BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 23, 2024

Annual Organizational Meeting of the Milwaukee Board of School Directors was called to order at 5:36 p.m. by Interim Board Clerk, Jill Kawala.

The following, all continuing members, responded to the roll call:

Present — Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused— None.

(Item 1) Election of a Temporary Presiding Officer

Background

The Board will designate a temporary presiding officer to conduct the election of a board president for the coming year.

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select a Chair *Pro Tem*

Director Gokalgandhi, being the only nominee, was elected Chair *Pro Tem* by unanimous consent.

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(Item 1) Election of a Board President for the Ensuing Board Year

Background

Wisconsin Statutes, sec. 119.10(2), provides, in part, that the Board at its annual organizational meeting "...shall elect a president from among its members to serve for one year and until a successor is chosen..."

Statute, Administrative Policy, or Board Rule Statement

1.17 - President's Duties and Powers: Exo Officio Membership

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board elect its President for the ensuing Board Year.

The Secretary called the roll with the following result:

Nominee

Director Carr ---------- Director Herndon
Director Garcia ---------- Director Herndon
Director Gokalgandhi ---------- Director O'Halloran
Director Herndon ---------- Director Herndon
Director Jackson ---------- Director Herndon
Director Leonard ---------- Director Herndon
Director O'Halloran ---------- Director Gokalgandhi
Director Siemsen ---------- Director Herndon
Director Zombor ---------- Director Herndon

Having received a majority of the votes, Director Herndon was elected President.

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(Item 2) Election of the Board's Vice President for the Ensuing Board Year

Background

Board Rule 1.01(3) provides for the election of a vice president for the ensuing board year.

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board elect a vice president for the ensuing board year.

The Secretary called the roll with the following result:

Nominee

Director Carr ---------- Director Jackson
Director Garcia ---------- Director Gokalgandhi
Director Gokalgandhi ---------- Director Gokalgandhi
Director Herndon ---------- Director Zombor
Director Jackson ---------- Director Jackson
Director Leonard ---------- Director Gokalgandhi
Director O'Halloran ---------- Director Gokalgandhi
Director Siemsen ---------- Director Gokalgandhi
Director Zombor ---------- Director Gokalgandhi

Director Gokalgandhi, having received a majority of the votes, was elected Vice-President.

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(Item 1) Designation of a Board Clerk for the Ensuing Board Year

Background

Wisconsin Statutes, sec. 119.10(2), provides, in part, that the Board at its annual organizational meeting "...shall designate an individual to serve as a clerk...."

Jill Kawala is currently serving as Interim Board Clerk.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select its Board Clerk for the ensuing Board year.

On March 21, 2024, the Board extended the temporary assignment of Jill Kawala to serve as Interim Board Clerk. There being no objections, Jill Kawala will continue to serve as Interim Board Clerk.

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(Item 1) Designation of the Board's Representative to the Library Board

Background

Board Rule 1.17(6) prescribes that "[t]he President is a member ex officio of the Library Board as of his/her election to the presidency. If he/she advises the Board that he/she elects not to serve as a member ex officio of the Library Board, the Board shall at the next regular meeting by roll-call vote elect one of its other members to serve as a member ex officio of the Library Board."

Director Siemsen was the Board's representative on the Library Board for the 2023-24 Board Year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

If the President elects not to serve, the Board will need to elect a representative by a roll call vote at its regular May meeting.

Recommendation

That, if the President chooses not to serve as the Board's representative on the Library Board, the Board hold this item until the Board's regular May 2023 meeting, at which time the Board shall elect its representative to the Library Board, pursuant to Board Rule 1.17(6).

President Herndon indicated that she did not wish to serve. This item will be held to the May Regular Meeting.

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(Item 2) Designation of the Board's Delegate to the Wisconsin Association of School Boards (WASB)

Background

At its meeting of April 2023, the Board elected Director Garcia to serve as its delegate to WASB until a notice of an upcoming election. To date, no such notice has been received.

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Fiscal Impact Statement

No fiscal impact.

Director Garcia will continue to serve until notice of an upcoming election is received.

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(Item 3) Appointment of the Board's Representative to CESA #1

Background

CESAs (Cooperative Educational Service Agencies) "...serve educational needs in all areas of Wisconsin by serving as a link between school districts and between school districts and the state. Cooperative Educational Service Agencies may facilitate communication and cooperation among all public and private schools, agencies, and organizations that provide services to pupils." (Wisconsin State Statutes, Chapter 116, 1983)

CESA #1 is a cooperative governed by an 11-member Board of Control representing 45 public school districts in southeastern Wisconsin. The Board of Control is elected by a delegate assembly at the CESA #1's annual convention. The delegate assembly consists of one school board member from each of the school districts in the CESA #1 region, with special provisions made for areas served by union high/K-8 districts.

The Board of Control sets policy, determines and assesses services to be delivered, and approves program costs. The Board of Control is also responsible for authorizing expenditures to operate CESA #1, including those for personnel, space, and equipment. It also appoints the executive director for CESA #1.

The Board's representative is also a member of the Board of Control for the current year.

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Recommendation

That the Board select its representative to CESA #1 for the current board Year.

Director Siemsen moved to appoint Director O'Halloran as the representative to CESA #1. The motion passed, the vote being as follows:

Ayes — Directors Carr Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None - 0.

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(Item 4) Appointment of the Board's Delegate to the MPS Head Start Policy Council

Background

The Board annually appoints one of its members as its delegate to the Head Start Policy Council. This delegate attends the meetings of the Policy Council and reports on activities of the Council as part of the Reports of the Board's Delegates at the regular monthly meetings.

Director Siemsen was the Board's delegate to the Head Start Policy Council for the 2023-24 board year.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Fiscal Impact Statement

No fiscal impact.

Committee's Recommendation

That the Board select its delegate to the Head Start Policy Council for the ensuing board year.

Director Zombor moved to appoint Director Siemsen as the representative to Head Start Policy Council. The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None - 0.

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(Item 5) Appointment of the Board's Liaison to the Title I District Advisory Council

Background

Milwaukee Public Schools established the District Advisory Council (DAC) to ensure that parents of all students have an opportunity to share their ideas about the needs of children, to assist in the planning and operation of Title I programs for children, and to participate in evaluating the success of Title I efforts.

The DAC meets monthly to learn about and advise on district strategies and programs that have an impact on families, particularly those related to Title I. All school leaders must identify two family members of students in their schools as their schools' representatives to the DAC.

Director Leonard was the Board's liaison to the Title I District Advisory Council during the 2023-24 Board Year.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select its liaison to the Title I District Advisory Council for the ensuing Board Year.

Director Siemsen moved to appoint Director Leonard as the representative to District Advisory Council (DAC). The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None - 0.

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(Item 1) Action on the Disposition of Unfinished Business Pending Before the Board and Its Committees at the Close of Business on April 18, 2024

Background

Since the Board, by statute, is a continuing body, items of business pending before the Board at the close of its last business meeting of the board year (April 18, 2024) are to be submitted to the Board at its annual organizational meeting for referral to the appropriate Committees or for other disposition, as the Board sees fit.

The items of business pending before the Board and its Committees at the close of business on April 18, 2024, are listed in the attachment to this item.

Disposition of Pending Directives

The following are resolutions that have previously been adopted by the Board, where directives of the Board's action remain pending.

Item	Description	Introduced	Directive	History
Accountability, Finance and Personnel				
Resolution 1920R-007	On the creation of a defined contribution retiree health benefit	September 2019	Explore the options and report back.	Carried over April 2020, 2021, 2022, and 2023
Monthly Finance Report		September 2023	Bring a report to the Board on a) a school-by-school Chromebook inventory, with the number of Chromebooks distributed to each school and b) protocols that will be implemented to address lost, stolen, or broken Chromebook devices and ensure all active devices are either used, returned, or accounted for.	
Resolution 2324R-007	Audit of the Expulsion Process	February 2024	That the OAE - Audit Services, conduct a review of the MPS expulsion process and alignment of Adm Policy and Procedure 8.32 to statute.	
Resolution 2324R-003	Building Leases	January 2024	Admin and OBG develop Policy and Procedure for facility leases reflective of the intent to eliminate all costs to the Board.	
Legislation, Rules and Policies				
Resolution 2223R-001	On Youth Engagement	January 2023	Revise Administrative Policy 9.14 to include student-focused language	

Disposition of Unfinished Business

The following are resolutions that have not yet been dispensed with or other items that have been introduced, that have not yet been considered by the Board.

Student Achievement and School Innovation		
1920R-013	On elementary classroom sizes	Carried over April 2020, 2021, 2022, and 2023
Strategic Planning and Budget		
Item	Consideration of Possible Board Committee Restructure	Referred to Committee April 2024
Resolution 2324R-006	On Menstrual Equity	December 2023, Introduced and referred to committee.

Statute, Administrative Policy, or Board Rule Statement

1.08 - Meeting Agendas and Reports

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Any items set aside will be carried over for action during the 2024-25 board year. All remaining items will be placed on file.

Recommendation

That the Board determine how it wishes to dispose of the pending items of business as attached.

All items were carried over to the next Board year.

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(Item 1) Transmittal of and Possible Action on the Tentative 2024-25 Board Calendar, Including the Possible Waiver of Board Rules 1.01 and 1.02.

Background

The proposed tentative calendar will be formulated after the Regular Meeting of the Board, to be held on April 18, 2024.

Unlike the Board's regular monthly meetings and its 2025 annual organizational meeting, whose scheduling is dictated by Board rules (see attached), the tentative scheduling of committee meetings, while based on the Board's practice over the past several years, is flexible, and the scheduling of any committee meeting may be adjusted by the chair of that committee, in consultation with the Board Clerk and the Administration.

As Board Rule 1.02 (attached) sets the days and times of the Board's regular monthly meetings, any changes to the date of any regular Board meeting will require a suspension of that Rule. It must be noted, however, that Wisconsin Statutes, ch. 119.10(3), which governs the scheduling of regular monthly Board meetings, states in part, "The board shall hold a regular meeting at least once each month at times fixed and published by the board in its rules..." In light of this, the City Attorney's Office has advised the Office of Board Governance that the public has the right to expect that the Board will adhere to its rules as they apply to the scheduling of its regular monthly Board meetings.

Likewise, as Board Rule 1.01 (attached) sets the day of the Board's annual organizational meeting, any changes to the date of the Board's 2025 organizational meeting will require a suspension of that Rule.

Approved Tentative 2024-25 Board Calendar

AFP = Committee on Accountability, Finance, and Personnel; LRP = Committee on Legislation, Rules and Policies (scheduled at the call of the Chair); PACE = Committee on Parent and Community Engagement; SASI = Committee on Student Achievement and School Innovation; SPB = Committee on Strategic Planning & Budget

All meetings are to be conducted in the Central Services Auditorium unless noted otherwise. Calendar is subject to change.

May 2024
- 7.....5:30 PM — SPB
- 9.....5:30 PM — PACE
- 14.....5:30 PM — Statutory Public Hearing on the FY25 Proposed Budget
- 16.....5:30 PM — SPB
- 21.....5:30 PM — AFP
- 23.....5:30 PM — SASI
- 28.....5:30 PM — SPB
- 30.....5:30 PM — Regular monthly board meeting

June 2024
- 11.....5:30 PM — PACE
- 13.....5:30 PM — SASI
- 18.....5:30 PM — AFP
- 27.....5:30 PM — Regular Monthly Board Meeting

July 2024
- 25.....5:30 PM — Regular Monthly Board Meeting

August 2024
- 8.....5:30 PM — PACE
- 15.....5:30 PM — SASI
- 20.....5:30 PM — AFP
- 29.....5:30 PM — Regular Monthly Board Meeting

September 2024
- 10.....5:30 PM — PACE
- 12.....5:30 PM — SASI
- 17.....5:30 PM — AFP
- 26.....5:30 PM — Regular Monthly Board Meeting

October 2024
- 8.....5:30 PM — PACE
- 10.....5:30 PM — SASI
- 22.....5:30 PM — AFP
- 29.....5:30 PM — Special Meeting, possible adoption of the Final FY25 Budget
- 31.....5:30 PM — Regular Monthly Board Meeting

November 2024
- 12.....5:30 PM — PACE
- 14.....5:30 PM — SASI
- 19.....5:30 PM — AFP
- 21.....5:30 PM — Regular Monthly Board Meeting

December 2024
- 10.....5:30 PM — PACE
- 12.....5:30 PM — SASI
- 17.....5:30 PM — AFP
- 19.....5:30 PM — Regular Monthly Board Meeting

January 2025
- 14.....5:30 PM — PACE
- 16.....5:30 PM — SASI
- 21.....5:30 PM — AFP
- 30.....5:30 PM — Regular Monthly Board Meeting

February 2025
11.....5:30 PM — PACE
13.....5:30 PM — SASI
20.....5:30 PM — AFP
27.....5:30 PM — Regular Monthly Board Meeting
March 2025
11.....5:30 PM — PACE
13.....5:30 PM — SASI
18.....5:30 PM — AFP
20.....5:30 PM — Regular Monthly Board Meeting
April 2025
17.....5:30 PM — Regular Monthly Board Meeting
22.....5:30 PM — Annual Organizational Meeting

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.08 - Meeting Agendas and Reports

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon adoption of the tentative 2024-25 Board calendars by the Board, the Office of Board Governance will publish the calendars and set up the meetings for the approved dates and times. In addition, the Office of Board Governance will bring to the Board for approval any necessary revisions to Board Rules relative to the calendar.

