



# WEEKLY UPDATE TO THE BOARD OF EDUCATION

May 5, 2022

## A MESSAGE FROM SUPERINTENDENT CARLTON D. JENKINS

Dear Board Members,

This week marks the fifth week of our fourth quarter. Throughout this week, our community has leaned forward together despite continuing challenges related to increasing numbers of COVID-19 cases fueled by Omicron sub-variants; rising inflation driven by national staffing shortages and global supply chain disruptions; political partisanship in all branches of government; and ongoing instances of racial injustice as well as social unrest. Against this backdrop, our students, staff, families, and community members continue finding ways to exhibit and celebrate excellence while reaffirming human decency.

Throughout this week, we have witnessed outpourings of positive sentiments concerning our teachers as we celebrate Teacher Appreciation Week. As we move ever closer to graduation day for our Class of 2022, our community can witness the impact of our teachers' curricular and co-curricular engagement with these scholars at the MMSD Spotlight section of our district's website. The manner in which the highlighted students speak about our teachers and other staff demonstrates the power of educators to create learning spaces where all students can thrive. Moreover, the contributions of our staff to the educational journeys of our scholars reinforce our work to ensure every student graduates ready for college, careers, and the community.

As we celebrate our teachers this week, we have been made aware of many of their efforts to inspire positive transformation in our community inside and outside of the classroom. One powerful example can be found in La Follette High School's American Sign Language teacher, Taylor Koss, who has qualified to participate in four track and field events at the 2022 Deaf Olympics in Brazil. We look forward to hearing more about Taylor's efforts to demonstrate the capacity of deaf people to excel as well as improve upon his two-time bronze medal performance from 2017.

Thanks for your ongoing support and partnership. We look forward to updating you on our district's progress next week.

Sincerely,

*Carlton*

Carlton D. Jenkins, Ph.D.

## BOARD OF EDUCATION QUESTIONS

➤ **ACT Preparation Summer Registration**  
At the April 4, 2022, Instruction Work Group meeting, there was a question about the number of students who have registered for the summer ACT Prep course. Registration is still open and closes May 13; to date we have 120 students signed up.

➤ **Innovative Alternative School Programs**  
At the Regular meeting on April 25, 2022, staff was asked to provide the names of the other alternative programs offered by MMSD. Board members are welcome to tour these programs. Just contact Jessie if you are interested.

### **East High**

Name of Program: Transition Academy  
Address: Goodman Center

### **La Follette High**

Name of Program: Lake Edge  
Address: Lake Edge Lutheran Church

### **Memorial High**

Name of Program: Lussier Off-Campus  
Address: Lussier Center (next to Memorial)

### **West High**

Name of Program: SAIL  
Address: Hoyt building

## OTHER INFORMATION

➤ **Staffing Analysis**  
Please see the attached updated report dated May 2, 2022, detailing our efforts to make sure our schools are staffed and remain open for student learning. This report also includes movement on a number of programs and processes.

➤ **Weekly Metrics and Ops Recordings and Agendas:**  
5.3.2022 Weekly Metrics Meeting [Agenda](#) & [Recording](#)  
No Biweekly School-Central Office Operations Meeting for this week

➤ **Articles of Interest**

[U.S. Job Openings, Quits Reach March Records in Tight Labor Market](#)

[Spotlight on Christopher Covarrubias from West High School](#)

[Spotlight on Isabella Yang from Memorial High School](#)

## [Spotlight on Dylan Rogers from Shabazz City High School](#)

Congrats to our amazing MMSD alumni! Madison Sports Hall of Fame unveils new inductees <https://t.co/oePe6ddbEQ> via @madisondotcom ([https://twitter.com/MMSDschoools/status/1521532714217787398?t=e9aaYQ3eO7AMX3OEaYY\\_JA&s=03](https://twitter.com/MMSDschoools/status/1521532714217787398?t=e9aaYQ3eO7AMX3OEaYY_JA&s=03))

### ➤ **Great Things Happening Around MMSD**

- MMSD celebrates teacher appreciation week; check out [Shout-Outs](#) we've received so far and the outpouring of appreciation for our school staff ([East](#) and [Henderson](#) are two examples).
- College, military, trade school, workforce, travel - the [Class of 2022](#) is set for success!
- At Mendota Community School, students enjoyed learning about [African drumming](#), celebrating the rich diversity of music.
- La Follette High School's American Sign Language teacher, Taylor Koss, has qualified to participate in four track and field events at the [2022 Deaf Olympics](#) in Brazil.
- [Barbershop class](#) turns students into stylists at East High School
- Students at John Muir Elementary School celebrated [May Day](#) around school.

