



## Board of Education

Racine Unified School District  
3109 Mt. Pleasant Street, Racine, Wisconsin 53404

### RACINE UNIFIED SCHOOL DISTRICT

#### MINUTES

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Robert Wittke, Jr., President

Dennis Wisner, Vice President

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Racine, Wisconsin

November 20, 2017

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A meeting of the Board of Education of the Racine Unified School District of Racine County, Wisconsin was called to order at 6:30 p.m. on Monday, November 20, 2017.

#### **3. ROLL CALL**

The following Board members were present: Michelle Duchow, Michael Frontier, Matthew Hanser, John Heckenlively, Julie L. McKenna, Brian O'Connell, Dennis Wisner and Robert Wittke, Jr. Absent: Steven Hooper.

Also present: Rosalie Daca, Chief Academic Officer; Marc Duff, Chief Financial Officer; Erik Gallien, Deputy Superintendent; Lolli Haws, Superintendent; Julie Landry, Chief of Human Resources; Stacy Tapp, Chief of Communication and Community Engagement; Christopher Thompson, Executive Director of Curriculum and Instruction; Bryan Arnold, Director of Buildings and Grounds; and Elizabeth Tobias, Executive Assistant.

#### **4. APPROVAL OF THE AGENDA**

Mr. Hanser moved, Mr. O'Connell seconded, to approve the agenda as submitted.

Ms. Duchow moved, Mr. Heckenlively seconded, to make a friendly amendment to the agenda by extending the public speaking session of tonight's meeting to three minutes rather than just two. Ayes – 4 (Duchow, Frontier, Heckenlively, McKenna) Noes – 4 (Hanser, O'Connell, Wisner, Wittke). Absent – 1 (Hooper). Amendment failed. Motion stays as is.

Roll call vote on the main motion to approve the agenda as submitted: Ayes – 8 (Frontier, Hanser, Heckenlively, McKenna, O'Connell, Wisner, Wittke, Duchow). Noes – 0. Absent – 1 (Hooper). The motion to approve passed.

#### **5. RECOGNITIONS**

Ms. Emily Neubauer coordinated the Board of Education's recognitions for the evening. The Board recognized the Horlick Boys Volleyball team for an incredible season and success at the WIAA Boys State Volleyball Tournament. Members of the team include: Isaac Dombrowski, John Beesley, Eric Barrientez, Dylan Jensen, Connor Singer, Marquise Milton, Justin Michaels, Michael Tempesta, Henry Christensen, Liam Carls, Daniel Casares, Joe Verbeten, Gavan Pullen, Zach Romano, Matt Barrientez, and Kyle Semrad.

The Board also recognized three Case High School students and two Horlick High School students for their successes at the state level in their respective sports. The students were: McKenzie Sanchez for earning second place at the WIAA Division 1 State Girls Swimming and Diving Championships; Amaya Jerdee for her success at the WIAA Division 1 State Girls Swimming and Diving

Championships; Kaitlyn Francis for her success at the WIAA Division 1 State Cross Country Championships; Tyler Buckley-Hunter for his success at the WIAA Division 1 State Cross Country Championships; and Justin Norris for his success at the WIAA Division 1 State Cross Country Championships.

Finally, the Board recognized Building and Grounds staff team members Tim Pawzun and Tabitha Miller for assisting the District in earning Green Guard Certification and working closely with building service teams across the District to implement revised cleaning practices and chemicals necessary. The Board also recognized Marlo Short of Diversey, Inc. who has been a consulting partner in the implementation of new processes and development of training materials. There are no other Wisconsin districts the size of RUSD with this certification of using green-cleaning methods to improve cleaning and indoor air quality.

## **6. REPORTS ON STUDENT ACHIEVEMENT**

### **a. ACT Preparation for High School Juniors**

Dr. Thompson shared with the Board an update on the ACT prep classes for high school juniors. In an effort for juniors to improve ACT scores, students were able to take a practice test in late October. Eighty-six percent of all RUSD juniors participated in the practice exam. The District also implemented several late start dates in November, December, January and February to allow for juniors to attend four 90-minute content-specific preparation strategy sessions in Math, Science, Reading and English. In addition, high school staff were trained in ACT prep strategies during professional development days in October.