Recommendation

The Office of Board Governance recommends that the Board
1. waive Board Rules 1.01 and 1.02, if necessary, in order to set its 2024-25 calendar; and
2. determine how it wishes to proceed relative to the attached tentative calendar.

Director Zombor moved to adopt the calendars, as presented. The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None - 0.

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(Item 2) Annual Review of and Possible Action on Board Compensation

Background

Pursuant to the Board's action of November 28, 2000, the Board's compensation is to be reviewed annually at its organizational meeting.

It was at its November 2000 meeting that the Board set salaries of $18,121 per year for Board members and $18,667 for the Board President.

April 2022, the Board adjusted its compensation to $18,972 for Board members, with compensation of $19,544 for the Board's president for the ensuing year.

In July 2023, the Board adjusted its compensation to $20,490 for Board members and $21,207 for the Board President.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.01 - Organizational Meeting

Fiscal Impact Statement

The fiscal impact of this item is dependent on the action the Board wishes to take.

Committee's Recommendation

That the Board determine how it wishes to proceed with the review.

Director Zombor moved to keep salaries at the levels set in 2023 (Members - $20,490; President - $21,107). The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None - 0.

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(Item 1) Introduction and Referral of Resolutions

Resolution 2425R-001

By Director Zombor

WHEREAS, Carmen High School of Science and Technology operates two non-instrumentality charter schools, each co-located in publicly owned MPS buildings, Carmen South at the Walker Complex located at 1712 South 32nd Street and Carmen Southeast at Casimir Pulaski High School located at 2500 West Oklahoma Avenue; and

WHEREAS, The MPS School Board is undergoing a strategic plan to ensure responsible stewardship of publicly owned school facilities to maximize utilization by high-quality schools;

WHEREAS, MPS parents, students, and educators have raised concerns that the current co-locations are restricting enrollment for successful International Baccalaureate and Bilingual programming at Academia de Lenguaje y Bellas Artes (ALBA) and Casimir Pulaski High School; and

WHEREAS, The community continues to raise concerns that these two co-locations are hindering opportunities for expanding public school enrollment; and

WHEREAS, Conflicting school schedules, facility needs, policies, safety practices, and overall goals at the two co-location sites have resulted in strained learning environments and overcrowded facilities for many years; and

WHEREAS, Key findings from the 2022 Wisconsin Evaluation Collaborative (WEC) Charter Evaluation for Milwaukee Public Schools found "little evidence to suggest that the co-location experiment has improved the academic performance of students at either site (and at Pulaski in particular)" and that "Overall it is difficult to find much in the data to suggest that the co-location partnership between Carmen Southeast and Pulaski has met the goals which were envisioned," and that "the partnership has thus far fallen considerably short of its intended outcomes;" and

WHEREAS, ALBA and Pulaski are over enrollment capacity and are currently turning away families whose first choice is to enroll at ALBA and Pulaski; and

WHEREAS, ALBA's new IB programming will strengthen a feeder pattern into Pulaski's IB program; and

WHEREAS, ALBA and Pulaski enroll higher percentages of students with disabilities than the Carmen South campus; now, therefore be it

RESOLVED, That the Milwaukee Board of School Directors directs the Administration to give immediate notice of non-renewal for the Carmen leases at the Walker Complex at 1712 S 32nd Street and Pulaski at 2500 West Oklahoma Avenue, both set to expire at the end of the 2025-26 school year; and, be it

FUTHER RESOLVED, That the Administration work with Carmen to offer alternative MPS building space lease options that would not require a co-location of an instrumentality charter or traditional MPS school for the start of the 2026-27 school year.

Referred to the Committee on Accountability, Finance and Personnel

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Resolution 2425R-002

To Establish a Community Accountability Commission

By: Director Aisha Carr

WHEREAS, The Board recognizes the importance of fostering accountability and transparency within the Milwaukee Public Schools (MPS) district, and

WHEREAS, it is essential to engage and empower community stakeholders to participate in decision-making processes concerning MPS, and

WHEREAS, the establishment of a Community Accountability Commission will enhance the community's understanding of the challenges and opportunities facing MPS, and

WHEREAS, the recent passing of the $252 million referendum saw a narrow margin of victory, with an analysis of the referendum results showing voters in wards with higher percentages of Black and Hispanic and Latino populations, as well individuals with children, were more likely to vote against the measure, reflecting a desire need for transformational change, increased community engagement, districtwide transparency and accountability, within MPS, and

WHEREAS, community involvement will strengthen the district's ability to effectively utilize referendum funding, equitably allocate funds where data shows there to be the greatest needs, and ensure responsible fiscal management, and

WHEREAS, it is evident that critical issues outside of the classroom, such as poverty, hunger, absenteeism, and community violence, must be urgently addressed to improve educational outcomes for Milwaukee's students,

WHEREAS, collaboration among MPS Leadership, Teachers, Elected officials, Employers, Parents, and other Stakeholder groups is essential to develop innovative solutions to the challenges facing MPS, in an attempt to preserve the legacy of Milwaukee Public Schools, revive the district financially, and support the growth and advancement of our students, and

RESOLVED, That the Milwaukee Public Schools (MPS) shall appoint and convene a Community Accountability Task Force comprised of no more than ten (10) representatives from the following sectors: City of Milwaukee (2), Milwaukee County (1), Higher Education (1), City Comptroller (1), Business and Philanthropic industry (2), Healthcare industry (1), and Elected leaders (2), with the mandate to assess and evaluate the district's plan and implementation of the 2024 referendum funding, and also support the district with

FURTHER RESOLVED, That the Board Community Accountability Commission shall report bi-monthly to the Board of School Directors regarding the implementation of the Plan. The task force shall also explore additional measures to enhance public reporting on fiscal responsibility, including but not limited to:

- Setting clear goals for fiscal responsibility.
- Establishing benchmarks to track progress towards fiscal goals.
- Implementing mechanisms for accountability for academic, social and economic outcomes.
- Developing strategies to promote community awareness and engagement in fiscal matters.
- Any other initiatives deemed necessary to ensure transparency and accountability in MPS operations and support for fiscal sustainability.

FURTHER RESOLVED, That the Community Accountability Commission shall present its inaugural report to the Board of School Directors no later than November 2024, while also supporting the MPS Administration and Board with developing a comprehensive long-term financial plan aimed at sustaining the district's fiscal health and stability void of future referendums and inclusive of State Legislative support for equitable funding. This report should present its findings, recommendations, and proposed actions for improving fiscal accountability and sustainability within MPS.

Referred to the Committee on Accountability, Finance and Personnel

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Resolution 2425R-003

Piloting of Innovative Instructional Models for District 4's Washington High School and North Division High School

By: Director Aisha Carr

WHEREAS, Milwaukee Public Schools is positioned to develop new instructional models for two of District 4's legacy High Schools – North Division High School and Washington High Schools, to meet the needs of today's student learners and teachers, while also mitigating learning loss, improving schoolwide culture and climate, establishing healthy partnerships, demonstrating fiscally responsible spending, and recruiting and retaining quality talent including teachers and students; and

WHEREAS, With the significant academic and social challenges of North Division High School and Washington High School, now is the opportune time to design and implement rigorous evidence-based strategies, including piloting and monitoring new instructional design models; and

WHEREAS, Although the COVID-19 pandemic interrupted learning, many of MPS's students were at a severe disadvantage with disproportionate representation in the lowest percentile of academic achievement in mathematics, reading, and science. Recent success of the $252 million referendum will provide a 10% increase in school operational budgets to invest in areas with the greatest needs.

WHEREAS, According to DPI's 2022-23 school enrollment and attendance data, North Division High School had a total student enrollment of 366 students. Over 92% of students identified as Black or African American, with over 73% earning a below basic in English Language Arts and over 82% earning a below basic in Mathematics. The chronic absenteeism rate for Black or African American students was over 95%, with a graduation rate of 50%.

WHEREAS, According to DPI's 2022-23 school enrollment and attendance data, Washington High School had a total student enrollment of 417 students. Over 88% of students identified as Black or African American, with over 72% earning a below basic in English Language Arts and over 76% earning a below basic in Mathematics. The overall graduation rate was over 56%.

WHEREAS, Many school districts statewide and nationally have adopted innovative, robust, and culturally responsive school restructuring strategies/models to prioritize planning and professional development for Educators, extended rigorous reading and mathematics instruction, and mental health and social emotional needs of students, among others.

WHEREAS, Community organizations, small minority-owned businesses, and leaders in youth development have expressed a desire to collaborate with MPS to provide additional educational and youth development services, including driver's education, paid apprenticeship and internships, dual enrollment, arts and music, mentoring, restorative practices, financial literacy, career pathways and college readiness, and other life-skills training and development opportunities.

RESOLVED, That the Milwaukee Board of School Directors directs the Administration, in collaboration with the North Division and Washington High School staff, students, families, and communities, to develop plans for new and innovative, robust, and culturally responsive altered school week and instructional models including four days of core academic prioritizing math and reading interventions, and one day of extended learning opportunities including early release day for students who have secured on-site paid apprenticeships or internships. The purpose of this proposal is to collectively design, develop, and prepare to implement innovative and effective instructional models for both schools, to recruit, retain and incentivize our teachers, meet the growing needs of our students investing in their intellectual, social and physical skills, abilities and opportunities, reestablish stronger and safer schools, revive the legacies of each school by leveraging community businesses and organizations to support the other non-academic needs of our students and families, and urgently address academic achievement outcomes and mental health of students.

FURTHER RESOLVED, That North Division High School and Washington High School each establish a District 4 Task Force by June 2024, comprised of diverse stakeholder groups including but not limited to: school-level leaders, teachers, parents, community and business stakeholders including Community Schools Partnerships, to collaborate and develop a new and innovative instructional plan for the 2024-25 school year.

FURTHER RESOLVED, That each Task Force shall:

- Conduct comprehensive analyses of other high performing high schools in and out of the district, and examine their approach to innovative instructional models that result in the greatest success with students' academic and social needs, showing the impacts these innovative changes could have on student achievement, school culture and climate, teacher recruitment and retention, and other relevant factors, at North Division High School and Washington High School.
- Determine the Wisconsin Department of Public Instruction's mandates for instructional time and structures, confirming the legality and enforceability of new and innovative instructional models for each school.
- Develop a plan for funding and students, teachers, families, community-based organizations, small businesses, funders, and other prospective partners engagement.
- Develop an outreach plan to include non-profits, employers, and businesses in a wide range of sectors, to support this initiative with resources, including opportunities for paid internships, apprenticeships, extended learning opportunities, and funding support for both schools.
- Develop a plan for intentional collaboration with local non-profit organizations, small minority-owned-and-operated businesses with youth-specific service models, such as: Comforce MKE, Easy Methods Driving School, Greater Milwaukee Urban League, UNCOM and Employ MKE, Fathers Making Progress, and Mera Cares, to name a few.
- Survey stakeholders including students, parents, and teachers to measure the buy-in and support of developing and implementing a new and innovative school-week schedule relative to possible childcare needs, food services, transportation, and then develop strategies to eliminate concerns and support any identified needs.
- Develop a 'Parent Empowerment' plan including the leveraging of Parent Coordinators, Paraprofessionals, and local Social Service and governmental agencies to extend additional supports to MPS parents and families.
- Develop a marketing plan to promote new model and recruit students from other K-8 feeder schools located in District 4 and other surrounding districts, promoting unique experiences that will attract families to North Division and Washington High School for the 2025-26 school year.