## OUR UPCOMING BOARD CALENDAR

- |   |                           |  |
|---|---------------------------|--|
| ➤ | Mon., May 9, 9 a.m.       | Board Officers<br>Virtual                                      |
| ➤ | Mon., May 9, 5 p.m.       | Instruction Work Group<br>Virtual/in person for BOE members    |
| ➤ | Tues., May 10, 5 p.m.     | Jefferson Renaming Citizens' Ad Hoc<br>Virtual                 |
| ➤ | Wed., May 11, 5 p.m.      | Student Senate<br>Virtual                                      |
| ➤ | Wed., May 11, 5:30 p.m.   | City Education Committee<br>Virtual                            |
| ➤ | Thurs., May 12, 5:15 p.m. | Safety & Student Wellness Ad Hoc<br>Virtual                    |
| ➤ | Week of May 16            | Board members briefings  |
| ➤ | Mon., May 16, 5 p.m.      | Special Meeting in Closed Session<br>In person for BOE members |

- Mon., May 16, 6:15 p.m. Operations Work Group  
Virtual/in person for BOE members
- Mon., May 23, 9 a.m. Board Officers  
Virtual
- Mon., May 23, 6 p.m. Regular BOE meeting  
In person and virtual - Open to the public
- Tues., May 24, 5 p.m. Jefferson Renaming Citizens' Ad Hoc  
Virtual
- Wed., May 25, 5 p.m. Student Senate  
Virtual
- Thurs., May 26, 5:15 p.m. Safety & Student Wellness Ad Hoc  
Virtual

## ITEMS ATTACHED FOR INFORMATION

1. Staffing Analysis—May 2, 2022
2. U.S. Mail:
  - a. WASB *Policy Perspectives*—April 2022

# Madison Metropolitan School District

## Staffing Analysis

### May 2, 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 April 25, 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 must pick either Monday or Friday and one other day. For the weeks of May 2 – May 13, they are asked to pick two full days to sub per each week.

- Looking at Absence Management for week of May 2, 2022:
  - **The week of May 2, 2022 – This is an overall look at absences:**
    - Absences – **1376 (609 Unfilled)**
    - Percent Filled – **55.55**
    - Percent Unfilled – **44.45**
  - Monday – May 2, 2022
    - Absences – **336 (175 Unfilled)**
    - Percent Filled – **51.60**
    - Percent Unfilled – **48.40**
    - Percent with Central Office Usage – **61.29**
    - Number of Central Office Personnel – **12 (6 working 4-hour increments)**
  - Tuesday – May 3, 2022
    - Absences – **343 (174 Unfilled)**
    - Percent Filled – **52.81**
    - Percent Unfilled – **47.19**
    - Percent with Central Office Usage – **55.84**
    - Number of Central Office Personnel – **7 (5 working 4-hour increments)**
  - Wednesday – May 4, 2022
    - Absences - **344 (169 Unfilled)**
    - Percent Filled – **53.30**
    - Percent Unfilled – **46.70**
    - Percent with Central Office Usage – **58.26**
    - Number of Central Office Personnel – **12**
  - Thursday – May 5, 2022
    - Absences - **357 (177 Unfilled)**
    - Percent Filled – **53.30**
    - Percent Unfilled – **46.70**
    - Percent with Central Office Usage – **57.31**
    - Number of Central Office Personnel – **10**

**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 44 leave requests bringing the overall total to 986.**

**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 66 requests bringing the overall total to 643.**

The total dollars spent on the two different COVID leaves for the period up to April 16, 2022.

