
In Resolution of Grievances Involving

**NANCY WOLF, RACHEL ZUFFA, AARON EICK, SANDY DIECK, STACY MONSON,
AMANDA AUSPRUNG, KEVIN LARSON, RAYMOND ELLISON, TRACI FLITSCH,
RAENA KAROLUS, TRICIA KLEMP, KATHRYN PECHA, THERESA JAKALA, MARY
JO STANKOWSKI, AMANDA LANGEL, JULIE HARYCKI, AMY ZIEGERT, MEREDITH
LEWIS, HANNAH BRUSEWITZ, MARK SOMMER, KEITH KOHLMANN, TAMMY
MAY, ANGELA KENNEDY, NICK SCHWEI, CHRISTINE MOLITOR**

and

RACINE UNIFIED SCHOOL DISTRICT

SETTLEMENT AGREEMENT

The parties to this Agreement are Nancy Wolf, Rachel Zuffa, Aaron Eick, Sandy Dieck, Stacy Monson, Amanda Ausprung, Kevin Larson, Raymond Ellison, Traci Flitsch, Raena Karolus, Tricia Klemp, Kathryn Pecha, Theresa Jakala, Mary Jo Stankowski, Amanda Langel, Julie Harycki, Amy Ziegert, Meredith Lewis, Hannah Brusewitz, Mark Sommer, Keith Kohlmann, Tammy May, Angela Kennedy, Nick Schwei, and Christine Molitor (hereinafter collectively the “Grievants”) and the Racine Unified School District (hereinafter “District”). On November 5, 2021, December 20, 2021, March 22, 2022 and October 10, 2022 the aforementioned Grievants filed four, respective grievances: (1) a multi-school grievance related to Case High School, Horlick High, Jerstad-Agerholm K-8, Park High School, and Schulte Elementary; (2) a grievance related solely to Mitchell K-8; (3) a grievance related solely to Jerstad-Agerholm K-8 and (4) a grievance related to Case High School and West Ridge Elementary School (hereinafter collectively the “Grievances”).

In full resolution of the Grievances, upon full and final execution of this Agreement, the parties agree as follows:

1. The Grievances are hereby withdrawn with prejudice.

2. Within twenty (20) business days of the District's receipt of a fully executed copy of this Agreement, the District will create and implement a School Safety Committee in accordance with the terms and parameters set forth in Exhibit A attached hereto. Within thirty (30) business days of the District's receipt of a fully executed copy of this Agreement, the District will schedule the Safety Committee's first meeting in the manner outlined in Exhibit A.
3. Attorney Douglas Witte will not serve as the Impartial Hearing Officer ("IHO") with respect to the Grievances.
4. This Agreement may be executed in counterparts and shall be as effective as if executed on one document. Facsimile and electronic signatures shall be as effective and valid as original signatures.

This Agreement constitutes the entire agreement of the parties.

RACINE UNIFIED SCHOOL DISTRICT

BY: _____
 REPRESENTATIVE DATE

GRIEVANTS

 NANCY WOLF DATE

 RACHEL ZUFFA DATE

 AARON EICK DATE

 SANDY DIECK DATE

 STACY MONSON DATE

 AMANDA AUSPRUNG DATE

KEVIN LARSON

DATE

RAYMOND ELLISON

DATE

TRACI FLITSCH

DATE

RAENA KAROLUS

DATE

TRICIA KLEMP

DATE

KATHYRN PECHA

DATE

THERESA JAKALA

DATE

MARY JO STANKOWSKI

DATE

AMANDA LANGEL

DATE

JULIE HARYCKI

DATE

AMY ZIEGERT

DATE

MEREDITH LEWIS

DATE

HANNAH BRUSEWITZ

DATE

MARK SOMMER

DATE

KEITH KOHLMANN

DATE

TAMMY MAY

DATE

ANGELA KENNEDY

DATE

NICK SCHWEI

DATE

CHRISTINE MOLITOR

DATE

EXHIBIT A

Committee Structure

1. Membership

The School Safety Committee (SSC) is an advisory committee created by the Racine Unified School District (RUSD) Superintendent. The SSC shall remain intact for at least four (4) years following its creation. Thereafter, the SSC may continue to exist or be dissolved at the discretion of the Superintendent. The SSC shall consist of at minimum fourteen (14) members: five (5) representatives selected by Racine Educators United (REU) which may include REU staff, and five (5) members selected by RUSD. Together, the ten (10) committee members will select three (3) community members which shall consist of one (1) parent of a student enrolled in the district, one (1) community member, and one (1) student member who is enrolled in the district. The Superintendent shall also appoint a building services employee, with knowledge of RUSD buildings, to the SSC. The Superintendent shall retain the sole discretion to add and remove members to the committee, provided the aforementioned, minimum allotments of RUSD-appointments and REU-appointments are maintained.