### **b. Resource Allocation to Improve School Results (RAISR) Teams**

Dr. Haws updated the Board on the District's Resource Allocation to Improve School Results (RAISR) teams. These teams are led by Dr. Erik Gallien, Ms. Rosalie Daca, Mr. Soren Gajewski, Ms. Keona Jones, Ms. Wendy Rowley, Ms. Jakki Moga, and Ms. Kamaljit Jackson. Each team has been assigned a few schools, which are visited every two weeks. During the visit the team meets with the school's leadership team, reviews their student data, and does classroom walk-throughs. They are there to offer support to the principals and the school's leadership team. This is an example of what is happening this year to assist the schools in doing better on next year's State Report Card.

### **c. State Report Card Results**

Dr. Haws shared the District's State Report Card results are embargoed until 12:01 a.m. Tuesday, but the preliminary results are very positive and encouraging. Administration looks forward to being able to show the community that the District is on the right path.

## **7. SUPERINTENDENT'S REPORT**

### **a. Academies of Racine SEE Your Future Expo**

Dr. Haws shared with the Board information on this year's SEE Your Future Expo, which was held on Tuesday, Nov. 14. During the event, RUSD freshman had the opportunity to explore more than 50 different careers and learn from area employers at the expo. Students met with employers and explored careers in fields like marketing, IT, health services, manufacturing, construction and engineering. A video highlighting the event was also shared.

### **b. 2017-18 Quarter 2 Referendum Spending Report**

Mr. Arnold updated the Board on Quarter 2 referendum spending. From November 2014 through November 2017, the District has spent \$50,998,184 referendum dollars (43% major maintenance; 28% debt service; 20% new construction; 9% technology). Completed projects using referendum dollars over the summer and fall of 2017 included the Case High School track, Horlick High School library and science classroom addition, McKinley Middle School fire alarm replacement, and the parking lot replacement at Roosevelt Elementary School. Planned referendum funded projects from June to October 2018 include SC Johnson Elementary School parking lot and roof; Park High School roof and electrical;

Gilmore renovation transformation; and Horlick High School field house. Also included in the update is the District's goal to reduce the Facility Condition Index (FCI) from 18 to 14 over the next four years.

## **8. BOARD DEVELOPMENT**

### **a. Family & Community Engagement: 2017-18 Strategies Report**

Dr. Chrishirella Sutton shared with the Board an overview of the Family and Community Engagement department's strategic plan and work underway. The major efforts include the launch of RUSD Parent University, which offers workshops and engagement opportunities for all families; completion of the district-wide parent focus groups to garner input to guide the department's efforts; grand opening of the Title I Family Resource Center; and planning and preparation for the third annual Family Empowerment Day scheduled for April 28, 2018 at Case High School.

## **9. PUBLIC INPUT**

Janine Anderson, 330 Shelley Drive, Racine, WI 53405

Spoke about the lack of communication Bull Fine Arts families have received in regards to the movement of making Gilmore the fine arts magnet school. Also concerned about the pace of the expansion.

Dr. Haws and Dr. Gallien responded to the comments. Fine arts elementary grades will add 25 students at each grade level next year. All current Bull Fine Arts 5<sup>th</sup> grade students will be able to automatically attend 6<sup>th</sup> grade at Gilmore Fine Arts next year (approximately 50 students). We anticipate approximately 60-80 students who will lottery in at 6<sup>th</sup> grade from across the District (totaling no more than 120 students). As administration developed the My School. My Choice. plan, we had to assure enough seats for middle school families. To slow down the expansion may result in not enough seats at the schools and overcrowding at other middle schools. All current 6<sup>th</sup> and 7<sup>th</sup> grade students currently at Gilmore will be automatically eligible to remain at Gilmore Fine Arts and also be able to choose any of the other middle school options, including their neighborhood K-8, Starbuck, Walden III or REAL. There have also been communications from parents urging the District to continue with the plans.

Hanna Beckwith, 1826 Jerome Boulevard, Racine, WI 53403

Spoke about the communication, or lack thereof, to Bull Fine Arts families. It is appreciated that administration is listening now, but wish it could have been done earlier in the process.

Ms. Tapp responded to the comments. The process has been collaborative from the start, engaging staff at all levels in the kaizen event. There are also various committees at the school and district level. Communication has been done at these different levels as well.

Bill Palmer, 3801 Indiana Lane, Racine, WI 53405

Spoke as a concerned parent about losing the culture of Bull Fine Arts and the current reputation of Gilmore. Recommended a general orientation or expo for families entering at grades K/1, 6 and 9 to learn more about their options.

Dr. Haws responded to the comments. Certain that the schools will have orientation opportunities once the lottery process is complete. In the past it had been a requirement to attend an orientation to enter into the lottery, but felt that it was unfair to the students and families.