Employee Group	Total Amt
AD	\$ 14,864.59
CU	\$ 36,126.27
EA	\$ 46,134.73
FS	\$ 2,788.36
NUC	\$ 2,608.09
PL	\$ 2,594.80
PR	\$ 15,862.32
PR-I	\$ 8,386.58
SA	\$ 4,379.48
SE	\$ 20,053.08
TE	\$ 857,359.04
TE-B	\$ 16,160.30
TE-G	\$ 21,104.71
TR	\$ 13,128.80
US-T	\$ 5,480.89
<b>Grand Total</b>	<b>\$ 1,067,032.03</b>

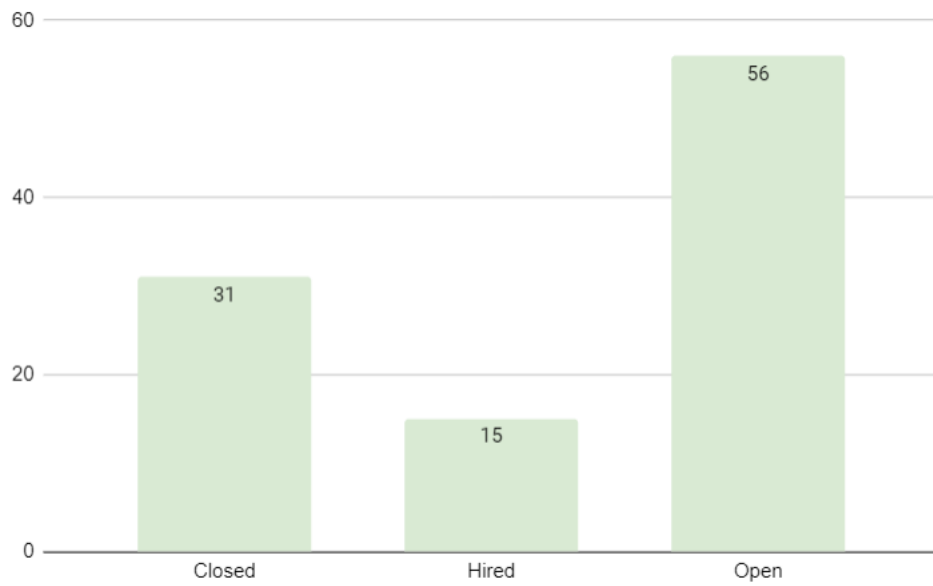
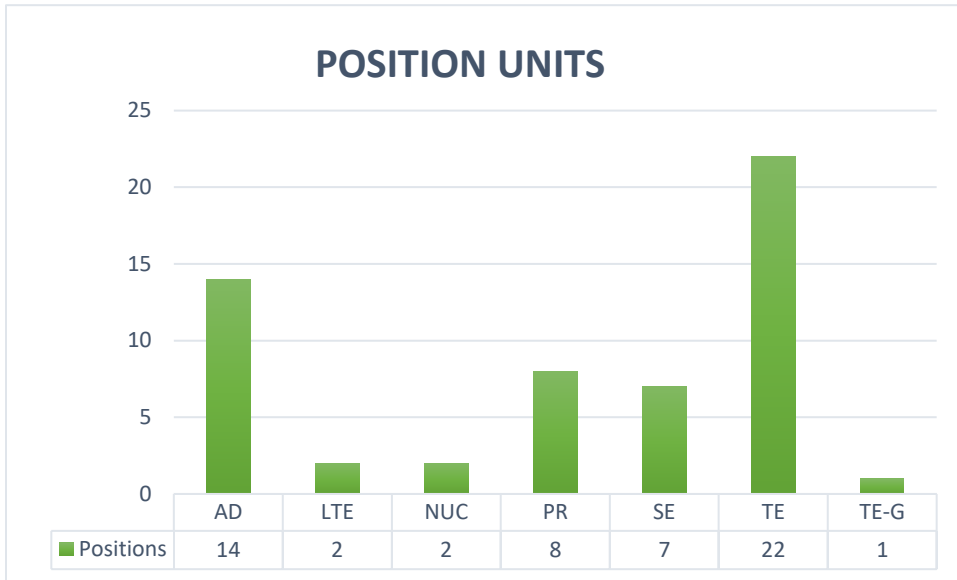
Pay Description	Total
COVID HARDSHIP PAY	\$ 303,680.87
10 days/EE	
COVID ILLNESS PAY	\$ 763,351.16
5 days/EE	
<b>Grand Total</b>	<b>\$ 1,067,032.03</b>

**Current Updates:**

- Sending final reminders and doing outreach to staff regarding the completion of licensing application requirements for the upcoming school year.
- The administrator and professional staff evaluations are now live in Cornerstone. The roll out will happen later this summer with training sessions and question/answer sessions before launching the process.
- Coordinating and cross-checking data in preparation for the upcoming teacher contracts.