FURTHER RESOLVED, That the Task Forces shall engage in the strategic planning, each develop a plan for implementing a new and innovative instructional model for each school community, and present the data, design, and implementation plans for the 2025-26 school year to pilot providing a budget, instructional plan, sample schedules understanding of costs and benefits before considering district-wide implementation.

FURTHER RESOLVED, That the Task Forces shall collect survey data from students, teachers, and parents to inform the development of new instructional models, including staffing needs and implementation strategies.

FURTHER RESOLVED, That the Administration and the Task Forces shall report their findings to the Board no later than the September 2024 board cycle.

Referred to the Committee on Student Achievement and School Innovation.

Meeting adjourned at 5:57 p.m.

JILL M. KAWALA
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 7, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 5:32 p.m.

Present — Directors Gokalgandhi (5:34 p.m.), Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused— Directors Garcia – 1.

The Board Clerk read the following call of the meeting:

May 3, 2024

To the Members of the Board of School Directors:

The Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for consideration of the items of business listed in this notice.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

As is customary at Special Board Meetings, no public hearing will be given on matters discussed at this meeting.

SPECIAL BOARD MEETING
5:30 p.m., Tuesday, May 7, 2024

1. Report with Possible Action on Long-Range Facilities Master Plan
2. Transmittal of a Communication Regarding the Resignation of Board Member Aisha Carr and Possible Action on Fulfillment of the Unexpired Term of Office

JILL M. KAWALA
Interim Board Clerk

(Item 1) Report with Possible Action on Long-Range Facilities Master Plan

Background

MPS initiated a process to develop a Long-Range Facilities Master Plan by issuing a Request for Proposal to hire an outside firm to assist the district with the process of developing an updated Plan.

On March 29, 2024, the Board approved the professional service contract with Perkins-Eastman to begin the process of developing a new Long-Range Facilities Master Plan. This plan provides an in-depth review of how MPS buildings support the learning environment and identifies opportunities to further the work toward advancing the district's goals of academic achievement; student, family, and community engagement; and effective and efficient operations.

The scope of work outlined for Perkins-Eastman includes site visits to review and rate the condition of building infrastructure and the educational adequacy of all learning spaces. The review will take into consideration many factors including enrollment trends, program and building capacities, deferred and projected capital maintenance, ADA accessibility, universal design principals, transportation polices, and equity with a focus on neighborhood characteristics such as income, poverty, crime, and minority population.

The analysis will include input from stakeholders including students, teachers, parents, district partners, and community members. Input will be obtained through an online survey. In addition to the survey, large scale in person and virtual community engagement sessions will be held to gather additional stakeholder input. The large-scale community engagement sessions will be comprised of a series of meetings. Perkins-Eastman will interact with participants at each of the meetings by explaining the goals of the Long-Range Facilities Master Plan, asking questions to gain feedback from the community on priorities, and facilitating open discussions for clarity and understanding.

The analysis will include data gathering sessions and review meetings with key individuals from all departments within the district to allow Perkins-Eastman to obtain and validate the information needed for a complete analysis to develop the Long-Range Facilities Master Plan. Once completed, a report with recommendations will be provided in October of 2024 to the Administration. The report will contain details on educational suitability, technology readiness, and building conditions for all schools along with a review of district enrollment and capacity. The information also includes an actionable plan to serve as a roadmap for facility use, classroom modernization, and capital investment. The plan focuses on identifying additional programming, instructional, and partnership opportunities, and provides recommendations for investment or divestment of current building inventory to maximize the use of resources.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.01 - Facilities

Fiscal Impact Statement

This item does not authorize expenditures.

* * * * *

(Item 2) Transmittal of a Communication Regarding the Resignation of Board Member Aisha Carr and Possible Action on Fulfillment of the Unexpired Term of Office

Background

Board Rule 1.23, Board Member Resignations, states, "A board member desiring to resign his/her seat shall submit his/her resignation in writing to the Board. The resignation shall take effect at the time indicated in the resignation or upon delivery of the resignation if no date is indicated."

On May 1, 2024, Director Aisha Carr submitted a letter of resignation, said resignation to be effective immediately.

Board Rule 1.22, Fulfillment of Unexpired Term, states that a vacancy on the Board shall be filled only by special election ordered by the Board. The Board shall follow the procedures under section 8.50, Wisconsin Statutes, so far as applicable.

The Board may take action to order a special election to fill the vacancy.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.22 - Fulfillment of Unexpired Term

Implementation and Assessment Plan

Should the Board order a special election, the Office of Board Governance will work in consultation with the Office of the City Attorney and the City of Milwaukee Election Commission to ensure the election is held.

Recommendation

That the Board determine how it wishes to proceed.

Director O'Halloran made a motion to order a special election to be held on November 5, 2024, to fill the remaining unexpired term of School Board Member, District 4, Milwaukee Board of School Directors as follows:

WHEREAS, By the resignation of former School Board Member, Aisha Carr, the seat of School Board Member, District 4, Milwaukee Board of School Directors, became vacant effective May 1, 2024; now, therefore, be it

RESOLVED, That, pursuant to s. 8.50, Wis. Stats., the Election Commission is ordered to hold a special election on November 5, 2024, to fill the vacant seat of School Board Member, District 4, Milwaukee Board of School Directors; and, be it

FURTHER RESOLVED, That a special primary, if needed, shall be held on August 13, 2024; and, be it

FURTHER RESOLVED, That the earliest date for circulating nomination papers for the special election shall be no sooner than the date of this order; and, be it

FURTHER RESOLVED, That the deadline for submitting nomination papers to the Election Commission shall be 5:00 p.m., June 1, 2024; and, be it

FURTHER RESOLVED, That a successor shall be elected for the remainder of the unexpired term that will expire on March 31, 2025.

The motion passed, the vote being as follows:

Ayes— Directors Gokalgandhi (5:34 p.m.), Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.

Noes – Director Jackson – 1.

The Board adjourned at 6:37 p.m.

JILL M. KAWALA
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 13, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 5:33 P.M.

Present — Directors Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 6.
Absent and Excused— Directors Garcia and Jackson – 2.

The Board Clerk read the following call of the meeting:

May 9, 2024

To the Members of the Board of School Directors:

A Special Meeting of the Milwaukee Board of School Directors is scheduled for consideration of the item of business listed in this notice.

This meeting will be broadcast on WYMS radio— 88.9 FM.

The meeting will be virtual and Board members will be participating remotely. There is no in-person access to the meeting.

Access to the meeting is via livestream and the MPS YouTube Stream, the links to which are found on the Boardcast page of the MPS website at:

https://mps.milwaukee.k12.wi.us/en/District/About-MPS/School-Board/Boardcast.htm

As is customary at Special Board Meetings, no public hearing will be given on matters discussed at this meeting.

SPECIAL BOARD MEETING
5:30 p.m., Monday, May 13, 2024
Virtual

1. Action on Technical Amendments to a Resolution to Order a Special Election to Fill the Unexpired Term of School Board Member, District 4, Milwaukee Board of School Directors

JILL M. KAWALA

Interim Director/Board Clerk

(Item 1) Action on Technical Amendments to a Resolution to Order a Special Election to Fill the Unexpired Term of School Board Member, District 4, Milwaukee Board of School Directors

Background

On May 7, 2024, the Board adopted a resolution to order a special election to be held on November 5, 2024, to fill the remaining unexpired term of School Board Member, District 4, Milwaukee Board of School Directors.

The Milwaukee Election Commission has advised that technical amendments are needed. The deadline for submitting nomination papers and a description of the expiration of the term of office need to be modified:

The deadline for submitting nomination papers must be modified to state June 3, 2024 and the expiration of the term of office must be modified to be April 21, 2025.

WHEREAS, By the resignation of former School Board Member, Aisha Carr, the seat of School Board Member, District 4, Milwaukee Board of School Directors, became vacant effective May 1, 2024; now, therefore, be it

RESOLVED, That, pursuant to s. 8.50, Wis. Stats., the Election Commission is ordered to hold a special election on November 5, 2024, to fill the vacant seat of School Board Member, District 4, Milwaukee Board of School Directors; and, be it

FURTHER RESOLVED, That a special primary, if needed, shall be held on August 13, 2024; and, be it

FURTHER RESOLVED, That the earliest date for circulating nomination papers for the special election shall be no sooner than the date of this order; and, be it

FURTHER RESOLVED, That the deadline for submitting nomination papers to the Election Commission shall be 5:00 p.m., June 3, 2024 ~~June 1, 2024~~**;** and, be it

FURTHER RESOLVED, That a successor shall be elected for the remainder of the unexpired term that will expire on April 21, 2025 ~~March 31, 2025~~.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.22 - Fulfillment of Unexpired Term

Recommendation of the Office of Board Governance

The recommendation is that the Board approve the recommended technical amendment to the resolution to order the special election to fill the unexpired term of School Board Member, District 4.

Director O'Halloran moved to adopt the technical amendments as indicated. The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 6.
Noes —None – 0.

The Board adjourned at 5:38 P.M.

JILL M. KAWALA

Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 14, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 5:34 P.M.

Present — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused— None – 0.

The Board Clerk read the following call of the meeting:

May 10, 2024

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Marva Herndon, the following meeting is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the consideration of the following item of business:

SPECIAL BOARD MEETING – STATUTORY PUBLIC HEARING
5:30 P.M., TUESDAY, MAY 14, 2024

1. Public Hearing on the 2024-25 Superintendent's Proposed Budget

This meeting is being presented pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes, which requires the Board to hold a public hearing on the proposed school budget. The purpose of this meeting is strictly for giving the public hearing. No action will be taken at this meeting. The Board may take action on the proposed FY2025 budget at its Regular Meeting tentatively scheduled on May 30, 2024.

This meeting will be broadcast via livestream audio and via MPS YouTube Stream, the links to which may be found at: https://mpsmke.com/boardcast.

Public testimony will be taken, in person and virtually, during the meeting. The deadline to register for access to the virtual speaker platform is 3:00 p.m. on May 14, 2024. Registration may be completed by phone or email:

To register by phone, call (414) 475-8200 and follow the instructions.

To register by email, visit MPS' Boardcast webpage and complete the electronic form:
https://mpsmke.com/boardcast

Written testimony may be submitted to the Milwaukee Board of School Directors:

By U.S. Mail: Milwaukee Board of School Directors, c/o Office of Board Governance, 5225 W. Vliet Street, Milwaukee, WI 53208

By Email: governance@milwaukee.k12.wi.us

By Fax: (414) 475-8071

Written comments received before 3:00 p.m. on May 14, 2024, will be forwarded to the Board for its consideration.

JILL M. KAWALA

Interim Director/Board Clerk

(Item 1) Public Hearing on the 2024–25 Superintendent's Proposed Budget

Background

The District's financial planning and budget development is a year-round process guided by the Milwaukee Board of School Directors' goals, the Five Priorities for Success, and the approved budget parameters.

The proposed budget is organized into four sections Executive Summary; Organizational; Financial, including Schools, Central Services, and Line Items; and Informational, including City Profile, MPS Profile, and Glossary. The attached proposed budget reflects the collaborative efforts of schools, families, the district, community stakeholders, and the Milwaukee Board of School Directors. Meaningful discussions took place to determine where and how public dollars are spent, ensuring equitable resource allocation that prioritizes school funding.

The proposed budget reflects the commitment to providing all MPS children with the best possible learning experiences.

Fiscal Impact Statement

The proposed budget for July 1, 2024, through June 30, 2025, is balanced. A balanced budget is one in which funding authorized for each Fund matches the projected revenues.

The projected 2024–25 revenue in the School Operations Fund is $1,166.7 million, which is a 11 percent increase of $119.4 million compared with the 2023–24 fiscal year.

The total proposed budget, which includes operations, nutrition, extension, construction, and grant funding is $1.47 billion. Compared with fiscal year 2023–24, this is an 8 percent decrease that is mainly attributable to the end of the federal Elementary and Secondary School Emergency Relief funds.

The following attachments pertaining to the budget are attached to the minutes of your Committee’s meeting

Attachment (A) Transmittal Letter
Attachment (B) Table of Contents
Attachment (1) Executive Summary
Attachment (2) Organizational Section
Attachment (3) Financial Section
Attachment (3A) Schools
Attachment (3B) Central Services
Attachment (3C) Line Items
Attachment (4) Informational Section
Attachment (5) ESSER III Proposed Budget Revision Detail
Attachment (6) 2024-25 Superintendent's Proposed Budget Overview

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Public hearing was given in accordance with the provisions of Section 119.16(8)(a), Wisconsin Statutes.