Sonali Knotek, 3812 St. Clair Street, Racine, WI 53402

Spoke of concerns with transformation plan for Goodland Elementary.

Dr. Haws and Dr. Gallien responded to the comments. As a reminder, children already attending Goodland may continue to attend the school for the remainder of their elementary years. The change only affects incoming students as they will have to go to their new boundary school, Giese or Janes. The District is hopeful staff will remain at the school.

Kelly Miller, 3501 Daisy Lane, Racine, WI 53405

Spoke of concerns with transformation plan for Goodland Elementary. Hope that the District has given careful consideration to class size at Janes and Giese Elementary Schools.

Dr. Haws responded to the comments. As a reminder to the Board, if additional students attend Janes and Giese, the District will hire more teachers and add what is needed to accommodate the number of students.

Jenalee Mooney, W138 S8368 Holz Drive, Muskego, WI 53150

Spoke of concerns about phasing out Goodland Elementary.

Dr. Haws responded to the comments. Phasing out Goodland will not affect any children currently attending the school. As a reminder, we are asking the Board to vote on the boundary change now as the lottery opens on December 1 and we want to communicate to our families their choices within Unified. This change is in no way a reflection of the work that has been done at Goodland.

Kathy Dever, 8924 42<sup>nd</sup> Court, Kenosha, WI 53142

Spoke of the quality of professional development in the District.

Dr. Haws responded to the comments. Administration would be happy to share with the Board the professional development offered and feedback from staff. This year, there has been some repetition regarding English Language Arts as we've rolled out the new curriculum. This will ensure everyone hears the same information. Some of the development offered during early release days have been school-based.

Ryan Knudson, 3603 W. Manitoba Street, Milwaukee, WI 53215

Spoke on the recent actions made by the representative assembly of the Racine Educators United Council. The group expressed profound concerns regarding the implementation of standards-based grading at the elementary and middle school level; opposed the implementation of any start and end time changes for the next school year; and voted unanimously against sending only electronic report cards to families.

Dr. Haws responded to the comments. Approximately 85% of families are currently enrolled in Infinite Campus to see progress of their student every day. If a family wishes to receive a paper copy of a report card, they simply need to call the school.

Angelina Cruz, 720 S. Marquette Street, Racine, WI 53403

As President of the REA, spoke on the various initiatives and corrective actions implemented. There is a need for quality rather than quantity.

Beverly D. Hicks, 138 Perry Avenue, Racine, WI 53406

Spoke against the two-minute time constraint during public input.

Jeanne Schierstedt, 2714 Bate Street, Racine, WI 53403

Spoke of the lack of compensation for work being completed beyond the work day by teachers.

Steve Fausek, 813 Florence Avenue, Racine, WI 53402

Spoke against standards-based grading and the need to slow down implementation.

Dr. Haws and Ms. Daca responded to the comments for clarification. Over the summer there was a four day training due to the high failure rate in algebra courses. Out of the training, participants asked to be able to pilot standards based grading and try it for a year. The K-8 implementation has been exceptionally well done and are receiving positive feedback. Reminder that this shift is to ensure

students are mastering the content and not just receiving a grade. We will continue to offer training and ongoing support.

Becky Idstein, 6820 102<sup>nd</sup> Avenue, Kenosha, WI 53142

Spoke of the many different changes happening and request the District postpone staff computer refresh by one year.

Matt Montemurro, 3210 Valley Forge Street, Racine, WI 53404

Spoke in support of the Academies of Racine and the positive commerce and manufacturing meetings held at high schools.

## **10. ACTION ITEMS**

### **a. Transfer of Property Ownership of the Property and Building Identified as Wind Point Elementary School Located at 290 Jonsue Lane in Wind Point**

This transfer will be an opportunity for a developer to save the District the expense of tearing down the old Wind Point Elementary School. The recommendation is to approve the transfer of ownership of the former Wind Point Elementary School and property to TNG 29, LLC for the consideration of zero dollars (\$0) in exchange for the property and any and all site improvements, including demolition of the building, structures and utilities.

Dr. Frontier moved, Mr. O’Connell seconded, to approve the item. Ayes – 8 (Hanser, Heckenlively, McKenna, O’Connell, Wisner, Wittke, Duchow, Frontier) Noes – 0. Absent – 1 (Hooper). The motion to approve passed.

### **b. Roosevelt Elementary School Furniture Purchase**

Working with Henrickson, the selected vendor for school furniture, and using the elementary school furniture “kit” selected as part of the new schools project, Roosevelt School will be receiving new furniture over Spring Break.