**Central Office Positions:**

The central office positions have been in flux for some time with the original number being 69, but as we approach the end of the school year, the data is changing with which positions are open, closed and hired to date. With this information we currently have 56 positions still open, 15 positions are filled and 31 in closed status. The breakdown of the position units is shown below.





# POLICY PERSPECTIVES

Vol. 44, No. 9  
April 2022

## NEW LAW REQUIRES DISTRIBUTION OF INFORMATION ABOUT SUDDEN CARDIAC ARREST TO PARTICIPANTS IN YOUTH ATHLETIC ACTIVITIES

Beginning on July 1, 2022, school districts and other persons who operate certain youth athletic activities have a new obligation to distribute information about the nature and risk of sudden cardiac arrest during such activities. The mandate was created by 2021 Wisconsin Act 210 ("Act 210"). The specific information that must be distributed will be developed and made available by the Department of Public Instruction, working in conjunction with medical experts and other stakeholders. In addition:

- The information about sudden cardiac arrest must be provided in connection with any youth athletic activity that is offered to persons who are **12 years of age or older**. A "youth athletic activity" means an organized athletic activity in which the participants, a majority of whom are under 19 years of age, are engaged in an athletic game or competition against another team, club, or entity, or in practice or preparation for an organized athletic game or competition against another team, club, or entity. The term "youth athletic activity" does not include an activity that is incidental to a nonathletic program.
- The information about sudden cardiac arrest must be included in the same information sheet that addresses the nature and risk of concussions and head injuries in youth athletic activities.
- At the beginning of the season of any covered activity (for seasons that start on or after July 1, 2022), the operator of the youth athletic activity must distribute the information sheet to each person who will be coaching the activity and to

each person who wishes to participate in the youth athletic activity.

Because the new information about sudden cardiac arrest is to be combined on the same information sheet as the already-required information about concussions and head injuries, it is worth considering the following points about coordinating the two mandates:

- As mentioned above, information about cardiac arrest is only required to be provided in connection with activities offered to persons who are *12 years of age or older*. In contrast, concussion and head injury information must be provided in connection with any "youth athletic activity," including those offered to children who are *under 12 years of age*.
- When a student participates in multiple school-sponsored youth athletic activities during the same school year, the statute that addresses concussions and head injuries (section 118.293) allows public and private schools to rely on a single signed and returned information sheet for the duration of each school year (i.e., rather than distributing and receiving a new signed sheet for each separate activity). In the absence of any contrary guidance from the DPI, it appears to be reasonable for schools to apply the same once-per-school-year allowance to the new Act 210 information.
- Act 210 does not include language that expressly requires the return of a signed copy of the information about cardiac arrest prior to participation in the athletic activity. However, because the Act 210 information will be included on the same sheet as the information about concussions and head injuries, and because a signed copy of the concussion and head injury sheet must be returned prior to participation, the practical impact is that the signed sheet will need to be returned to the school before a person is



permitted to participate. Under section 118.293, the returned sheet must be signed by the participant and, if the participant is under the age of 19, by his or her parent or guardian.

- The existing law on concussions and other head injuries includes express requirements regarding the removal of a participant who may have sustained such an injury, as well as specific “return to participation” requirements. Act 210 does not include similar mandates. Nonetheless, as with any significant medical concern, if a person participating in an activity exhibits symptoms of sudden cardiac arrest, coaches and other activity supervisors should take reasonable precautions, follow any established protocols, and work with the participant’s family and qualified health care professionals to make judgments about continued participation.
- Both section 118.293 (regarding concussions and head injuries) and the new statute created by Act 210 include the statement that those laws do “not create any liability for, or a cause of action against, any person.”
- An unusual feature of Act 210 is that the requirements have a 10-year sunset date. Accordingly, in the absence of future legislative action, the mandate to distribute information about sudden cardiac arrest will no longer apply after June 30, 2032. The statutory requirements related to concussions and head injuries do not have a sunset date.