The Board adjourned at 6:01 P.M.

JILL M. KAWALA

Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 20, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 5:32 p.m.

Present — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

May 17, 2024

To the Members of the Board of School Directors:

A Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

As is customary at Special Board Meetings, no public hearing will be given on matters discussed at this meeting.

SPECIAL BOARD MEETING
5:30 P.M., Monday, May 20, 2024

The purpose of the meeting is to consider, and possibly act on, the vacancy in the position of Board Clerk/Director, Office of Board Governance.
The Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

The Board may reconvene in open session to take action on matters discussed in executive session otherwise, the Board may adjourn from closed session.

JILL M. KAWALA

Interim Director/Board Clerk

(Item 1) Consideration of, and Possible Action on, the Vacancy in the Position of Board Clerk/Director, Office of Board Governance

Background

State statutes require that the Board have a clerk appointed at all times.

The Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

The Board may reconvene in open session to take action on matters discussed in executive session otherwise, the Board may adjourn from closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Administrative Policy, Statute, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

Recommendation

That the Board consider this item in closed session.

Director O'Halloran moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c) to consider the item. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None – 0..

The Board adjourned at from closed session at 6:20 P.M.

JILL M. KAWALA
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 28, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 8:21 P.M.

Present — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

May 24, 2024

To the Members of the Board of School Directors:

Pursuant to Board Rule 1.03(1), a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for consideration of the items of business listed in this notice.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

As is customary at Special Board Meetings, no public hearing will be given on matters discussed at this meeting.

SPECIAL BOARD MEETING
6:30 p.m., Tuesday, May 28, 2024
(or upon the adjournment of the meeting of the Committee on Strategic Planning and Budget)

Item of Business

Consideration of, and Possible Action on, Employment, Compensation, and Performance Evaluation Data Relative to the Superintendent of Schools

Executive Session Notice

The Board may retire to closed session for consideration of this item, pursuant to Wisconsin Statutes section 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; 19.85(1)(f) for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and 19.85(1)(g) for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

JILL M. KAWALA
Board Clerk

Director Gokalgandhi moved to retire to closed session to consider the item, pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None.

The Board retired to closed session at 8:28 p.m. and adjourned from closed session at 10:02 p.m.. The Board took no action.

JILL M. KAWALA
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 30, 2024

Regular meeting of the Board of School Directors called to order by President Herndon at 5:32 p.m.

Present — Garcia, Jackson, Leonard, Siemsen, Zombor, and President Herndon — 6.
Absent and Excused — Directors Gokalgandhi and O'Halloran - 2.

Before proceeding with the items on the agenda, President Herndon called for a moment of silence to commemorate the passing of the following members of the MPS community:

- Johnaquian Williams, a Building Service Helper at Hamilton High School
- Leroy Jackson, a Teacher at Roosevelt Middle School
- Rosie Coleman, a retired General Education Assistant
- Marvin Fleck, a retired Teacher from Hampton School
- Debra Hoyt, a retired Teacher
- Jane Johnston, a retired Teacher from Zablocki School
- Charles Jones, a retired School Engineer from Jackson Elementary
- Martin Morgan, a retired Assistant Principal from Marshall High School
- Leola Rush, a retired Teacher
- James Sylvester, a retired Teacher from Lloyd Barbee Montessori
- Lorice Williams, a retired Paraprofessiona
- Jermiah Jester, a Student from James Madison Academic Campus

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AWARDS AND COMMENDATIONS

(Item 1) Presentation of the 2024 MPS Valedictorians and Salutatorians

Background

The administration is pleased to honor the 2024 MPS Valedictorians and Salutatorians for their impressive academic accomplishments.

School	Valedictorian	Salutatorian
The Alliance School of Milwaukee	Aliana Garcia Rodriguez	Davion Boyden
Assata High School	Latia Moss	Keon White
Audubon Technology and Communication High School	Paul Maynard	Elias Moreno

Bay View High School	Jorge Cortez, Jr.	Alissa Bohn
Lynde and Harry Bradley Technology and Trade School	Monserrat Rojas-Gamboa	Natalie Ugalde-Perez
Carmen Middle/High School of Science and Technology Northwest Campus	DaMaryah Campbell	Rocco Nguyen
Carmen High School of Science and Technology South Campus	Hannia Macias-Nuno	Gabriela Becerra Martinez
Carmen Middle/High School of Science and Technology Southeast Campus	Melanie Roa	Soe Reh
		Belinda Cruz-Luciano
Grandview High School	Nicole Duarte Gonzalez	Annabella Tomow
Green Tree Preparatory Academy	Anya Genett	Camya Terry
James E. Groppi High School	Michella Toliver	Memphis Williams Warren
Alexander Hamilton High School	Alexandria Schrot	Kaylie Deluna
Hmong American Peace Academy	Jordan Xiong	Gao Nou Yang
	Kalia Vang	
Rufus King International High School	Mabel Ciepluch	
	Miette Didier	
	Estalla Maniaci	
	Wolfgang Thiel	
	Elliot Tutaj-Blaz	
	Henry Wohlt	
	Benjamin Wozniak	
	Riley Zabel	
Lad Lake Milwaukee - Synergy	Aalanianna Fox	Emmanuel Torres II
Edward A. MacDowell Montessori School	Anna Heffernan	Sofia Ruffin
James Madison Academic Campus	Amy Lee	Ba Blut Paw
Golda Meir School	Julia E. Burant	Layne M. Rogers
Milwaukee High School of the Arts	Ava Ash Schwabe	Natasha Perez
Milwaukee School of Languages	Rachel Pollock	Samual Gagnier
Milwaukee Marshall High School	Campbell Chigbu	Dante Brown
North Division High School	Breyon Brown	Khamarri Lee
NOVA High School	Kayvon Roby	Sh'Nya Sykes
Barack Obama School of Career & Technical Education	Sha Ryah Harvey	Jzariah Rogers
Project STAY High School	Savannah Travis	Venisha Cox
Casmir Pulaski High School	Naw Paw Dai Moo	Hel Bue
Ronald Wilson Reagan College Preparatory High School		
	Sama Al Wassiti	
	Grace Collins	
	Noah Dinan	
	Brandon Gorton	
	Haylee Jones	
	Daniel Navidad	
	Zion Owusu-Yeboa	
	Una Roberts	
	Landon Vang	
	Lucille Waszak	
Riverside University High School	Eh Ler Lah Soe	Hawa Abdi
South Division High School	Kaw Hser Htee Thaw	Raha Ibrahim
Transition High School	Jerkyla Weston	Nevaeh Rios

Harold S. Vincent School of Agricultural Sciences	Mariana Carneiro Hahn	Angelina Kielman
Washington High School of Information Technology	Jessica Brown	Jada Reyes
Wisconsin Conservatory of Lifelong Learning	Tanijah Martin	Falastin Mwakilo

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

N/A

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of April 2024 were approved by consensus.

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COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

(Item 1) Action on a Request from the City Comptroller for Adoption of a Resolution Authorizing the Sale of Revenue Anticipation Notes (RANs)

Background

The City of Milwaukee anticipates the issuance of Revenue Anticipation Notes (RANs) for the Milwaukee Public Schools to provide temporary funds in advance of the receipt of the payments of state aid. Should the Milwaukee Board of School Directors determine the temporary borrowing is desirable, Mr. Bill Christianson, the City Comptroller, has forwarded the attached resolution, which the Board will have to adopt in order to authorize issuance of the RANs. The full resolution was provided under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

Adoption of the resolution will provide MPS temporary funds in advance of the receipt of payments of state aid.

Implementation and Assessment Plan

If the Board adopts the resolution, the Office of Board Governance will prepare and forward to the City Comptroller the required certified copies of the resolution as well as certification relating to the meeting at which the resolution will have been adopted (members present, specific Board Vote, etc.).

Recommendation

That the Board approve the attached resolution to authorize the issuance of Revenue Anticipation Notes.

Director Siemsen moved adoption of the resolution. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Leonard, Siemsen, Zombor, and President Herndon — 5.
Noes – Director Jackson - 1.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report, with Possible Action, from the Superintendent of Schools

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the district's strategic objectives and the Five Priorities for Success. Activities from late April through mid-May are also included in the attached report.

Recognizing Milwaukee Public Schools Staff in May

On April 24, 2024, celebrations for Administrative Professionals Day were held across the district, honoring the vital contributions of assistants in helping to maintain the smooth operation of schools, departments, and offices. We deeply appreciate their dedication and hard work.

On May 1, we celebrated School Principals Day, honoring the invaluable role of our principals. The competent operation of a school relies on the collaborative efforts of every staff member, community member, partner, and parent, all guided by the principal's leadership. We salute our principals for being at the forefront of our schools' daily and yearly successes.

Teacher Appreciation Week, held from May 6 to 10, offered a chance for all stakeholders to express their gratitude to teachers for their dedication and ongoing service. Teachers are essential to students' academic excellence, offering encouragement, support, and a rigorous education.

On May 8, the Department of Specialized Services celebrated National School Nurse Day, honoring school nurses for their crucial role in student success. School nurses address a wide range of needs, including medical, nutritional, mental, and physical health. Their care can significantly impact a student's ability to stay productive in school. We recognize and thank our school nurses for their invaluable contributions.

We are grateful to all our staff for their daily dedication and hard work. Thank you!

MPS Celebrates Asian American, Native Hawaiian, and Pacific Islander Heritage Month

MPS students and staff are enthusiastically celebrating Asian American, Native Hawaiian, and Pacific Islander Heritage Month throughout May. The commitment to honoring the history of Asian Americans, Native Hawaiians, and Pacific Islanders in our school communities is evident in the various programs undertaken by both staff and students throughout the district.

May was designated Asian American, Native Hawaiian, and Pacific Islander Heritage Month in the United States to commemorate the accomplishments and contributions of Asian/Pacific Americans and to recognize two significant historical events: in May 1843, the first Japanese immigrants arrived in the U.S., and in May 1869, the transcontinental railroad was completed, largely built by skilled Chinese immigrants who worked under perilous conditions. These milestones are integral to the rich history of Asian Americans, Native Hawaiians, and Pacific Islanders in the United States.

MPS Celebrates Cantos de las Américas

On May 10, nearly 390 students from 20 Milwaukee Public Schools came together to perform in Cantos de las Américas, a vibrant musical tribute to education and a celebration of cultures.

MPS first held this event celebrating Cantos de las Américas in 1990, making this year's performance a continuation of a proud tradition. Cantos de las Américas honors the many cultures represented in Milwaukee Public Schools.

This year's program featured an array of dances performed by students and set to both traditional and contemporary songs from Latin America and India. This blend of musical styles highlighted the rich tapestry of cultural influences present in the community.

Cantos de las Américas is one of the annual events held in Milwaukee Public Schools that celebrates the diverse cultural heritage of our district. It brings together students, families, and educators to appreciate and honor the multicultural fabric that makes our schools unique. Learn more about Cantos de las Américas.

Milwaukee Public Schools Honors Its 2024 High School Graduates

Milwaukee Public Schools recognizes its 2024 graduates for their hard work and determination in reaching this academic milestone. To our valedictorians and salutatorians, we acknowledge the fortitude and perseverance put forth to achieve this highest honor.

Graduates still have access to the College and Career Centers, where they can get help with applying for college admissions, grants, and scholarships and with exploring opportunities such as building trades, military service, and youth apprenticeships. We encourage all students to take full advantage of the College and Career Centers for assistance with FAFSA, résumé writing, and job searching.

Our newest alumni will be celebrated at our annual Senior Send-off on May 31, 2024, at the MPS Central Administration Building.

See the full list of the more than 150 colleges and trades to which our graduates are already accepted. See also the full list of the 2024 valedictorians and salutatorians.

Milwaukee Public Schools congratulates all the 2024 graduates and wishes them great success in their future endeavors.

MPS Students Show Off Their STEM Genius at This Year's Fair

At the annual MPS STEM Fair, hosted in the spacious Baird Center, students engaged in lively and colorful demonstrations of physics and art. They presented innovative designs that included swinging pendulums and rotating spinners that dripped, spattered, and lashed paint across canvases. This not only created visually striking patterns but also served as a practical lesson in gravity and the impact of different variables on motion and force.