Mr. Heckenlively moved, Mr. Hanser seconded, to approve the purchase of a complete “kit” of new furniture for classrooms at Roosevelt Elementary School in an amount not to exceed \$244,726.56. Ayes – 8 (Heckenlively, McKenna, O’Connell, Wisner, Wittke, Duchow, Frontier, Hanser) Noes – 0. Absent – 1 (Hooper). The motion to approve passed.

### **c. Lawson Enterprise Resource Planning Software Subscription and Hosting Renewal**

This subscription encompasses the District’s operational software including payroll, budget and finance, and human resources.

Mr. O’Connell moved, Mrs. McKenna seconded, to approve the Infor contract renewal for the Lawson Enterprise Resource Planning Software at a total cost of \$1,136,092 from November 2017 to June 2021; and approve the MHC annual hosting contract at a cost of \$36,000 for November 2017 to November 2018. Ayes – 8 (McKenna, O’Connell, Wisner, Wittke, Duchow, Frontier, Hanser, Heckenlively) Noes – 0. Absent – 1 (Hooper). The motion to approve passed.

### **d. Montessori Program Expansion and Boundary Changes**

The Montessori program at Goodland Elementary School has proven to be a popular choice for families of RUSD and early student learning results are very positive. The program will expand one age level at a time starting fall 2018 to finally include students up to age 11-12. As the expansion occurs, additional space will be needed. The plan is to grow the Montessori program at Goodland and, over time, phase out the general elementary program one grade level per year beginning with kindergarten next in 2018-19. All current K-5 students will remain at Goodland until they move on to middle school. New and incoming 4K and kindergarten students will be assigned to either Giese or Janes Elementary School. Board members made comments on the program expansion.

Mr. O'Connell moved, Mr. Wisser seconded, to approve changes to boundaries at Giese and Janes Elementary Schools to include current Goodland Elementary School boundaries. Ayes – 6 (O'Connell, Wisser, Wittke, Duchow, Frontier, Hanser) Noes – 1 (McKenna). Abstain – 1 (Heckenlively). Absent – 1 (Hooper). The motion to approve passed.

**e. Employee Handbook Revisions for Painter, Carpenter and Secretary/Clerk Employee Groups**

The revised Employee Handbook incorporates language from the Carpenter, Painter, and Clerical addendums.

Mr. O'Connell moved, Mr. Wisser seconded, to approve the revised RUSD Employee Handbook. Ayes – 5 (Wisser, Wittke, Frontier, Hanser, O'Connell) Noes – 3 (Duchow, Heckenlively, McKenna). Absent – 1 (Hooper). The motion to approve passed.

**11. BOARD CONSENT AGENDA**

- a. **Board Meeting Minutes of October 16, 2017**
- b. **Executive Session Minutes of October 16, October 30, and November 6, 2017**
- c. **Special Board Meeting Minutes of October 30, 2017**
- d. **Public Hearing, Special Board Meeting and Work Session Minutes of October 2, 2017**
- e. **Public Hearing Minutes of October 16, 2017**
- f. **Work Session Minutes of October 2 and November 6, 2017**
- g. **Governance Committee Minutes of September 18, 2017**

Mr. Hanser moved, Mr. Wisser seconded, to approve the Board Consent Agenda. All were in favor. The motion to approve passed.

**13. SUPERINTENDENT CONSENT AGENDA**

- a. **Personnel Changes**
- b. **Monthly Financial Statements for October, 2017**
- c. **Overnight Field Trips**
- d. **Incidents by Students to Staff for October, 2017**
- e. **Youth Options Courses Spring, 2018**
- f. **Operational Expectation-3 (Facilities)**
- g. **Operational Expectation-5 (Financial Planning)**
- h. **Operational Expectation-11 (Learning Environment)**
- i. **Results-2 (Mathematics)**
- j. **Results-2 (Reading)**
- k. **Administrative Regulation 5127.24 (Racine Unified School District Choice Program Enrollment)**
- l. **Administrative Regulation 6151 (Instructional Arrangements)**

Mr. Hanser moved, Mr. Wisser seconded, to approve the Superintendent Consent Agenda. All were in favor. The motion to approve passed.

**14. REFERRALS (None)**

**15. ADJOURNMENT**

Mr. Hanser moved, Mr. O'Connell seconded, to adjourn. All were in favor. The motion to adjourn the meeting passed at 8:55 p.m.

Signed:   
Matthew Hanser, Clerk

Signed:   
Lolli Haws, Secretary