In light of Act 210 and the analysis provided above, school officials who are responsible for youth athletic activities need to monitor DPI communications regarding the availability of the specific new information about sudden cardiac arrest that will need to be incorporated into the information sheets. Once that information is available, school districts can prepare for the July 1 effective date by ensuring that the district is consistently distributing and collecting an updated information sheet in a manner that is consistent with Act 210 and section 118.293 of the state statutes.

The implementation of Act 210 also creates an opportunity for school officials to consult with the district’s medical advisors regarding appropriate

emergency procedures and suggested protocols for addressing sudden cardiac arrest and its symptoms that can be (1) incorporated into the district’s emergency nursing procedures; and (2) shared with the district’s health staff and coaches and other supervisors of youth athletic activities.

Finally, some districts have policies and administrative procedures that cover the implementation of the concussion and head injury law that may benefit from being updated to at least mention the closely-related requirements of Act 210.

## **STATE ADDS SEPTEMBER 11 AS A NEW “SPECIAL OBSERVANCE DAY”**

The state legislature recently amended the statute that lists “special observance days” for public schools to include September 11 of each year as a day “to remember the attacks that occurred on September 11, 2001, and to honor law enforcement officers and fire fighters.” Local lists of observance days should be updated to add September 11.

As with other special observance days, if September 11 falls on a Saturday or Sunday, then the day is to be observed on a school day immediately preceding or immediately following the designated day.

School districts have substantial discretion to determine how each designated day will be observed. The Department of Public Instruction’s website provides some information and resources that school districts can use in connection with both the state-designated observance days and federal observances (which are designated either by Congress in federal statutes or by a presidential proclamation).

According to the DPI website, “Honoring observance days can teach the elements of tradition that preserve U.S. society and foster an awareness of our cultural heritage. Observance days can be part of a rich social studies curriculum that gives these individuals and events proper emphasis, both in the context of Wisconsin and U.S. history and in relation to their effect on or improvement of our political, economic, and social institutions.”

## U.S. DEPARTMENT OF JUSTICE OFFERS GUIDANCE ON ACCESSIBLE WEB CONTENT

The Civil Rights Division of the U.S. Department of Justice recently updated some resources that address the accessibility of web content maintained by state and local governments—a topic frequently addressed in school district policies and procedures. The guidance can be found at <https://beta.ada.gov/web-guidance/>. The following is a direct excerpt:

*“Title II of the ADA prohibits discrimination against people with disabilities in all services, programs, and activities of state and local governments. State and local governments must take steps to ensure that their communications with people with disabilities are as effective as their communications with others. Many state and local government services, programs, and activities are now being offered on the web. ...*

*A website with inaccessible features can limit the ability of people with disabilities to access a public entity’s programs, services and activities available through that website—for example, online registration for classes at a community college.*

*For these reasons, the Department has consistently taken the position that the ADA’s requirements apply to all the services, programs, or activities of state and local governments, including those offered on the web. ...*

*The Department of Justice does not have a regulation setting out detailed standards, but the Department’s longstanding interpretation of the general nondiscrimination and effective communication provisions applies to web accessibility.*

*Businesses and state and local governments can currently choose how they will ensure that the programs, services, and goods they provide online are accessible to people with disabilities.*

*Existing technical standards provide helpful guidance concerning how to ensure accessibility of website features. These include the Web Content Accessibility Guidelines (WCAG) and the Section 508 Standards, which the federal government uses for its own websites. [Additional resources are also provided within the guidance.]*

*Even though businesses and state and local governments have flexibility in how they comply with the ADA’s general requirements of nondiscrimination and effective communication, they still must ensure that the programs, services, and goods that they provide to the public—including those provided online—are accessible to people with disabilities.”*

The guidance goes on to list some specific examples of things to consider about making web-based content accessible: (1) use color contrast between the text and background; (2) when using color to communicate information, provide text-based cues as well; (3) provide text alternatives (“alt text”) that convey the purpose of each image, including pictures, illustrations, charts, etc.; (4) caption videos; (5) provide keyboard navigation and clear labels, instructions, and error messages for online forms; (6) use appropriate text size and allow zoom capability; (7) use descriptive headings to divide pages and sites into navigable sections; (8) permit navigation of the page/site by both mouse and keyboard; (9) “audit” accessibility using both a manual check and automated tools; and (10) provide a way for the public to report accessibility problems.