Throughout the rest of the exhibition center, the atmosphere buzzed with enthusiasm as students from all academic levels and every region within the school district showcased their STEM projects. These projects ranged from simple mechanical devices to complex simulations, all detailed through re-creations, vivid illustrations, and informative photos. Participants explained the principles behind their projects to competition judges and visitors who showed keen interest, making it a dynamic exchange of ideas and learning. This interaction demonstrated not only the students' understanding of scientific concepts but also their ability to communicate these ideas effectively to a diverse audience.

Summer Opportunities

Summer is a time for students to engage in multiple activities ranging from academics to recreation to employment.

Academic opportunities are now available for K5–grade 12 students that include math, science, English language arts, English as a second language, and STEM.

More information is available in the Summer Academy Enrollment Guide and in the Summer Academy Specialty Courses flyer.

College campus opportunities are now available for high school students.

· We offer College 101 courses through our Summer Academy. Some of these courses include the following:
  - o Beach flag volleyball – University of Wisconsin–Milwaukee
  - o Written communication (English 195) – MATC
  - o Aviation science drone workshop – Carroll University

· UW–Madison PEOPLE Program students will spend up to six weeks on campus (depending on grade level). Seniors who graduate and will attend UW–Madison also spend summer on campus.

· Marquette and UWM have college summer opportunities through various programs such as Upward Bound and College for Kids.

· The Boys & Girls Clubs Graduation Plus program offers programming for students in the summer. Graduation Plus is aimed toward college access.

Recreation opportunities are now available for all ages. Milwaukee Recreation offers Community Learning Centers, camps, camping, swimming, open playgrounds, twilight centers, driver's education, space science, archery, and a host of other opportunities. Many activities are free for students. For a full list of opportunities, view the Summer Recreation Guide.

Department of Recreation is Hiring

Employment opportunities are available through Employ Milwaukee and the City of Milwaukee. Employ Milwaukee offers the Earn and Learn program for youth ages 14–24. The program is designed to provide meaningful work or leadership experiences to youth in Milwaukee Public Schools and the community.

The program seeks to provide the following:

· Structured, well-organized work-based learning experiences
· Role models who encourage youth to continue in or return to school
· Career assessment, awareness, and exploration as part of the learning experience
· Opportunities that may lead to unsubsidized employment for youth making the transition from school
· Leadership skills
· Money management

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Action on a Request to Retire to Closed Session to Confer with Legal Counsel Relative to Litigation in Which the Board is or is Likely to Become Involved

Background

Under the provisions of Wisconsin Statute 19.85(1)(g), the Board may retire to a closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

The Board may return to open session to take action on matters discussed in closed session or to continue with its agenda, or, the Board may retire from closed session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

The recommendation is that the Board retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g).

Consideration of the item was deferred to the end of the meeting.

* * * * *

(Item 2) Consideration of, and Possible Action on, Employment, Compensation, and Performance Evaluation Data Relative to the Superintendent of Schools

Background

The Board may retire to a closed session to consider this item, pursuant to Wisconsin Statutes 19.85(1)(c)(f) and (g).

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Recommendation

That the Board retire to closed session for consideration of this item.

Consideration of the item was deferred to the end of the meeting.

* * * * *

(Item 3) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

The importance of fair support for students with disabilities in public schools and the positive fiscal implications of a 90% reimbursement rate continues to be a point of emphasis. In a newsletter published in May, State Senator Chris Larson, provided a memo from the Legislative Fiscal Bureau, demonstrating the fiscal effect of a 90% reimbursement rate at the school district level.

On May 22, 2024, the Wisconsin Legislative Fiscal Bureau provided an update of the state's general fund. Then memo anticipates a positive balance of a little over $3 billion at the end of the 2024-25 fiscal year and an additional $2 billion in the state stabilization fund for a total of $5 billion.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

The Board recessed midway through the report, from 6:08 to 6:35 p.m.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE. The report includes activities from late April through mid-May.

Accountability and Efficiency Services

Between April 6, 2024 and May 18, 2024, Accountability and Efficiency Services completed three constituent inquiries, satisfied five impartial hearing officer (IHO) assignment requests, and responded to seven information requests.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

During this reporting period, Contract Compliance Services (CCS) staff members focused on our Communities In Need (COIN) and Student Engagement Programming.

On May 7 and May 9, 2024, CCS staff provided presentations to Bayview High School and WHS of Information Technology students. The presentations provided a brief overview on interviewing tips and soft skills aligned with proper workplace etiquette. The engagement also provided an opportunity to introduce students with summer internships and the "Constructing Futures Initiative" construction training available for junior and seniors through CCS.

Thirty-two interns are currently undergoing interviews across diverse industries within the fields of administrative services, architectural services, art and dance, construction, moving services, technology, and transportation services. One intern has been hired to date with updates to be provided in future reports.

CCS remains committed to fostering collaborations with departmental and internal sponsors and actively working toward the establishment of further internships and work-based learning opportunities for our high school students.

Contract Compliance Services continued to support the District's implementation of Administrative Policies 3.10 and 3.13

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period include:

Audit Completions and Substantially Complete

Partnership Management Letter issued
7 School Audits issued
Retiree health and life insurance benefits exit conference held with report to be issued by month end.

Audits Underway

Expulsion Audit field work underway
Accounts Payable Audit field work underway
Risk Assessment Surveys sent out to Departments as part of FY25 Annual Audit Plan development

Investigations

Two Special Investigative Reports issued
Continued monitoring of the Fraud Hotline with several investigations underway Operational Updates
Interviews conducted for Auditor I position

FY25 Budget developed reflecting audit structure updates

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

* * * * *

REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented five expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Siemsen moved to accept the reports of the Independent Hearing Officers of

May 8, 2024, @ 9:00 a.m., 10:30 a.m.

May 14, 2024, @ 9:00 a.m.

May 22, 2024, @ 9:00 a.m.

May 29, 2024, @ 9:00 a.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, Siemsen, Zombor, and President Herndon — 6.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance and Personnel, Item 1, Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action Report, was set aside at the request of Director Herndon

From the Report of the Committee on Strategic Planning and Budget, Item 3, Consideration of and Possible action on the 2024-25 Superintendent's Proposed Budget, has been set aside for final action on budgetary items.

On the motion of Director Siemsen, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, Siemsen, Zombor, and President Herndon — 6.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Garcia presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action Report

Classified

Name	Position and Salary	Date	Salary
	NEW HIRES		
2 Erie Barry	Building Service Helper I	04/15/2024	$17.17/hr
2 Jari Copeland	Building Service Helper I	04/15/2024	$17.17/hr
2 Brian Glover	Building Service Helper I	04/08/2024	$17.17/hr
2 Ivoryanna Holloway	Building Service Helper I	04/15/2024	$18.89/hr
2 Julieann Irvin	Building Service Helper I	04/22/2024	$19.46/hr
2 Anissa Jones	Building Service Helper I	04/08/2024	$20.61/hr
2 Demetrice Lenoir	Building Service Helper I	04/01/2024	$18.89/hr
7 Nevia Martinez	Building Service Helper I	04/15/2024	$17.17/hr
5 David Mazur	Building Service Helper I	04/01/2024	$17.17/hr
2 William Monroe	Building Service Helper I	04/15/2024	$17.74/hr
2 Romani Reed	Building Service Helper I	04/08/2024	$17.17/hr
2 Lee Siddiqu	Building Service Helper I	04/22/2024	$20.61/hr
6 Carey Simmons	Building Service Helper I	04/15/2024	$17.17/hr
2 Dena Simmons	Building Service Helper I	04/08/2024	$20.03/hr
2 Kenyonia Smith	Building Service Helper I	04/15/2024	$17.17/hr
2 Skylar Stewart	Building Service Helper I	04/08/2024	$17.17/hr
2 Alexander Willis	Building Service Helper I	04/08/2024	$17.17/hr
2 Daniel Turner	Children's Health Assistant	04/01/2024	$21,171.22
2 Charita Adams	Food Service Assistant	04/01/2024	$17.17/hr
2 Craig Blue	Food Service Assistant	04/22/2024	$17.17/hr
2 Tiffany Ellis	Food Service Assistant	04/01/2024	$17.17/hr
2 Quantasha Huley	Food Service Assistant	04/22/2024	$18.20/hr
2 Ternase Jones	Food Service Assistant	04/15/2024	$21.29/hr
2 Karen Malone	Food Service Assistant	04/22/2024	$20.26/hr
2 Amanda Roberson	Food Service Assistant	04/02/2024	$18.20/hr
2 Yalawn Robinson	Food Service Assistant	04/10/2024	$17.69/hr
5 Doloris Soto	Food Service Assistant	04/03/2024	$19.23/hr
2 Tamerra Torrence	Food Service Assistant	04/08/2024	$17.69/hr
4 Ivette Trudel	Food Service Assistant	04/01/2024	$17.17/hr
4 Malina DeJesus	Paraprofessional	04/15/2024	$23,435.00
4 Mahida Hernandez Jimenez	Paraprofessional	04/01/2024	$26,574.00
4 Gregory Manlove	Paraprofessional	04/08/2024	$23,435.00
2 Jamie Patterson	Paraprofessional	04/01/2024	$22,648.00
5 Vernera Rozani	Paraprofessional	04/01/2024	$22,648.00
2 Adrienna White	Paraprofessional	04/01/2024	$26,422.00
2 Wendeline Herndon	School Secretary I – 12 Month	04/01/2024	$49,870.00
2 James Dean	Youth Apprentice	04/05/2024	$15.00/hr
2 Dreveon George	Youth Apprentice	03/11/2024	$15.00/hr

Name	Position and Salary	Date	Salary
	PROMOTIONS		
2 Shanila Johnson-Gilmore	Building Service Helper I	04/08/2024	$17.17/hr
5 Julie Mina Saavedra	Building Service Helper II	04/15/2024	$43,962.05
4 Darby Suarez	Building Service Helper II	04/15/2024	$47,668.61
2 Danny Johnson	Boiler Attendant Trainee	04/15/2024	$45,867.02
4 Wilson Calixto	Food Service Assistant	04/01/2024	$17.69/hr
2 Romell Jackson	School Engineer I	03/04/2024	$57,490.10
2 Carlos Eiland	School Engineer II	04/15/2024	$67,696.34
2 Alicia Moore	School Engineer II	04/15/2024	$67,696.34
2 Jessica Porter	School Engineer II	04/15/2024	$63,565.67
2 Marvin Jenkins	School Engineer III	04/22/2024	$74,418.71
4 Susana Flores Baez	School Kitchen Manager I	03/04/2024	$28,824.00
2 Vanette Hampton	School Kitchen Manager Trainee	03/18/2024	$23.24/hr
4 Carmen Santiago	School Kitchen Manager Trainee	03/18/2024	$20.15/hr
2 Stephanie Spence	School Kitchen Manager Trainee	04/01/2024	$18.09/hr
2 Joel Hunter	School Engineer III – Over 250,000 ft	04/01/2024	$86,013.52
	REHIRES		
2 Elijah Bonds	Building Service Helper I	04/15/2024	$20.03/hr
2 Bianca Boyd	Building Service Helper I	04/15/2024	$17.17/hr
2 Michael Evans	Building Service Helper I	04/15/2024	$18.89/hr
2 Karimel Highshaw	Building Service Helper I	04/22/2024	$19.46/hr
2 Latasha Lee	Building Service Helper I	04/22/2024	$17.74/hr
2 Synthia Lee	Building Service Helper I	04/22/2024	$19.46/hr
2 Kelly Miller	Building Service Helper I	04/08/2024	$19.46/hr
2 Stanley Robinson	Building Service Helper I	04/01/2024	$18.32/hr
2 Tomicka Evans	Children’s Health Assistant	04/02/2024	$23,153.44
2 Keesha Gibson	Children’s Health Assistant	04/22/2024	$25,797.16
2 LaShonda Lee	Children’s Health Assistant	04/10/2024	$26,457.52
4 Jamie Cardona	Food Service Assistant	04/01/2024	$18.72/hr
2 Tijuana Odom	Food Service Assistant	04/15/2024	$21.81/hr
2 Isaiah Williams	Food Service Assistant	04/02/2024	$17.69/hr
4 Yosmary Godkin Delgado	Paraprofessional	04/01/2024	$26,574.00
2 Kendra Rogers	School Secretary I – 11 Month	04/22/2024	$33,658.00

