Kenosha Unified School District’s locally elected board members play a vital role in governing the policies of our excellent public education system and ensuring the district meets state standards for the purpose of attaining the district’s vision of becoming Wisconsin’s top performing urban school district that is highly regarded for continuously exceeding all expectations; and

WHEREAS, the members of the Kenosha Unified School District Board of Education are dedicated to children, learning and the community, and devote many hours of service to public education as they continually strive for improvement, excellence and progress in education; and

WHEREAS, school board members are charged with representing our local education interests by serving as the voice of our community while ensuring compliance with state and federal law; and

WHEREAS, school board members selflessly devote their knowledge, time and talents as advocates for our school children and community’s future.

NOW, THEREFORE, be it resolved that Kenosha Unified School District recognizes and salutes the members of the Kenosha Unified Board of Education by proclaiming October 4-10, 2020, as Wisconsin School Board Appreciation Week.

BE IT FURTHER RESOLVED, that a true copy of this resolution be spread upon the official minutes of the Board of Education.”

Mrs. Modder moved to approve Resolution 369 - Wisconsin School Board Appreciation Week October 4-10, 2020. Ms. Adams seconded the motion. Unanimously approved.

Ms. Adams presented the Donations to the District.

Ms. Adams moved to approve the Donations to the District. Ms. Stevens seconded the motion. Unanimously approved.

Ms. Stevens moved to adjourn the meeting. Mr. Wade seconded the motion. Unanimously approved.

Meeting adjourned at 8:51 P.M.

Kathleen DeLabio  
Executive Assistant to the Superintendent