



# WEEKLY UPDATE TO THE BOARD OF EDUCATION

March 31, 2022

## A MESSAGE FROM SUPERINTENDENT CARLTON D. JENKINS

Dear Board Members,

This week marks the interlude between our third and fourth quarters, as our students, families, and staff enjoyed a much deserved spring break. Throughout this school year, our community and nation has continued to wrestle with the uncertainties of our times: COVID-19 spikes; ongoing racial and social injustice; rising inflation; political partisanship; and global political developments which are diametrically opposed to human decency. Despite these challenges, our students, staff, families, and community have demonstrated resilience while leaning forward to embrace new possibilities which are emerging from our new reality.

Throughout this school year, we have witnessed examples of student excellence despite the ongoing social-emotional trauma of facing multiple pandemics. Our students have become National Merit Semifinalists, state champion student athletes, leaders in artistic expression, and emerging advocates for equity and justice. While some pundits, policymakers, and skeptics have refused to acknowledge the need for greater investment in public education, many of our scholars are demonstrating the possibility of exponential returns on community.

During this school year, our staff have embodied the notion of “esprit de corps” as they have supported our scholars and families as well as their colleagues. In the effort to minimize disruption and maximize the chances of continuing in-person learning, staff have worked collaboratively to fill in the gaps caused by staffing shortages. Hence, throughout this year’s journey, staff have gained a deeper appreciation of their peers’ contributions while taking on different duties in substitute and volunteer roles. We salute the widespread commitment of staff to embrace a “next colleague up” mentality!

Throughout this school year, our families and community members have played a role in supporting our students and staff through advocacy and volunteerism. Our district grows stronger by responding to the voices advocating for more intentional strategies to ensure greater equity, excellence, and humanity. Our students and staff have been encouraged by community volunteers who have stepped up to assist our efforts in remaining engaged in in-person learning. Each day, we are seeing more examples of the potential for synergy between our schools and community.

Thank you for the ongoing support and partnership you have provided during our first three quarters. Your advocacy, insights, and leadership exemplify much of what makes our community special. We look forward to providing you with more updates on our

district's progress next week as we begin a fourth quarter which is certain to produce many triumphs and opportunities.

Sincerely,

*Carlton*

Carlton D. Jenkins, Ph.D.

## OTHER INFORMATION

➤ **Summer Arts Academy – Project Management & Development Update**  
Attached is an update for the weeks of March 14-25, 2022, through the frames of programming progress, sites and program reach, communication, and a summary narrative.

➤ **Food & Nutrition Update**  
Attached is a summary update on the work of the Food & Nutrition Department around the new contract, staffing, supply chain issues, menu collaboration, meal accountability, a first classroom menu survey, virtual meal distribution, Gordon Food Service, the new production tray-line equipment, and the elementary and secondary fall 2022 menu templates.

➤ **Staffing Analysis Reports**  
Please see the attached updated reports dated March 21 and March 28, 2022, detailing our efforts to make sure our schools are staffed and remain open for student learning. These reports also include movement on a number of programs and processes.

➤ **Update on COVID metrics in Dane County between February 28 and March 13:**

1. Average **daily case count is 63**, trending down
2. Average **daily percent positivity is 3.2%**
3. **Percent with at least one vaccine dose is 83.3%**
4. **Percent fully vaccinated is 79.1%**
5. **Percent fully vaccinated (age 12+) & with a booster/third dose is 70.3%**

For this snapshot, 62.7% of Dane County residents ages 5+ are up to date on their COVID vaccines, while 20.8% are fully vaccinated but not up to date, 4.5% are partially vaccinated, and 12.0% are not vaccinated. "Up to date" means a person has received all recommended COVID vaccines, including any booster dose(s) when eligible, according to CDC's recommendations.

If you are interested in more information, check out the further breakdowns provided in the [Mar 17 data snapshot](#) or on PHMDC's [dashboard](#).

➤ **Update on COVID metrics in Dane County between March 7 and March 20:**

1. Average **daily case count is 60**
2. Average **daily percent positivity is 3.0%**
3. Percent with **at least one vaccine dose is 83.4%**
4. Percent **fully vaccinated is 79.2%**
5. Percent **fully vaccinated (age 12+) & with a booster/third dose is 70.5%**

For this snapshot, 62.8% of Dane County residents ages 5+ are up to date on their COVID vaccines, while 20.8% are fully vaccinated but not up to date, 4.5% are partially vaccinated, and 11.9% are not vaccinated. “Up to date” means a person has received all recommended COVID vaccines, including any booster dose(s) when eligible, according to CDC’s recommendations.