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER EARLY START

2,nr	Cater,Fawn	HEALTH - PHY ED	01/MA	$84,825.00	4/8/2024

ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL COUNSELOR

3,r	Mahnke,Melissa L	GUIDANCE- VARIOUS	01/MA	$80,746.00	4/22/2024

ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER

5,nr	Nelson,Susan	ART	XX/4W2	$49,836.00	4/22/2024

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
Teachers	0	2	0	1	0	0	1	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	1	0	1	1	0	0	0	0
TOTAL	0	3	0	2	1	0	1	0	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave January 2024:		
Carson Leigh Reader	Richard Kluge Elementary	January 17, 2024
Illness Leave February 2024:		
Shequita Grizzley	Jackson School	February 24, 2024
Illness Leave April 2024:		
Paayal Siegler	Gaenslen School	April 8, 2024
Casey Galloway	Bradley Tech High School	April 15, 2024
Abigail Foote	Riverside University High School	April 22, 2024
Katherine Schumacher	Central Service Building	April 26, 2024
Personal Leave April 2024:		
Mohni Kueng	MacDowell Montessori	April 15, 2024
Jason Jerabek	Fernwood School	April 15, 2024
Personal Leave July 2024:		
Tonya Love	Elm Creative Arts School	July 19, 2024

Report on Resignations and Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Personal	2.2	5	Alexandria Ahrens	Teacher	95th Street	06/12/2024
Other Work	1.6	5	Hanan Ali	Teacher	Bradley Tech	06/30/2024
Other Work	0.7	2	Leana Alvarez	Teacher	Greenfield	06/13/2024
Personal	0.6	2	Iheanyi Amara	Teacher	Westside Acad	06/13/2024
Personal	25.6	4	Refugio Avila	Teacher	Burdick	06/14/2024
Retire	30.8	4	Janette Brigoni	Teacher	Fratney	05/30/2024
Personal	26.5	5	Ann Cirillo	Teacher	Lincoln MS	05/23/2024
Personal	27.2	5	Candace Cline	Teacher	Fairview	06/13/2024
Personal	9.7	5	Megan Culhane	Teacher	Thurston Woods	06/13/2024
Other Work	0.8	5	Riley Curtin	Teacher	Lincoln MS	05/23/2024
Personal	0.8	5	Seth Czaplewski	Teacher	Vincent	05/23/2024
Personal	9.6	2	Latasha Dotson Franklin	Teacher	Elm	06/30/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	2.4	4	Laura Engelbrecht	LMS	Bay View Mont	06/18/2024
Personal	5.8	5	Tyler Foote	Teacher	Vincent	05/23/2024
Personal	5.8	4	Sebastian Gonzalez	Teacher	Greenfield	06/14/2024
Personal	3.7	4	Megan Hahn	Teacher	Gaenslen	06/13/2024
Personal	22.6	5	Steven Hoagland	Teacher	MacDowell	03/11/2024
Other Work	6.7	5	Megan Kitzerow	Teacher	Early Childhood	06/13/2024
Other Dist	5.8	5	Matthew Klansky	Teacher	Ronal Reagan	05/23/2024
Other Dist	17.7	5	Jordan Knopp	AP	Meir	05/31/2024
Other Dist	3.7	5	Kaytlin Lampe	Teacher	Grant	06/13/2024
Personal	16.7	4	Maria Macias	Teacher	Spanish Imm	04/12/2024
Personal	11.1	2	Shantelle Matthews	Teacher	Audubon MS	05/24/2024
Personal	1.7	2	Sydnee McDowell	Teacher	Wedgewood	04/01/2024
Personal	1.7	3	Kelly Meehleib	SLP	81st Street	06/14/2024
Other Dist	2.8	5	Grant Messman	Psych	Bradley Tech	05/29/2024
Other Work	0.8	5	Andrea Moriarity	Teacher	Riverside	05/23/2024
Personal	0.3	4	Luz Paba	Teacher	Hayes	04/01/2024
Personal	0.7	5	Karina Palffy	Teacher	Engleburg	06/15/2024
Personal	4.7	5	Alison Patten	Teacher	Jackson	06/30/2024
Personal	2.4	4	Maria Perez	Teacher	MacDowell	05/23/2024
Personal	2.7	6	Britta Pigorsch	Teacher	Parkside	06/13/2024
Retire	34.8	2	Ijoister Pyle Harris	Teacher Ldr Central Svcs	06/28/2024	
Personal	4.4	4	Susana Quibrera	Teacher	Riley	03/25/2024
Personal	1.0	4	Leslie Robles Acevedo	Teacher	Spanish Imm	06/14/2024
Other Work	4.6	2	Dannah Scott	Nurse	Central Svcs	03/02/2024
Personal	9.7	5	Courtney Sharon	Teacher	Meir	05/23/2024
Retire	22.8	4	Angeles Sitzes	Teacher	Riverside	05/24/2024
Other Dist	3.7	5	Abygail Smith	Teacher	Stuart	06/13/2024
Personal	0.8	5	Myles Stambaugh	Teacher	Meir	06/07/2024
Other Dist	6.6	7	Rebeca Tillman	Teacher	Wedgewood Park 06/13/2024	
Personal	8.7	4	Beatriz Varela Palmeiro	Teacher	Meir	06/13/2024
Personal	2.0	5	Mark Wolff	Counselor	Central Svcs	05/31/2027

Classified Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Effective Location	Date
Personal	0.1	2	Charita Adams	FSA	Grantosa	04/01/2024
Personal	0.1	4	Maria Alvarado Roman	Para	Doerfler	04/04/2024
Personal	10.2	2	Lamona Anderson	Para	Parkview	04/05/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Other Work	1.0	2	Kyiesha Austin	Secretary I	Central Svcs	04/10/2024
Personal	0.7	4	Atalia Barajas	CHA	Longfellow	03/31/2024
Personal	23.3	5	Pamela Barth	FSA	Craig	04/15/2024
Personal	5.0	4	Erik Colchado Medina	FSA	Wedgewood	03/05/2024
Personal	1.4	5	Janet Dietert	Para	German Imm	06/14/2024
Other Work	6.4	2	Tyrees Elamin	BSH I	Marshall	05/03/2024
Personal	0.1	2	Shana Ewan	Safety Asst	Safety	10/20/2023
Personal	2.8	2	Sarina Gidarisingh	Safety Asst	Safety	04/09/2024
Personal	8.5	4	Evelyn Gonzalez	Para	MACL	04/12/2024
Personal	0.7	2	Chloe Hoze	Para	Curtin	04/16/2024
Personal	2.3	5	Monique Jahnke	Secretary I	Bay View HS	04/17/2024
Personal	0.7	2	Tatyana Jamison	Secretary I	Early Childhood	03/25/2024
Personal	22.3	3	Teng Lee	Info Spec	Central Svcs	04/30/2024
Personal	0.3	2	Rasheedah Mabry	Safety Asst	Safety	04/02/2024
Other Work	3.6	4	Brenda Martinez	Secretary I	Maryland	06/21/2024
Personal	6.1	2	Theresa Maxwell	Engineer III Marshall	03/08/2024	
Personal	0.1	5	David Mazur	BSH I	Central Svcs	04/03/2024
Personal	7.7	7	Kevin Metzner	Para	French Imm	06/13/202
Personal	4.4	2	Kelly Miller	BSH I	Central Svcs	03/18/2024
Personal	8.0	2	David Moore	BSH I	Roosevelt	03/31/2024
Personal	0.3	2	Kimora Moore	SWA II	Hamilton	05/24/2024
Personal	0.3	5	Karly Mutranowski	Para	Neeskara	06/12/2024
Other Work	6.7	5	Beau Rick	IT Tech II	Technology	05/10/2024
Personal	8.6	1	Kelly Rickman Bosh	Coord II	Central Svcs	04/20/2024
Personal	26.1	2	Tafarah Rutledge Estese	Para	Vincent	04/04/2024
Personal	0.4	2	Elaine Segura	Para	Bruce	03/15/2024
Other Work	6.4	2	Annice Sowers	Para	Sherman	06/15/2024
Personal	0.1	2	Alexis Stone	Safety Asst	Safety	03/06/2024
Personal	0.4	2	Precious Taylor	Safety Asst	Safety	04/02/2024
Personal	0.6	2	Joyce Thompson	BSH I	South Division	02/22/2024
Personal	8.6	2	Brittany Triplett	FSA	Bradley Tech	04/26/2024
Personal	0.4	2	Cordeliah Vales	Safety Asst	Safety	04/16/2024
Personal	10.2	2	Valerice Wilson	Para	Cass	06/13/2024
Personal	15.7	2	Sally Yeldell	Para	Early Childhood	04/26/2024

Other District – 6 (Classified – 0 Certificated – 6)
Other Work – 11 (Classified – 5 Certificated – 6)
Personal – 60 (Classified – 32 Certificated – 28)
Retirement – 3 (Classified – 0 Certificated – 3)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

President Herndon passed the gavel to Director Jackson at 6:50 p.m. and recused herself.

Director Garcia moved approval of the Committee's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, Siemsen, and Zombor— 5.
Noes — None.
Recused - President Herndon -1.

The gavel was returned to President Herndon at 6:51 p.m.

* * * * *

(Item 2) Action to Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Administrative Appointments

(5)(nr)	Joe Ricciardi	Principal II 9-12, Hamilton	Schedule 03, Range 15A
		Office of the Chief of School Administration	$139,777
(2)(r)	Ramona Phillips	Principal I K-12, WCLL	Schedule 03, Range 14A
		Office of the Chief of School Administration	$128,292
(5)(nr)	Alexandra Zivkovic	Mechanical Engineer	Schedule 03, Range 11A
		Office of the Chief of Operations	$120,963
(2)(r)	Eugene Perkins	Supervisor I- Maintenance & Repair	Schedule 03, Range 09A
		Office of the Chief of Operations	$107,770
(4)(r)	Cesar Pequeno	Assistant Principal III, Hamilton	Schedule 03, Range 12C
		Office of the Chief of School Administration	$82,787
(5)(r)	Dawn Jacobus	Planning Assistant II, School Nutrition	Schedule 03, Range 02A
		Office of the Chief of Finance	$60,339
(4)(r)	Marisol Maldonado - Krostag	Accountant I, Finance	Schedule 03, Range 03A
		Office of the Chief of Finance	$59,500

Recommended LTE Contracts (To be effective upon the Boards approval)

(2)(r)	Eric Coleman	Title IX Investigator Office of the Chief of School Administration 03/06/24 to 09/06/24	$40.00
(5)(nr)	Jaimie Tezak	MPSU Adjunct Office of the Chief of Human Resources 04/17/24 to 06/30/24	$40.00
(2)(r)	Donald Bennett	ESSER III Extracurricular Engagement Project Manager Office of the Chief of Finance 04/22/24 to 09/30/24	$40.00
(5)(r)	Tammy Nemoir	Infinite Campus Coordinator/Database Support Office of the Chief of School Administration 03/01/24 to 09/01/24	$40.00
(2)(r)	Marie McClain	Milwaukee Virtual Program Office of the Chief of School Administration 10/30/24 to 04/30/24	$40.00
(5)(r)	Patricia Jacobs	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	$35.00
(5)(nr)	Colleen Munch	Transformative Reading Instruction (TRI) Coach Office of the Chief of School Administration 04/15/24 to 06/30/24	$30.00
(2)(r)	Elizabeth Brown	Bookkeeper Office of the Chief of Finance 07/01/24 to 12/31/24	$30.00
(5)(nr)	Mariella Kuehn	School Bookkeeper Office of the Chief of Finance 04/03/24 to 09/30/24	$30.00
(2)(nr)	Leah Whatley	ESSER III Project Coordinator-Overnight Camping Experiences Office of the Chief of Operations 04/03/24 to 09/30/24	$30.00
(5)(nr)	Katharine Zabors	Lead the Way Launch Instructor Office of the Chief of School Administration 04/15/24 to 06/30/24	$30.00
(4)(nr)	Rachel Rendon	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	$28.00
(2)(r)	Jacqueline Davis	Human Resource Assistant – IRMAA Reimbursement Project Office of the Chief of Human Resources 05/01/24 to 06/30/24	$27.00
(2)(r)	Erica Cook	Climate Assistant Office of the Chief of School Administration 04/02/24 to 05/22/24	$25.00
(5)(r)	Nancy McGrew	K4/K5/1st Classroom Assistant & other duties as assigned Office of the Chief of School Administration 07/01/24 to 12/31/24	$15.00

R	Resident
Nr	Non-resident
1	Native American

2 African American
3 Asian/Pacific Islander
4 Hispanic
5 White
6 Other
7 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on a Request for an Amendment to the 2024-2025 Districtwide School Calendar

Background

On December 19, 2023, the Milwaukee Board of School Directors (MBSD) approved the Districtwide school calendar for the 2024-2025 school year. Since the approval of the calendar, the need for a minor modification has been identified. Specifically, it is requested that:

- The November 8, 2024, Record Day/Professional Development Day move to November 5, 2024, to help reduce the number of people in our buildings on election day as many of our schools serve as polling sites.
- That the January 17th Record Day/Professional Development Day move to January 24th to better balance the number of instructional days between the semesters for high schools.
- That the June Professional Development Day and Record Day be bifurcated between K8 schools (to be held on June 6) and high schools (to be held June 16), in order to better meet the needs of our schools..