© 2022 **Policy Perspectives** is published by the Wisconsin Association of School Boards, Inc.  
Barbara Herzog, President      John Ashley, Executive Director

**WASB members are encouraged to contact the WASB’s legal and policy services staff with any questions.**

122 West Washington Avenue, Suite 400, Madison, WI 53703  
Phone: 608.257.2622 or 877.705.4422 (toll free)

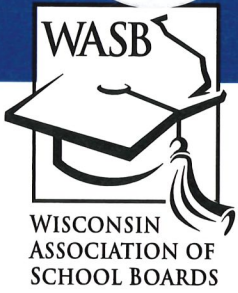
Teresa Kimball  
Policy Services Assistant  
tkimball@wasb.org

Ben Niehaus  
Director of Member Services  
bniehaus@wasb.org

Scott Mikesh  
Staff Counsel  
smikesh@wasb.org

Dan Mallin  
Staff Counsel  
dmallin@wasb.org

**Policy Perspectives** is designed to provide general information as a service to all WASB members. It should not be relied upon as legal advice. If legal advice is required, the services of competent legal counsel should be obtained.



Supporting, Promoting and Advancing Public Education  
122 W. Washington Avenue, SUITE 400, Madison, WI 53703  
**ELECTRONIC SERVICE REQUESTED**

Nonprofit Organization  
U.S. POSTAGE  
**PAID**  
Permit No. 14  
Winneconne, WI

**ADDRESS SERVICE REQUESTED**



ALI MULDROW  
545 W DAYTON ST RM 110  
MADISON WI 53703-1967

T00421  
04/19/2022

**In This Month's Issue of  
Policy Perspectives**

- **NEW LAW REQUIRES DISTRIBUTION OF INFORMATION ON SUDDEN CARDIAC ARREST TO PARTICIPANTS IN YOUTH ATHLETIC ACTIVITIES**
- **STATE ADDS SEPTEMBER 11 AS A NEW "SPECIAL OBSERVANCE DAY"**
- **U.S. DEPARTMENT OF JUSTICE OFFERS GUIDANCE ON ACCESSIBLE WEB CONTENT**



# 2022 WASB SPRING WORKSHOPS



## Governing for Excellence

MAY 10-19, 2022 | LOCATIONS VARY



REGISTER ONLINE AT [WASB.ORG](http://WASB.ORG)

**Governing for Excellence Workshop (\$105 per person)**  
**Dinner – 6 pm; Program – 6:30-8:30 pm (All In-Person Locations)**



How well boards carry out their governance responsibilities in many ways determines the quality of the education for the children they serve. What if more than merely recognizing the democratic principles underlying governance, local school boards could stand out as an example of highly effective decision-making, leadership, and action? This workshop will address:

- The major themes of good governance
- The importance of trust to good governance
- How to navigate the kinds of communication challenges that can sidetrack boards

Participants will gain a greater understanding of what it takes to be a highly effective board which uses communication tools for success.

### Tuesday, May 10

CESA 1 • N25W23131 Paul Rd., Ste. 100, Pewaukee

### Wednesday, May 11

CESA 2 • 1221 Innovation Dr., Ste. 205, Whitewater

### Thursday, May 12

CESA 3 • 1300 Industrial Dr., Fennimore

### Tuesday, May 17

CESA 7 • 595 Baeten Rd., Green Bay

### Wednesday, May 18

CESA 11 • 225 Ostermann Dr., Turtle Lake

### Thursday, May 19

CESA 5 • 626 E. Slifer St., Portage

### Tuesday, May 24

**Statewide, Online Spring Workshop From 7-8:30 p.m.**

*Visit [WASB.org](http://WASB.org) to register.*

*Registration deadline: One week prior to each workshop. No refunds can be given for late cancellations.*

*Members are welcome to attend a workshop in any location.*