If you are interested in more information, check out the further breakdowns provided in the [Mar 24 data snapshot](#) or on PHMDC's [dashboard](#).

➤ **Weekly Metrics and Ops Recordings and Agendas:**

3.21.2022 Weekly Metrics Meeting [Agenda](#) & [Recording](#)

There was no Bi-weekly School/Central Office Admin. District Ops. meeting

➤ **Great Things Happening Around MMSD**

- Madison schools expanding [full-day 4K](#) next year
- 5th grade orchestra students at [Mendota](#) and [Elvehjem](#) performed for their peers before spring break
- [Summer school enrollment rebounds](#); MMSD plans Summer Arts Academy
- Henderson [4K students created bookmarks](#) for patrons at the Madison Pinney Library
- Madison School Board approves \$850 for [virtual program expansion](#)
- East High students try [maple syruping](#) around school grounds

➤ **Community Events:**

**All dates for community announcements are posted on the [Board CommunityActivities Calendar](#)**

We are temporarily suspending this part of the *Weekly Update* until we can get our staffing capacity stabilized in this area.

## OUR UPCOMING BOARD CALENDAR

- Mon., Apr. 4, 5 p.m. Special meeting in open session WORKSHOP  
Doyle 103/Virtual

- Mon., Apr. 4, 5:15 p.m. Instruction Work Group  
Doyle 103/Virtual
- Tues., Apr. 5 Spring Election
- Wed., Apr. 6, 5 p.m. Student Senate  
Virtual
- Thurs., Apr. 7, 5:15 p.m. Safety & Student Wellness Ad Hoc  
Virtual
- Mon., Apr. 11, 9 a.m. Board Officers  
Virtual
- Mon., Apr. 11, 5 p.m. Operations Work Group  
Doyle 103/Virtual
- Wed., Apr. 13, 5:30 p.m. City Education Committee  
Virtual
- Wed., Apr. 13, 5 p.m. Student Senate  
Virtual
- Week of April 18 Board member briefings
- Thurs., Apr. 21, 5:15 p.m. Safety & Student Wellness Ad Hoc  
Virtual
- Mon., Apr. 25, 9 a.m. Board Officers  
Virtual
- Mon., Apr. 25, 5:15 p.m. Board photos
- Mon., Apr. 25, 6 p.m. Regular Meeting  
Doyle Auditorium/Virtual
- Wed., Apr. 27, 5 p.m. Student Senate  
Virtual

## ITEMS ATTACHED FOR INFORMATION

1. Summer Arts Academy update—3/31/2022
2. Food & Nutrition Services Update
3. Staffing Analysis reports for 3/21 and 3/28/2022

To: MMSD Board of Education  
 From: Peter Kuzma, Arts Education Coordinator • pjkuzman@madison.k12.wi.us  
 Re: Summer Arts Academy • Project Management & Development Update  
 Date: March 31, 2022



This is a summary for the weeks of March 14-25, 2022 through the following frames:

- Programming Progress
- Sites & Program Reach
- Communication
- Summary Narrative