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.03 - School Year/School Calendar

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will make the necessary adjustments to reflect the proposed amendment and will inform families of the change.

Committee's Recommendation

The Administration recommends that the Board approve the amendment to the 2024-2025 Districtwide School Calendar as reflected in the attachment.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of $25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Budget Transfers; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

RFB 5803 Authorization to Extend a Blanket Purchase Order with East Side Jersey Dairy DBA Prairie Farms Dairy as the Milk Supplier/Distributor for the Department of Nutrition Services

The Administration is requesting authorization to extend a blanket purchase order with East Side Jersey Dairy DBA Prairie Farms Dairy for the 2024-2024 school year. This contract will provide for the distribution of specific milk products to be directly delivered to MPS schools, which will allow flexibility of delivery services based on storage capacity at each school. Milk is a USDA required food component that must be offered at Breakfast, Lunch and Dinner.

The vendor was chosen pursuant to RFB 5803 which closed on June 14, 2022. East Side Jersey Dairy DBA Prairie Farms Dairy was the only bidder for the award.

The third-year term of the blanket purchase order will run from September 1, 2024 through August 31, 2025 and will not exceed $3,300,000.00.

Budget Code:LNC-0-0-LNH-XX-EFOD (Nutrition) $3,300,000.00

RFB 5804 Authorization to Extend a Blanket Purchase Order with Alpha Baking Company Inc as the Fresh Bakery/Bread

Supplier/Distributor for the Department of Nutrition Services
The Administration is requesting authorization to extend a blanket purchase order with Alpha Baking Company for the 2024-2025 school year. This contract will provide the distribution of specific bread products to be directly delivered to MPS schools with flexible delivery days based on the fresh bakery needs of the menu.

The vendor was chosen pursuant to RFB 5804 which closed on June 13, 2022. Alpha Baking Company Inc was the only bidder for the award.

The third-year term of the Blanket Purchase Order will run from September 1, 2024 through August 31, 2025 (Year 3).

Budget Code: 000-0-0-000-BL-ECTS (Nutrition)..... $550, 000.00

RFB 5805 Authorization to Extend a Blanket Purchase Order with Nextera Packaging, Inc for Tray Wrapping Film

The Administration requests authorization to extend a blanket purchase order with Nextera Packaging for tray wrapping film to provide four types of tray wrapping film to all MPS kitchens requiring the products.

The vendor was chosen pursuant to RFB 5805, which closed on June 24, 2022. Nextera Packaging was the lowest and complying bidder for the award.

The third-year term of the blanket purchase order will run from September 1, 2024 through August 31, 2025 ("Year 3").

The total cost for Year 3 will not exceed $75,000.00.

Budget Code: 000-0-0-000-BL-ECTS $75,000.00

RFB 5813 Authorization to Extend a Blanket Purchase Order with Oliver Packaging & Equipment Co. for Trays and Polyester Film for Heat Seal Machine and Tray Accumulator for Milwaukee Public Schools

The Administration is requesting authorization to extend a blanket purchase order with Oliver Packaging & Equipment C o. for the 2024-2025 school year with the option to extend for up to one additional one-year period. This blanket purchase order will provide the distribution of a variety of heat seal plant -based fiber trays and polyester heat sealable film for the trays. MPS is always in pursuit of sustainability and protecting the environment. Thus, priority will be provided to plant-based containers. Currently, The School Nutrition Department operates four Central Kitchens using the heat seal machines.

The vendor was chosen pursuant to RFB 5813 which closed on June 6, 2023. Oliver Packaging & Equipment Co. was the lowest and complying bidder for the award.

The second-year term of the blanket purchase order will run from August 1, 2024, through July 31, 2025 (“Year 2”) with the option of one additional one-year term.

The total cost for Year 2 will not exceed $750,000.00

Budget 000-0-0-000-BL-ECTSCode: (Nutrition)..... $750,000.00

RFB 5817 Authorization to Issue a Blanket Purchase Order to Virtucom, Inc. for MS-Windows Based Computers

The Administration is requesting authorization to issue a blanket purchase order to Virtucom, Inc., (“Virtucom”) to provide MS-Windows based computers to all MPS schools and departments. Virtucom will be used to deliver staff and student laptop and desktop computers for use throughout the District.

These devices will be used by staff and students for various educational needs including PLTW coursework, graphics and multimedia instruction, business application instruction, programming and coding, point-of-sale equipment for food sales, classroom teacher functions as well as administrative and clerical needs.

The contractor was chosen pursuant to RFP 5817, which closed on March 22, 2024. The contract will run from July 1, 2024 through June 30, 2025, (the “Initial Term”), with

four additional one-year options to extend based on vendor performance.

The total cost of the contract in the Initial Term will not exceed $8,000,000.

Budget Code: Varies by Location purchasing goods.....$8,000,000

Cooperative Authorization to Issue a Purchase Order to Lexia Learning Systems, Inc. for LETRS Literacy Training for Administrators

The Administration is requesting authorization to enter into a purchase order for LETRS Literacy Training for Administrators. New reading legislation, Act 20, requires that all individuals employed as a district principal of K5-3rd grade students complete specific reading training for administrators by July 1, 2025.

Language Essentials for Teachers of Reading and Spelling (LETRS) training for administrators will enable leaders to effectively support K5-3rd grade educators as they engage in the LETRS course of study and work to implement the learnings in their classrooms.

LETRS for Administrators defines the systems and infrastructures required to implement a literacy program aligned to scientifically based research successfully. The course includes exercises, planning tools, and observation rubrics to maintain quality literacy initiatives with content based on the Science of Reading and Structured Literacy. Content is broken down into short sessions and can be applied immediately. Self-paced learning allows administrators to choose when they access and how long they spend in the course.

This purchase is made under The Interlocal Purchasing System (TIPS) cooperative contract #210301.

The total cost will not exceed $86,000.00.

Budget Code:

000-0-0-AKF-NL-FTRG $23,000.00

DII-O-O-CAI-CI-EPPT $63,000.00

Report on Change Orders in Excess of $50,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed $25,000.

Contract: C031610

Catapult Learning West, LLC

On June 29, 2023, the Milwaukee Board of School Directors and Catapult Learning West, LLC entered into Professional Services Contract number C031610 ("Contract"), with a term of July 1, 2023, through June 30, 2024, for Title IA, Title IIA, Title IIIA, and Title IVA services. On April 4, 2024, a Request to Change Contract (RCC) was approved to increase the contract by $2,975,894.56 based upon allocation numbers.

Original Contract Amount:.....$ 6,020,045.93

RCC 4/4/2024.....2,975,894.56

Ending amount: .....$ 8,995,940.41

Contract: C031611

Owners Group dba Learning Exchange

On June 29, 2023, the Milwaukee Board of School Directors and Owners Group dba Learning Exchange entered into Professional Services Contract number C031611 ("Contract"), with a term of July 1, 2023, through June 30, 2024, for Title IA, Title IIA, Title IIIA, and Title IVA services. On March 26, 2024, a Request to Change Contract (RCC) was approved to increase the contract by $8,711,304.93 based upon allocation numbers.

Original Contract Amount:.....$16,982,306.72

RCC 3/26/2024.....8,711,304.93

Ending amount: $25,693,611.65

Contract: C031612

Mainstream Development Educational Group, LLC

On June 29, 2023, the Milwaukee Board of School Directors and Mainstream Development Educational Group, LLC entered into Professional Services Contract number C031612 ("Contract"), with a term of July 1, 2023, through June 30, 2024, for Title IA, Title IIA, Title IIIA, and Title IVA services. On March 26, 2024, a Request to Change Contract (RCC) was approved to increase the contract by $1,633,463.62 based upon allocation numbers.

Original Contract Amount:.....$ 4,132,096.53

RCC 4/4/2024.....1,633,463.62

Ending amount: .....$ 5,765,560.15

Contract: C29239

Accounting Equipment Corp.

On January 1, 2020, the Milwaukee Board of School Directors and Accounting Equipment Corp. d/b/a AE Business Solutions entered into Professional Services Contract number C029239 ("Contract"), with a term of February 1, 2020, through January 31, 2021, to provide temporary support services such as service technicians and network support. The Board approved a contract extension with a term of February 1, 2021 – January 31, 2022. A Request to Change Contract (RCC) was approved on November 5, 2021, to add funds to cover the needs of the District for additional temps for equipment prep at warehouse as a result of COVID/FMLA. The Board approved a contract extension on December 16, 2021, for a term of February 1, 2022 – January 31, 2023. On October 17, 2022, an RCC was approved to expand the scope to include cybersecurity administration with added funds of $85,000. An RCC was approved on

3/26/2024 to add funds to the contract to pay remaining bills. Delay was caused by diligent review of invoices once received; vendor had sent to wrong department.

Original Contract Amount: $275,00.00

RCC 11/5/2021.....41,250.00

Contract Yr. 2.....275,000.00

Contract Yr. 3.....350,000.00

RCC 10/17/2022.....85,000.00

RCC 3/26/2024.....100,177.00

Ending Amount.....$1,126,427.00

Contract: C030797

Adroit Advanced Technologies, Inc.

On September 1, 2022, the Milwaukee Board of School Directors and ADROIT Advanced Technologies, Inc. entered into Professional Services Contract number C030797 ("Contract"), with a term of September 1, 2022, through July 31, 2025, to provide taxi services for students throughout the metro-Milwaukee area, to and from school. On July 18, 2023, a Request to Change Contract (RCC) was approved to add funds of $300,000 due to service demands. On August 8, 2023, an RCC was approved to add $155,073.25 due to continued demand for services. On January 30, 2024, an RCC was approved to add funds of $1,500,000 for increased services. On April 23, 2024, an RCC was approved to add $1,100,000 to cover increased services.

