

Consent-Approve item XI-C – Summary of Receipts, Wire Transfers, and Check Registers submitted by Mrs. Lisa Salo, Accounting Manager; Mr. Tarik Hamdan, Chief Financial Officer; and Dr. Sue Savaglio-Jarvis, excerpts follow:

“It is recommended that the March 2017 cash receipt deposits totaling \$463,125.83, and cash receipt wire transfers-in totaling \$49,025,185.13, be approved.

Check numbers 548379 through 549867 totaling \$8,535,724.96, and general operating wire transfers-out totaling \$415,153.87, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the March 2017 net payroll and benefit EFT batches totaling \$17,435,375.78, and net payroll check batches totaling \$17,654.90, be approved.”

Consent-Approve item XI-D –

amount of \$87,412.50 to complete the elementary adoption and prepare students for the Wisconsin Forward Exam. Mr. Wade seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis introduced the Hourly Rate for Cafeteria Workers submitted by Mrs. Cindy Gossett, Food Service Director; Mr. Patrick Finnemore, Director of Facilities; Dr. Ormseth; and Dr. Savaglio-Jarvis, excerpts follow:

“Cafeteria Workers (previously called “Domestics”) are part-time, non-benefit eligible hourly paid employees working an average of 2.5 - 3.5 hours per day for lunch and 1.25 hours for breakfast, preparing/re-heating and serving our students their school meals. Currently, at 12 elementary schools, the same person works both breakfast and lunch. However, the same person working both meals fluctuates as the positions have a significant time gap between breakfast and lunch and are not ‘tied’ together. With 145 positions across all schools, plus a sub-pool of 10, Cafeteria Workers represent 75% of the Food Service Departments’ employees. The position description for the Cafeteria Worker position is provided as Attachment 1 to this report. Cafeteria Workers should not be confused with the Lunch Room Supervisors who supervise the students, collect lunch cards and wash the tables. The position description for Lunch Room Supervisor is provided as attachment 2 to this report.

Historically, Cafeteria Workers have been paid less than Lunch Room Supervisors. Currently Lunch Room Supervisors are paid \$13.92/hour and Cafeteria Workers are paid \$9.43/hour, a difference of \$4.49/hour. That difference in pay has grown significantly over the years. Looking back at the pay rates over the past twelve years one can see the difference between the two employment groups has increased from \$2.62/hour to the current \$4.49 during this period.

The proposal is to increase the rate of pay for Cafeteria Workers to \$14.23/hour. Clearly, an increase of \$4.80/hour is significant especially in light of the current rate of pay of \$9.43/hour but multiple factors justify this increase. We experience staffing issues at our current rate of \$9.43/hour and the proposed rate of \$14.23/hour increase falls in line wit

first four agencies contacted – Parallel, Manpower, Labor Solutions and QPS were unable to provide us any assistance. The fifth agency contacted, Andrews Staffing has been able to provide us with six temporary employees. These employees earn \$10.00 per hour with a minimum 4 hour day through the agency. KUSD's Food Service Department has to pay the agency \$15.00 per hour with a 4 hour minimum for each person. Other steps taken to attract applicants have been to update the position title from Domestic to Cafeteria Worker, advertise available positions via social media, continued advertising at the Kenosha County Job Center and in the Menu Calendar that goes to every elementary family.

The recommendation is to increase the hourly wage for Cafeteria Workers to \$14.23/hour with no benefits.

The Cafeteria Workers funding is 100% from the Food Service Department

City Administrator and the KUSD Director of Facilities to intercede on behalf of both the City and the Senior Citizens Council to develop a lease extension that would be agreeable to both parties.

There were several items in the new language proposed by the City that caused concern for the Senior Citizens Council, none more important than the articles related to the term of the lease and the associated termination language. The Senior Citizens Council leadership and its members felt that the proposed language reduced their bargaining power which gave them an overall feeling of uneasiness about their long-term use of the building. This item has been addressed in the latest version of the lease extension (a redline version is provided as Attachment A and a clean version as Attachment B to this report) through a number of changes: (1) the term of the extension has been increased from 5 to 10 years, (2) the termination language has been changed to be equal for both parties with a more reasonable notice period, and (3) KUSD has been named as a third party to the lease giving the Senior Citizens Council greater comfort on this issue as well as firming up the maintenance responsibilities.

Administration recommends Board approval of the proposed lease extension with the City of Kenosha and the Kenosha Senior Citizens Council, Inc. for the Kenosha Senior Center.”

Ms. Stevens moved to approve the proposed lease extension with the City of Kenosha and the Kenosha Senior Citizens Council, Inc. for the Kenosha Senior Center. Mrs. Snyder seconded the motion. Unanimously approved.

Mrs. Housaman presented Policy 6423 – Talent Development Program submitted by Mrs. Patricia Clements, Coordinator of Talent Development; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

“The September 2013 Curriculum Audit conducted by Phi Delta Kappa International stated that administration should “Provide draft policy language that offers clarity of expectations where needed to meet audit criteria” (page 322). In response to this finding, Policy 6423—Talent Development Program, which was last updated on January 29, 2002, was revised.

The revisions to the policy focus on the administrative recommendation in the September 2013 Curriculum Audit of Kenosha Unified School District as follows:

Revise board Policy 6423 to require ongoing review of district equity data for developing procedures for fast tracking students who lack sufficient skills for courses such as AP, Honors, etc. (page 321).

Policy 6423—Talent Development Program—

administration and teachers to consider the needs of gifted students when planning. Using standardized screeners that are free from cultural and linguistic bias, students may be identified for gifted services in the following areas: general intellect, specific academic, visual arts, performing arts, leadership, and creative thinking. The policy is aligned with the Wisconsin Administrative Rule P18.01(2) (t).2

student population by gender and ethnic groups as identified by widely recognized intelligent measures as previously set out in the November 11, 1997, motion. Ms. Stevens seconded the motion. Unanimously approved.

Mrs. Snyder presented the Donations to the District.

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

Mr. Kunich moved to adjourn the meeting. Mr. Falkofske seconded the motion. Unanimously approved.

Meeting adjourned at 8:01 P.M.

Stacy Schroeder Busby
School Board Secretary