<p>Programming Progress</p>	<ul style="list-style-type: none"> <li>● Our focus is on ensuring solid offerings for Summer Arts Academy target population, our ability to be at sites outside of summer school, and ensuring students outside of summer school have access.</li> <li>● List of local and regional Black Artists / Partners continues to grow. A few current additions:             <ul style="list-style-type: none"> <li>○ Black Star Drum Line</li> <li>○ After The Peanut Arts Integration &amp; STEAM</li> <li>○ Elden Steele, local composer (and MMSD alum)</li> <li>○ Generation Dance Company</li> <li>○ Jacqueline Thompson, <i>prof. of Acting/Directing Missouri-St. Louis</i></li> </ul> </li> <li>● Summer Arts Academy Catalog is continuing to crystallize, allowing Communications a tool to populate a registration system. We are also developing a Summer Arts at A Glance list for family review, and to ensure there are offerings across all genres.</li> </ul>
<p>Sites &amp; Program Reach</p>	<ul style="list-style-type: none"> <li>● Our choice to move everything to one or two Arts Hub sites can ensure students will be able to access most opportunities offered at the Arts Hub sites or in the community so that resources can be maximized. Current plans are to utilize 9-12 grade Summer Semester sites Cherokee and O’Keeffe as our p.m. Arts Hub sites, to avoid space conflict with ongoing MSCR/YRC programs and ensure flexibility.</li> <li>● The four MS sites that are housing HS summer school will still host pull-out small group music instruction for Band and Strings students. Current Summer Semester invitees are being cross-referenced with 5th-8th grade school year rosters to ensure opportunities are shared widely.</li> <li>● Schedules are already established with our elementary SREC aftercare programs to engage with Overture and Madison Children’s Museum partnerships.</li> </ul>
<p>Communication</p>	<ul style="list-style-type: none"> <li>● A new Summer Arts Academy Logo has been finalized! (featured above)</li> <li>● Strategies for effective outreach to students and families not previously engaged in enrichment programming are planned / in progress with MMSD office of Equity, Participation &amp; Engagement and Community Arts leaders from larger urban communities (Baltimore MD Arts Every Day)</li> </ul>
<p>Summary Narrative</p>	<p>We are diligent in our efforts to address all the goals of leadership and the board to:</p> <ul style="list-style-type: none"> <li>● provide diverse, new opportunities for students while targeting Black and Brown students,</li> <li>● ensure the target population for Summer Arts Academy is served as the priority,</li> <li>● ensure that students outside of summer school will have entry points,</li> <li>● ensure opportunities in all art forms will be offered with an assurance of dance and theater opportunities.</li> </ul>

# Food & Nutrition Update

March 2022

Nichele Smith – Food & Nutrition, Director

# New POS Contract

Due to unforeseen challenges and technological barriers presented with Horizons, the Food & Nutrition department has opted to go through the new vendor process. After meeting with our district IT team to get a better understanding of what would be needed to meet any compatibility concerns our next step was to set up a series of virtual meetings. The meeting parties were the FNS team, district IT, and the three vendors we were considering. As a result of the information shared we are pleased to be moving forward with PrimeroEDGE as our new POS vendor.

# Staffing Levels

Food & Nutrition continues to experience operational challenges around staff shortages. As our department has shown throughout COVID, Food & Nutrition will remain adaptable and ready to lean forward to meet the needs of our students regardless of any obstacles we face. We will continue to send team members to schools to aid in the frontline operations until lunch service is over at the schools. When the team returns from the schools, we restart production to catch up with our next day's production.

# Supply Chain Issues

Our primary food distributor has decided to not participate in the RFP renewal of the food contract for the 2022-2023 school year. Gordan Food Service Store (GFS) has decided to decline, due to supply chain challenges and operational staffing shortage from COVID 19. In our efforts to meet the RFP requirements of our food service contract, we reached out to DPI to get some guidance regarding the GFS decision to decline the rebid with MMSD food service. DPI was aware of the various cancelation of food contracts from GFS as it related to other Wisconsin school districts. DPI recommended an Emergency Procurement Contract, due to our district's USDA commodity survey deadline at the end of February 2022. Right now, we are waiting approval from the Board of Education to have Sysco be our primary food vendor for the one year emergency contract. One the contract has been submitted from Sysco; food service will send the contract over to our legal team for approval.



# Menu Collaboration

Food Service Management met this week to streamline the menu selections for the 2022-2023 school year. We will be utilizing ALL USDA commodities for the 2022-2033, which helps to create more menu options. Having guaranteed (USDA) products available will help to deter some of the menu inconsistencies we've experienced this year for our food vendor. We have also allotted some commodity dollars toward Department of Defense (DOD). We have used DOD, for the 2021-2022 school year, which has given our scholars fresher fruit and vegetables choices.

# Meal Accountability

The Food & Nutrition team has remained laser focused on meal accountability and enhanced training opportunities to reduce waste. We are working closely with our Cafeteria Leads, teachers and MSCR reps to ensure accuracy in meals. This level of accountability will yield an improvement in engagement and the strengthening of partnerships throughout the district. Year-over-year improvements will be shared in future F&N reports. We've also implemented a Google Doc, for our MMSD Administrative staff, which allows food service to communicate any late minute menu changes, due to supply chain shortages.

# First Classroom Menu Survey

Our Food Service Staff (Rebecca) at Lincoln Elementary, conducted our first menu survey, so far, we received survey's back from Ms. Gibsen's (4K) class regarding menu selections. We were excited to receive information concerning the food choices that our scholars enjoyed and wanted to see on the menu. We are still in the process of collecting the survey information and tracking the information onto a Google Doc. This, Google Doc will help to guide food service in developing more menu items and strategically implementing the necessary food service changes going forward.

