



Kenosha Education Association Teaching and Learning Platform 2022-23

We believe the challenges facing Kenosha Public Schools can be best met through a mutually respectful and cooperative approach between the Kenosha Education Association and the KUSD School Board and Administration.

To attract and retain the best educators for our students, the dignity of our labor must be recognized, our professional experience and judgment must be respected, and a foundation of trust must be established.

Because we are the professional educators in the schools and classrooms working with our students on a daily basis, we offer the following as a path to develop an excellent public school district that meets the needs of every student.

**When using the term educator in this document, it is intended as an all inclusive term that includes staff in the teacher, ESP, and substitute bargaining units.*

A Professional School Day for Educators

In order to provide our students with the very best resources, lessons, and learning environments they deserve, educators must be treated as professionals with autonomy who are given the professional trust to best manage their time in service to the best interest of students' learning.

KEA calls for:

- Specific handbook language that details and protects individually-led prep time for educators at all grade levels.
- A schedule change at the three traditional high schools to allow for adequate prep.
- Handbook language that clearly defines the number of outside-of-the-school-day meetings and the total amount of time each month for administrative meetings to a maximum time of 2 hours monthly.
- Allow educators to work at school or remotely during non-student contact time.



Adequately Resourced Classrooms for Every Student

It is our moral obligation to guarantee a safe, orderly, well-resourced classroom for every student in our district. Students learn best when their basic needs are met and are provided with the tools they need to be successful, not just in the classroom, but the community they live in.

KEA calls for:

- Counselors and social workers are staffed at the recommended professional-to-student ratios.
- Students in all schools have access to a full-time guidance counselor, social worker, as well as art, music, and physical education specialists, a school nurse, and a library media teacher.
- Class size limits in K4-12.
- Increased behavior and intervention supports for elementary and middle schools.
- Recess minutes extended, especially for early childhood.
- Community schools that create and coordinate opportunities within the public schools to connect local resources to neighborhood needs.

Equitable and Inclusive Teaching and Learning Practices

Addressing education inequalities will build a stronger and more equitable foundation for our youth and the community. Fundamental to student learning and success is access to highly qualified professionals who have a deep understanding of trauma-informed care; a willingness to honor and advocate for their students' lived experiences; and have a demonstrated ability to engage in positive discipline and restorative practices.

KEA calls for:

- A comprehensive plan to recruit and retain BIPOC educators.
- Frequent and consistent staff professional development in the areas of diversity, equity, and inclusion.
- Culturally responsive classroom management training for all educators to assist in reducing office discipline referrals (ODR) and suspensions.
- Increased leadership advancement and development opportunities for educators of color.
- Establishing tools that equitably capture the voice of all community stakeholders (KUSD, Parents, Students, Staff).



*KUSD Students at
Equity in Education Rally*



Comprehensive Professional Compensation

In order to attract and retain high-quality educators and stop the high turnover of educators in Kenosha, educators of every employment class must have a salary schedule they can count on. The loss of qualified educators serves as a double financial blow to the district as we lose the time and money invested in training those educators; the experience of skilled mentors and role models; and disrupt continuity for students and school staffing.

KEA calls for:

- The full CPI increase of 4.70% (source: WERC as of July 1, 2021), along with level and tier advancement for all qualified staff.
- A return to a salary schedule that has achievable steps with meaningful rewards for years of service and sensible lanes that reward professional advancement.
- The restoration of a sick leave bank.
- A clear process for qualified staff wanting to transfer work sites within the district.
- An expansion of COVID sick leave to cover family and child care.