



August 14, 2025

No matter our role in our Kenosha public schools and community - whether we teach, support, lead, serve, or volunteer - we all want our students to have a public education that equips them with the knowledge, skills, and confidence to succeed in a complex world.

The Kenosha Education Association believes that every public education worker - teachers, education support professionals (ESPs), substitutes, and others - plays a vital role in meeting students' academic, social, and emotional needs. Their contributions must be recognized with fair and competitive compensation.

We recognize the financial challenges our district faces following the failed referendum. These challenges require difficult decisions, but those decisions must center students and prioritize classroom resources, services, and frontline public education workers.

We commend the Kenosha Unified School Board for taking an important first step by granting full cost-of-living adjustments and tier and level advancements to teachers and ESPs. However, additional action is needed to ensure no frontline public education workers are left behind.

We propose the following steps:

- Providing a \$1 per hour raise for daily and long-term substitute teachers, who are essential to maintaining continuity in student learning.
- Rehiring additional librarians and information technology teachers, whose roles are critical to literacy, research skills, and digital learning.
- Guaranteeing protected preparation and planning time for educators at every level (elementary, middle, high), ensuring they can plan high-quality instruction and meet student needs effectively.
- Reevaluating the Administrative, Supervisor, and Technical (AST) unit to distinguish technical workers from high level administrator and leadership positions.

By making thoughtful, student-centered choices, we can ensure Kenosha Unified School District's limited financial resources are allocated in ways that will most directly benefit students.

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