## Virtual Meal Distribution

Food Service continues to serve the virtual students of MMSD. Since the first day of school, food service has provided meal boxes for virtual students. The meal boxes (items inside the box constitute a reimbursable meal) are distributed on Monday (only) from 2-4 p.m. at two high school locations, Memorial and LaFollette. We currently distribute a combined total of 10 boxes a week from both locations. However, to increase our efforts of feeding more of our virtual students, we are reaching out more to other MMSD departments as well as community organizations about our meal boxes for virtual students. We have also met with DPI and received a waiver to distribute the meal boxes to the siblings of MMSD virtual students. Food Service employees will still require the necessary student information (student name, student ID#, school name) before the meal box can be received during pick up.

# Gordon Food Service (GFS) Letter



To: Madison Metropolitan School District  
Date: February 16, 2022

This letter is to inform you that due to some operational capacity constraints, Gordon Food Service will not be able to respond to Madison Metropolitan School District's RFP for the upcoming 22/23 School Year. We will continue to make operational adjustments and look forward to being able to do business again in the future.

Sincerely,

A handwritten signature in black ink that reads "Gretchen Ernst". The signature is written in a cursive, flowing style.

Gretchen Ernst  
Education Sales Manager  
Great Lakes West

# Production Tray Line



We are excited to announce that we have received all the necessary approvals for our new production tray-line. It is currently being assembled by the manufacturers. We are anxiously awaiting it's arrival.

# Elementary Fall 2022 Menu Template

Week 1	Monday	Tuesday	Wednesday	Thursday	Friday
<b>Main Entree</b>	Spicy Chicken	Beef Chow Mein	Chicken Alfredo	Jerk Drumstick	Chicken & Rice Soup
<b>Vegetarian</b>	Falafel	Black Bean Burrito Bowl	Veggie Bowl	Veggie Burger	Hummus
<b>Fruit Sides</b>	Strawberry Cups	Apple Slices	Orange Wedges	Craisins	Applesauce cup
<b>Vegetable Side</b>	Bean	Cauliflower	Broccoli	Sweet Potato	Corn
<b>Week 2</b>	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>Main Entree</b>	Cheese Pizza	Teriyaki Chicken	Baked Ziti	BBQ Drumstick	Hamburger/Cheeseburger
<b>Vegetarian</b>	Falafel	Black Bean Burrito Bowl	Veggie Bowl	Veggie Burger	Hummus
<b>Fruit Sides</b>	Strawberry Cups	Apple Slices	Orange Wedges	Craisins	Applesauce cup
<b>Vegetable Side</b>	Beans	Broccoli	Peas	Celery	Carrots

# Secondary Fall 2022 Menu Template

Week 1	Monday	Tuesday	Wednesday	Thursday	Friday
<b>Main Entree</b>	Beef Chow Mein	Beef Burrito	Chicken Alfredo	Jerk Drumstick	Chicken & Rice Soup
<b>Favorites</b>	Buffalo Chicken Pizza	Margarita Pizza	BBQ Chicken Pizza	Cheese Pizza	Sausage Pizza
	Spicy Chicken	Spicy Chicken	Spicy Chicken	Spicy Chicken	Spicy Chicken
	Italian Dippers	Italian Dippers	Italian Dippers	Italian Dippers	Italian Dippers
<b>Vegetarian</b>	Falafel	Bean, Rice and Cheese Burrito	Veggie Bowl	Veggie Burger	Hummus
<b>Fruit Sides</b>	Strawberry Cups	Apple Slices	Orange Wedges	Craisins	Applesauce cup
<b>Vegetable Side</b>	Cauliflower	Beans	Broccoli	Sweet Potato	Corn

# Secondary Fall 2022 Menu Template (Cont.)

Week 2	Monday	Tuesday	Wednesday	Thursday	Friday
<b>Main Entree</b>	Teriyaki/Orange Chicken	Chicken Taco	Baked Ziti	BBQ Drumstick	Beef Fajitas
<b>Favorites</b>	Buffalo Chicken Pizza	Margarita Pizza	BBQ Chicken Pizza	Cheese Pizza	Sausage Pizza
	Hamburger/Cheeseburger	Hamburger/Cheeseburger	Hamburger/Cheeseburger	Hamburger/Cheeseburger	Hamburger/Cheeseburger
	Hot Turkey Sandwich	Hot Turkey Sandwich	Hot Turkey Sandwich	Hot Turkey Sandwich	Hot Turkey Sandwich
<b>Vegetarian</b>	Falafel	Bean, Rice and Cheese Burrito	Veggie Bowl	Veggie Burger	Hummus
<b>Fruit Sides</b>	Strawberry Cups	Apple Slices	Orange Wedges	Craisins	Applesauce cup
<b>Vegetable Side</b>	Broccoli	Beans	Peas	Celery	Carrots