2. Meetings

- a. The SSC will meet at least bimonthly, as established by the Superintendent.
- b. Meetings will be held after school hours to ensure full participation.
- c. Meetings will take place in-person, whenever possible.

3. Chair, Agenda, Lists and Notes

- a. The work of the SSC shall be documented through meeting minutes. RUSD will be the legal custodian of the records. The records shall be retained for seven (7) years, stored on the District's K drive in a folder entitled "School Safety Committee," and subject to public records requests pursuant to Wisconsin Statutes Section 19.35.
- b. The Superintendent or Superintendent delegate will chair SSC meetings. The SSC will assist the Superintendent collaboratively. However, no formal roles or titles will be established for SSC members. All SSC members may propose agenda items for the Superintendent's consideration. Proposed agenda items must be submitted to the Superintendent no later than two (2) weeks prior to the scheduled SSC meeting. The Agenda shall be sent to SSC members one (1) week before the scheduled SSC meeting. The responsibility for taking formal meeting minutes shall rotate between SSC members to the extent possible. Meeting minutes shall be distributed to SSC members within two (2) business days after an

SSC meeting, to allow for correction, clarification, or revision. Meeting minutes shall be saved and stored as set forth in paragraph 3(a) no later than seven (7) business days after an SSC meeting.

- c. Each meeting shall include 'New Business' as a final agenda item. New business will be heard after the scheduled agenda items upon approval by the Superintendent.
- d. The SSC shall create and maintain a running list of items for which recommendations have been made. The list shall be revisited from time-to-time, until deemed resolved by the Superintendent.

4. Decision-Making

The SSC is an advisory committee established by the Superintendent to provide feedback and recommendations related to school safety and workplace violence issues. The SSC shall have no decision-making authority, but shall strive to make recommendations based on consensus.

5. Committee Members Term

SSC Members' Terms shall be as follows: of the five (5) representatives selected by the REU and RUSD respectively, three (3) members shall serve two- (2) year terms, and the other two (2) members shall serve three- (3) year terms. Of the three (3) community members, the parent of a student enrolled in the district shall serve two (2) years, and the community member, and student member shall each serve one (1) year. SSC member terms may be extended for an additional year at the sole discretion of the Superintendent. Should an SSC member be unable/unwilling to complete the term set forth above, a replacement member shall be identified by the group from which the member served (e.g., REU or RUSD). The replacement member's appointment shall be for the remainder of the original member's term. A member's term shall be the first day of the month for which the member was appointed through the last day of the month for which the term ends (e.g., a member appointed on January 22, 2024 for two (2) years would serve from January 1, 2024 through January 31, 2024).

Committee Responsibilities

1. Policy and Procedure Recommendations

The SSC will have opportunities to provide feedback and make recommendations regarding the revision of violence prevention plans, policies, and procedures, utilizing insights gained through analysis of after-action reviews, community incidents and trends, or other factors discussed by the committee.

The SSC's review of policies and procedures will be informed by Trauma-Sensitive Practices, Restorative Justice Practice, and RUSD mental health/SEL staff.

The SSC shall address, at a minimum, topics related to minimizing and responding to workplace violence including, but not limited to, the following, although the topics or policies may be known by other names:

- a. Workplace Violence Prevention Policy
- b. Shelter-in-Place/Lockdown Policies
- c. Emergency Response Policies
- d. Emergency Communication Policies
- e. Emergency Evacuation Policy
- f. De-escalation Policies
- g. Violence Intervention Policies
- h. Weapon Policies, Responding to Weapons, up to and including Gun Violence and Active Shooter Response

2. After-Action Reviews

Violence incidents that rise to a certain level (bodily injury, weapons presence, number of people involved, etc.) will be discussed in order to improve future responses and inform potential preventative measures.

3. Performing Physical Inspections and Walkthroughs

Physical inspections and walkthroughs will be performed by RUSD-appointed SSC members and at least one REU appointed SSC member who is also an RUSD employee (active or on leave of absence). The schedule for routine safety walkthroughs for RUSD-appointed SSC members will be discussed and established at the first meeting, and routinely made throughout the year. The SSC will receive reports back from the walkthroughs from the RUSD-appointed SSC members.

4. Providing Means for Emergency Communication

SSC will investigate communication methods that are available to staff in the event of workplace violence or another emergency and make recommendations about improved communication systems to address the threat of violence in schools. The SSC will not participate in real-time, ongoing emergency responses, but will proactively review responses and recommend future improvements.