

REGULAR MEETING OF

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Mrs. Tanya Ruder, Chief Communications Officer, presented the US Paralympics Track and Field 2021 High School All-American List Awards.

There were no Administrative or Supervisory appointments.

Dr. Ormseth presented the Superintendent's Report.
Mrs. Modder and Mr. Price gave the legislative report.
Views and comments were made by the public.

Remarks by the President were made by Ms. Adams.

Board members considered the following Consent-Approve items:

Consent-Approve item X-A – Revised Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations and Separations.

Consent-Approve item X-B – Minutes of the 1/25/22 Special Meeting and Executive Session and 1/25/22 Regular Meeting.

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

Mr. Battle moved to approve the changes to the Better Together Plan outlined in Attachment A with the exception of changing masks to highly recommended or optional. Mr. Garcia seconded the motion. Motion failed. Mr. Price, Ms. Stevens, Mrs. Modder, Ms. Robinson, and Ms. Adams dissenting.

Ms. Steven moved to approve the changes to the Better Together Plan outlined in Attachment A with the exception of pulling the third bullet pertaining to the masking requirements under "General Overview" in Attachment A in order to vote on that topic separately. Mr. Price seconded the motion. Unanimously approved.

Ms. Stevens moved to approve the change of the mask requirement to optional beginning March 28, 2022 for staff and students, with the exception of those covered by the Head Start grant and federal guidelines specific to bussing, that Administration develop procedures for implementation, collect parent and staff data regarding masking preference, and develop a communication plan. Mr. Price seconded the motion. Unanimously approved.

Dr. Ormseth presented the Report of Contract in Aggregate of \$50,000 submitted Dr. Angela Andersson, Principal of Kenosha School of Technology Enhanced Curriculum; Mr. Robert Hofer, Purchasing Agent; Mr. William Haithcock, Interim Chief of School Leadership; and Dr. Ormseth, excerpts follow:

"School Board Policy 3420 requires that "all contracts and renewals of contracts in aggregate of \$50,000 in a fiscal year shall be approved by the School Board except in the event of an emergency as determined and reported to the School Board monthly by the Purchasing Agent."

The contract/agreement with Airbus/Flight Works Alabama in the amount of \$60,000 has not been added to the Contract Management Database and is being presented for board approval.

Administration recommends that the School Board approve the proposed contract with Airbus/Flight Works Alabama."

Ms. Stevens moved to approve the contract with Airbus/Flight Works Alabama. Ms. Robinson seconded the motion. Unanimously approved.

Dr. Ormseth presented the Course Change Proposal:

Ms. Stevens moved to approve the new course name from Web Programming 2 to Advanced Web Development. Mrs. Modder seconded the motion. Unanimously approved.

Ms. Luanne Rohde, Director of Early Education, presented the Head Start Semi Annual Report submitted by Mr. Martin Pitts, Regional Coordinator of Leadership and Learning; Ms. Rohde; Mr. Haithcock; and Dr. Ormseth, excerpts follow:

“The purpose of this report is to ensure community and school board awareness of the progress of the Kenosha Unified Head Start Program. This is an informational report provided every six months to the School Board. Head Start is defined as a program that works with the most identified at-risk 3 and 4 year-old children and their families.

The Head Start Program has the capacity to serve 389 enrolled children. Three hundred thirty of these children are funded through the Federal Head Start Grant. Fifty-nine of these children are funded through the state Head Start Supplemental Grant.

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All Head Start programs are structured through a common framework with the following components: Program Design and Management, Family and Community Partnership, and Early Childhood Development and Health Services. This report will summarize activities in each of these components from July 2021 through December 2021.

Head Start enrollment as of December 31, 2021 was 316 students, which is 4.e7D061

The Kenosha Unified Head Start Program reports student progress three times per

schools compared to last year. Approximately half of this decrease is due to the expected launch of a non-KUSD high school in Kenosha (-100 student impact assumption).

Please note that the enrollment projections reflect the actual number of students projected to enroll in KUSD and do not represent funding or state aid related FTE (full time equivalency) used for budgetary purposes.

This report is an informational item, presented annually as noted by KUSD Policy 7210 Forecasting Enrollments. District administration will use these enrollment projections for the preliminary staff allocations coordinated by Human Resources, and the enrollment projections will be periodically reviewed and possibly updated as the school year progresses.”

Mr. Keckler gave a KUSD Enrollment Projections PowerPoint presentation which covered the following topics: local population trends, enrollment trends, birth rates and early grade overview, cohort analysis, and external factors.

Mr. Hamdan presented the Medical Plan Prescription Drug Coverage, Medical Insurance Plan Participation Tiers, District Health Savings Account Contributions, and Employee Benefits Eligibility submitted by Mr. Kevin Neir, Interim Chief Human Resources Officer; Mr. Hamdan; and Dr. Ormseth, excerpts follow:

“On January 4, 2022, the Board selected UnitedHealthCare (UHC) to continue as the District's medical insurance provider. With this selection comes the ability to address certain plan design and contribution scenarios:

1. Selection of an Exclusionary Formulary Prescription Drug Plan

3. Health Savings Account - Reducing the District's contribution to each employees' Health Savings Account (HSA) would result in direct savings to the District budget of approximately \$519,450 (Attachment C) which would be shared between the district local budget (84%) and the charter and grant-funded budgets (16%). These savings would be obtained by reducing the annual HSA contribution from \$750 for single coverage / \$1,500 for family coverage to \$600 for single coverage / \$1,200 for family coverage. The initial contribution by the District of \$750/\$1,500 was recommended to help offset the impact of moving to a consumer-driven high deductible plan design. While this contribution is generous, it is not the norm according to the District's insurance consultants Brown & Brown (formerly Hays Companies Inc.).

4. Affordable Care Act (ACA) Eligibility Threshold (30 hours per week) - The district currently sets the benefit eligibility threshold for employees based on their Full-Time Equivalent (FTE) percentage. Any FTE employee that holds a position of 0.5 FTE or more is currently offered a full benefits package. For some positions that are based on a 35-hour work week (7 hours per day x 5 days), a 0.5 FTE position would equate to a 17.5-hour workweek which is far below the Federal ACA mandated threshold of 30 hours per week. An analysis of the current staff with medical coverage indicates that we currently have 25 staff members that may be impacted by this proposed change. The FY22 costs associated with their specific medical insurance packages equate to \$518,570 (Attachment D). These savings would also be shared by the district local budget and the charter and grant budgets that fund them. If this item were to be approved by the Board, our Human Resources staff would be reaching out individually to the 25 impacted employees to discuss potential options.

The administration recommends that the Board consider items 1 thru 4 for approval with an effective date of July 1, 2022."

Mr. Battle moved that KUSD move from the current prescription drug plan with UHC