# Madison Metropolitan School District Staffing Analysis March 21, 2022

This report is a snapshot of all the work that is being done for this week as well as movement on a number of programs and processes. We still anticipate this challenge will be exacerbated by additional absences during the week of March 21, 2022.

The substitute office is working in tandem with the Chiefs to make sure that all schools are staffed with the usage of 40+ central office staff to supplement needs within the schools. Also, please note that Absence Management does not necessarily indicate why staff is out of the building; rather, Absence Management depicts who needs a substitute for a particular date.

The deployment of central office personnel has to pick either Monday or Friday and one other day. For the weeks of April 4 – April 15, they are asked to pick two days to sub per each week.

- Looking at Absence Management for week of March 21, 2022:
  - **The week of March 21, 2022 – This is an overall look at absences:**
    - Absences – **1258 (510 Unfilled)**
    - Percent Filled – **59.3**
    - Percent Unfilled – **40.7**
  - Monday – March 21, 2022
    - Absences – **325 (157 Unfilled)**
    - Percent Filled – **56.60**
    - Percent Unfilled – **43.40**
    - Percent with Central Office Usage – **63.47**
    - Number of Central Office Personnel – **15**
  - Tuesday – March 22, 2022
    - Absences – **328 (160 Unfilled)**
    - Percent Filled – **55.35**
    - Percent Unfilled – **44.65**
    - Percent with Central Office Usage – **No Deployment**
    - Number of Central Office Personnel – **No Deployment**
  - Wednesday - March 23, 2022
    - Absences - **332 (156 Unfilled)**
    - Percent Filled – **58.14**
    - Percent Unfilled – **41.86**
    - Percent with Central Office Usage – **No Deployment**
    - Number of Central Office Personnel – **No Deployment**
  - Thursday – March 24, 2022
    - Absences - **353 (168 Unfilled)**
    - Percent Filled – **58.30**
    - Percent Unfilled – **41.70**
    - Percent with Central Office Usage – **No Deployment**
    - Number of Central Office Personnel – **No Deployment**



**COVID Leave:**

Covid Relief was approved for five (5) days on January 10, 2022, for benefit eligible employees. The leave is available from January 11, 2022, through June 30, 2022. **To date, we have had an additional 24 leave requests bringing the overall total to 782.**

**COVID Hardship Leave Launch:**

Covid Hardship Leave was approved for fifteen (15) days which are available from September 23, 2021 to June 20, 2022. A communication was sent on March 15<sup>th</sup> announcing the application was now available. **To date, we have received 113 requests have come in since March 16 bringing the overall total to 303.**

**Current Updates:**

Preparing to roll out the electronic version of the I-9 software to make the onboarding process more streamline and as paperless as possible.

We are also working with Health Services to collaborate on the TB and Vaccination screening and vaccination validation process. Health Services has added more screening days to the onboarding itinerary to help keep the onboarding process on track with fewer appointment gaps.

HR is working on building the infrastructure within Cornerstone application as a performance evaluation system and repository for professionals' evaluations. Looking to link the evaluations with the professional development interface to interact with each other when doing evaluations and having the ability to check current and future trainings.

**Workbooks:**

Surplus: The surplus statistics for Teachers is 86 and EA unit is 85. Currently, HR is working on placements for the surplus teachers.

HR has sent an informational email to building principals and chiefs to let them know next steps after workbooks. Once a preliminary placement of surplus teachers has been done, an email will be sent to the principals and chiefs with a procedural email sent to the affected teachers. The surplus staff will be notified on Monday March 21<sup>st</sup> with an outline of next steps and deadlines for all surplus staff being placed. We will be repeating the process for the EA unit in June and or July.

The surplus process will honor all the preference collected from the workbooks and those preferences are being honored with placements based on the licensures of the teachers. If the surplus staff doesn't like their placement, they can apply for a transfer between Mega Post (April 8- April 13) and No Post (June).

**Recruitment:**

The Substitute office is actively recruiting and onboarding new hires, to date we have 56 new hires.

Human Resources in collaboration with the Chiefs and Communications held a targeted student teacher career fair on February 24, 2022, with the moniker – MMSD SIGNING DAY. **To date we have 39 signed contracts.** We currently offer office hours for all student teachers and the other contract holders to help with any questions as well as navigate the application process.

There was an all-position career fair on March 10, 2022, with a focus on recruiting teachers, and all support staff positions. There were 20 that signed up with 5 walk-ins.

**Bonuses:**

The bonuses are being paid as described in the memo from the November 22, 2021, board meeting. They are adhering to the 85% attendance and paid following the month earned.

**Kronos:**

The overtime pay will be included on the March 25, 2022, paycheck. To date, 80 employees utilized the \$600 Salary Advance Request. We have run the process to upload all corrections from the outage. We believe that we have captured at least 80% of the correction but will be working with those who have questions regarding their amounts.

# Madison Metropolitan School District

## Staffing Analysis

### March 28, 2022

This report is a snapshot of all the work that is being done for this week as well as movement on a number of programs and processes. We still anticipate this challenge will be exacerbated by additional absences during the week of March 28, 2022.

The substitute office is working in tandem with the Chiefs to make sure that all schools are staffed with the usage of 40+ central office staff to supplement needs within the schools. Also, please note that Absence Management does not necessarily indicate why staff is out of the building; rather, Absence Management depicts who needs a substitute for a particular date.

The deployment of central office personnel has to pick either Monday or Friday and one other day. For the weeks of April 4 – April 15, they are asked to pick two days to sub per each week.

#### **This week is Spring Break for MMSD!**

##### **COVID Leave:**

Covid Relief was approved for five (5) days on January 10, 2022, for benefit eligible employees. The leave is available from January 11, 2022, through June 30, 2022. **To date, we have had an additional 7 leave requests bringing the overall total to 789.**

##### **COVID Hardship Leave Launch:**

Covid Hardship Leave was approved for fifteen (15) days which are available from September 23, 2021, to June 20, 2022. Since the application was made available, there has been a steady flow of requests. **To date, we have received 23 requests for an overall total of 326.**

##### **Current Updates:**

HR is working on building the infrastructure within Cornerstone application as a performance evaluation system and repository for professionals' evaluations. Looking to link the evaluations with the professional development interface to interact with each other when doing evaluations and having the ability to check current and future trainings.

HR is working to make the district onboarding process completely electronic. This includes incorporating fingerprinting, background check, benefits and the I-9 process. We are also working with Health Services to make the TB assessments and vaccination process more accessible.

HR is also working on updating the way new employees are contacted regarding signing up for benefits within the 30-day timeline. We will start sending out more automated messages as well as possibly sending information through the US postal service that delineates deadlines.

##### **Workbooks:**

**Surplus:** The surplus statistics for Teachers is 86 and EA unit is 85. Currently, HR has placed all surplus teachers into open positions that meet their licensing requirements.

HR has sent an informational email to building principals and chiefs to let them know next steps after workbooks. Once a preliminary placement of surplus teachers has been done, an email will be sent to the principals and chiefs with a procedural email sent to the affected teachers

The surplus process will honor all the preference collected from the workbooks and those preferences are being honored with placements based on the licensures of the teachers. If the surplus staff doesn't like their placement, they can apply for a transfer between Mega Post (April 8- April 13) and No Post (June) periods.

We will be repeating the process for the EA unit in June and or July.

**Recruitment:**

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Human Resources in collaboration with the Chiefs and Communications held a targeted student teacher career fair on February 24, 2022, with the moniker – MMSD SIGNING DAY. **To date we have 43 signed contracts.** We continue to offer office hours for all student teachers and the other contract holders to help with any questions as well as navigate the application process.

We are looking to create a job fair for our graduating students that focus on positions in the trades as well as education assistant, food service, and nurse's assistants. We would either have two a year or one at a central location for all high schools to attend. This would focus on full and part time positions.

**Bonuses:**

The bonuses are being paid as described in the memo from the November 22, 2021, board meeting. They are adhering to the 85% attendance and paid following the month earned.

**Kronos:**

The overtime pay was included on the March 25, 2022, paycheck. 80 employees utilized the \$600 Salary Advance Request. We have run the process to upload all corrections from the outage. We have corrected at least 80% of the wage entries and overtime issues in the system. Work has begun to audit the data to make sure everything is reconciled. We are in contact with building secretaries and managers to verify dates, amounts and data submitted.