Original Contract:.....$ 750,000.00

RCC 7/18/23.....$ 300,000.00

RCC 8/8/23.....$ 155,073.25

RCC 1/16/24.....$1,500,000.00

RCC 4/23/2024.....$1,100,000.00

Ending Amount:.....$3,805,073.25

Monthly Financial Reports

The report on revenues and expenses; monthly expenditure control report; the report on budget transfers; the report on contracts awarded with a value under $50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Browning School	United Way Greater Milwaukee & Waukesha County	1,000.00	My Very Own Library
Cass Street School	MP on Brady Inc.	2,200.00	Athletics Program
Clara Barton School	Zoological Society of Milwaukee	382.54	2 Buses to the Zoo
Clemens School	Thomas Wirth	200.00	Playground Redevelopment
Craig Montessori School	Craig Montessori School P.T.O.	260.00	Trees For Tomorrow Student Field Trip
Craig Montessori School	Laura Johnson	100.00	Kinicato Wheeler Field Trip
Craig Montessori School	Natural Resources Foundation of Wisconsin Inc.	500.00	Go Outside Fund

Location	Donor	Amount	Gift or Purpose
Doerfler School	United Way Greater Milwaukee & Waukesha County	1,000.00	My Very Own Library
Elm Creative Arts School	Therese Kroll	100.00	Sunshine Club
Emerson School	Wisconsin Society of American Foresters	350.00	Bus To Havenwoods State Forest
French Immersion School	Sarah Fourquart	15.00	Urban Ecology Center Field Trip
Honey Creek Elementary School	Herbert H Kohl Charities, Inc	200.00	General School Supplies
King High School	Kelly Brown	400.00	Boys Basketball Team
King Middle Years	Bader Philanthropies	4,900.00	Random Acts Of Kindness For Staff
Kluge School	United Way Greater Milwaukee & Waukesha County	1,000.00	Books
Lafollette School	* John C. Weathrall	5.00	Boys Basketball Uniform
Lafollette School	Jessica Rentmeester	19.00	Boys Basketball Uniform
Lafollette School	Yevte Hutchin	20.00	Cheerleading Uniforms
Lafollette School	* Francrne Monroe	20.00	Uniforms For Students
Lafollette School	* Maya Morrow	20.00	Uniforms For Students
Lafollette School	Krystin Taylor	20.00	Boys Basketball Uniform
Lafollette School	* Robort Stokes	20.00	Boys Basketball Uniform
Lafollette School	* Bonita Weaver	20.00	Uniforms For Students
Lafollette School	Ms. Wright	20.00	Boys Basketball Uniform
Lafollette School	Yvette Hutchin	20.00	Boys Basketball Uniform
Lafollette School	Urbain Boufyou	20.00	Cheerleading Uniforms
Lafollette School	Danielle Robinson	30.00	Basketball & Cheerleading Uniform
Lafollette School	* Robort Stokes	40.00	Basketball & Cheerleading Uniforms
Lafollette School	Jessica Daily	50.00	Cheerleading Uniforms
Lafollette School	* Jennifer Taff	50.00	Basketball & Cheerleading Uniforms
Lafollette School	* Cedric Owens	55.00	Boys Basketball Uniform
Lafollette School	Tara Floyd	105.00	Cheerleading Uniforms

Location	Donor	Amount	Gift or Purpose
Lancaster School	United Way Greater Milwaukee & Waukesha County	1,000.00	My Very Own Library
Longfellow Elementary	United Way Greater Milwaukee & Waukesha County	1,000.00	My Very Own Library
Lowell School	National Park Trust	1,000.00	Kids To Parks
Maryland Avenue Montessori School	James Foster	500.00	NFPA Education And Technology
Meir School	GE Healthcare	3,500.00	First Robotics
Meir School	GE Healthcare	4,500.00	First Robotics
Milwaukee School of Languages	German Immersion Foundtion	448.00	General School Supplies
North Division High School	Wisconsin Black Chamber Of Commerce, Inc.	5,000.00	Stem Competition
Ronald Reagan High School	NAF	5,000.00	NAF Distinguished Award
Story School	Natural Resources Foundation of WI	500.00	Field Trips - Out Doors
	Total Monetary Donations	*35,589.54*	
Non-Monetary Donations			
Albert E Kagel School	DonorsChoose	457.34	Books
Burbank School	DonorsChoose	241.13	If You Give a Kid a Snack
Cass Street School	DonorsChoose	560.61	General School Supplies
Dr. B Carson Academy of Science	DonorsChoose	147.92	Skillful Sketchers
Dr. B Carson Academy of Science	DonorsChoose	194.88	Classroom Basics
Dr. B Carson Academy of Science	DonorsChoose	249.88	Reading Nooks, Desks & Storage
Dr. B Carson Academy of Science	DonorsChoose	320.13	Reading Nooks, Desks & Storage
Dr. B Carson Academy of Science	DonorsChoose	498.52	Comfy Cozy Art Room Rug
Fratney Street School	DonorsChoose	409.12	Lab Equipment
Gaenslen School	DonorsChoose	232.92	Speech to Text Headphones
Gaenslen School	DonorsChoose	398.13	Art Supplies
Goodrich School	DonorsChoose	335.07	Food, Clothing & Hygiene
Goodrich School	DonorsChoose	357.79	Art Supplies
Goodrich School	DonorsChoose	629.43	Comfort in the Classroom
Hamilton High School	DonorsChoose	207.62	Instructional Technology
Kilbourn School	DonorsChoose	346.60	Manila Drawing Paper Needed
Kilbourn School	DonorsChoose	644.55	A is for Art
Lafollette School	UWM	3,104.00	General School Supplies
Meir School	DonorsChoose	254.92	General School Supplies
Mitchell School	* Caritas Machetes	200.00	Food For Student Incentives

Location	Donor	Amount	Gift or Purpose
Morgandale School	DonorsChoose	210.66	Books
Morgandale School	DonorsChoose	286.74	Educational Kits & Games
Ninety-Fifth Street School	DonorsChoose	170.91	Art Supplies
Ninety-Fifth Street School	DonorsChoose	171.13	Art Supplies
Office of Academics - Specialized Services	Mike and Terri Schulteis	177.00	Sweatshirts and T-shirts
Office of Academics - Specialized Services	Jim and Chris Coughlin	182.00	Sweatshirts and T-shirts
Office of Academics - Specialized Services	4EveryKid-Soles4Souls	56,950.00	Shoes and Socks
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Marcus Theaters	206,310.00	Marcus Center Movie Passes
Pulaski High School	DonorsChoose	751.59	Sports & Exercise Equipment
Riverside High School	DonorsChoose	419.62	Books
Ronald Reagan High School	DonorsChoose	361.31	Lab Equipment
Siefert School	DonorsChoose	293.88	Magnificent Magna-Tiles
Spanish Immersion School	DonorsChoose	565.47	Books
Trowbridge School	DonorsChoose	134.76	Reading Nook for all Learners
Vieau School	DonorsChoose	181.74	Help Us Read Books as a Class
Vieau School	DonorsChoose	194.33	Creative Writing and Art
Vieau School	DonorsChoose	251.20	My Safe Place
Vieau School	DonorsChoose	319.21	Flexible Options for Learning
Vieau School	DonorsChoose	356.67	Creativity and Movement
Vieau School	DonorsChoose	417.49	Flexible Seating
Walt Whitman School	DonorsChoose	326.48	Instructional Technology
William Cullen Bryant School	DonorsChoose	249.49	Stick It To Learning
William Cullen Bryant School	DonorsChoose	253.02	Supplies For Success
	Total Non-Monetary Donations	*279,325.26*	
	Total Value of Donations	*314,914.80*	
	** Donations from MPS Alumni*	*430.00*	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

Fiscal impact: This item authorizes expenditures as indicated on the attachment.

Committee's Recommendation

Your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Action on the Award of Professional Services Contracts

Background

Additional HUB, COIN, and Student Engagement information may be found in the attachments to the minutes of your Committee's meeting.

R230301 OMNIA Authorization to Enter into a Blanket Contract with Lakeshore Learning Materials, LLC for Educational Supplies and Classroom Furniture

The Administration requests authorization to enter into a blanket contract with Lakeshore Learning Materials, LLC ("Lakeshore") for purchase of various educational supplies and classroom furniture to support MPS's sites. Categories of supplies that will be provided under this blanket agreement include, but are not limited to:

Classroom Supplies
Puzzles
Blocks and Manipulatives
Educational Games
STEM Materials
Dramatic Play Materials
Active Play Materials
Classroom Furniture

This blanket contract is entered into under OMNIA Partners Contract Number R230301. In addition to the benefits afforded under this cooperative contract, Lakeshore is offering MPS additional benefits such as a two percent merchandise certificate on all classroom orders; 5% discount on all orders and free shipping – no minimum.

This supplemental blanket agreement will run from June 1, 2024, through December 31, 2026, and will not exceed $5,000,000.

Budget Code: 000-0-0-BL-ECTS.....$5,000,000.00
Lakeshore Learning Materials, LLC

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value NA STUDENT ENGAGEMENT (hours per 31-month contract)

Paid Student Employment Hour Commitment: Sliding Scale

Student Career Awareness Commitment: 30 hours

CESA 711-0055 Authorization to Enter into a Blanket Agreement with Midwest Educational Furnishings, Inc. for Furniture and Classroom Instructional Solutions

The Administration requests authorization to enter into a blanket agreement with Midwest Educational Furnishings, Inc., ("Midwest Furnishings") for furniture and classroom instructional solutions for school purchasing across the District.

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the district has not directly engaged in a competitive procurement process for these supplies. Instead, these supplies will be obtained pursuant to the cooperative purchasing agreement with the Cooperative Educational Service Agency (CESA) 711-0055 Furniture Contract. The benefits afforded under this cooperative blanket agreement shall include:

Multiple tiered discounts off list price on furniture and classroom solutions incorporated

Pricing discounts will be for delivered and installed

This blanket agreement shall run from June 1, 2024, through May 31, 2027. The total estimated

cost of materials purchased under this agreement will not exceed $1,000,000.

Budget Code: 000-0-0-BL-ECTS $1,000,000.00
MIDWEST EDUCATIONAL FURNISHINGS, INC.

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value NA

STUDENT ENGAGEMENT (hours per 36-month contract)

Paid Student Employment Hour Commitment: Sliding Scale

Student Career Awareness Commitment: 30 hours

RFP 1075 Authorization to Contract with Seven Community-Based Organizations for 21st Century

Community Learning Centers and Safe Places

The Administration is requesting authorization to enter into contracts with seven community-based organizations to provide comprehensive summer learning programs at forty-two (42), 21st Century Community Learning Centers (CLCs) and Safe Place locations. Contractors will facilitate academic and recreation enrichment programming to youth throughout the city of Milwaukee.

Summer programs provide youth with academic support, engaging recreation enrichment activities, and nutritious meals during the summer months. Depending on the respective program times, a combination of breakfast, lunch, and dinner will be offered at all locations.

Upon Board approval, the Administration may enter into contracts with seven community-based organizations to provide 21st Century Community Learning Center and Safe Place programs at forty-two (42) locations. Implementation of programs is contingent upon State of Wisconsin Legislative orders, community need, community-based partner capacity, and building modification projects.

Contractors were chosen pursuant to RFP 1075, which closed on August 8, 2022.

The Administration recommends contracts run from June 1, 2024, through August 31, 2024. Actual program locations, start and end dates may vary. The total amount of the contracts will not exceed $2,146,670.00, and will be distributed amongst the CLCs as follows:

Boys & Girls Club of Greater Milwaukee.....$1,522,503.00
Children's Outing Association dba COA Youth & Family Centers.....$ 309,167.00
Silver Spring Neighborhood Center, Inc. .....$ 105,000.00
Milwaukee Christian Center.....$ 52,500.00
America Scores Milwaukee dba Milwaukee Kickers Soccer Club, Inc. .....$ 52,500.00
Neighborhood House of Milwaukee, Inc.....$ 52,500.00
Neu-Life Community Development Center.....$ 52,500.00
Budget Codes:

CSV-0-0-CNR-XX-ECTS (Extension Fund - Contracted Services) $2,041,670.00

000-0-0-W2C-XX-ECTS (Wisconsin Shares)..... $ 105,000.00

RFP 1106 Authorization to Extend a Contract with Sysco Eastern Wisconsin, LLC for Prime Vendor/Distributor for Food and Supplies

The Administration is requesting authorization to extend a contract with Sysco Eastern Wisconsin, LLC ("Sysco") for the delivery of food and supplies to Milwaukee Public Schools. This contractor will be responsible for ordering, warehousing, delivering food/supplies and providing information/services for the District's Department of Nutrition Services.

The contract allows the District to develop a working relationship with a prime vendor/distributor to provide a broad range of products and services through a single distribution system.

Contractor was chosen pursuant to RFP 1106, which closed on March 13, 2023. The second-year term is from July 1, 2024, through June 30, 2025. The contract provides for four additional one-year options to extend if certain performance metrics were met.

The total cost of Year 2 will be $33,000,000.00.

Budget Codes to be charged:
LNC-0-0-LNH-XX-EFOD Food — Lunch..... $20,301,300.00

LNC-0-0-LNH-XX-EACR Food Ala Carte/Catering — Lunch..... $1,000.00

LNC-0-0-LNH-XX-ESUP Supplies-Consumable — Lunch..... $3,222,600.00

LNC-0-0-LNH-XX-ENCQ Non-Capital Equipment — Lunch..... $54,600.00

LNC-0-0-LNH-XX-EFCM Commodities (Federal) — Lunch..... $1,000.00

LNC-0-0-LNH-XX-ESDF Storage & Delivery/Food..... $99,000.00

BKF-0-0-BKF-XX-EFOD Food — Breakfast..... $8,468,900.00

BKF-0-0-BKF-XX-ESUP Supplies-Consumable — Breakfast..... $1,000.00

BKF-0-0-BKF-XX-ENCQ Non-Capital Equipment — Summer School..... $1,000.00

SFS-0-0-SLN-XX-EFOD Food — Summer School..... $1,000.00

SFS-0-0-SLN-XX-ESUP Supplies-Consumable — Summer School $1,000.00

SFS-0-0-SLN-XX-ENCQ Non-Capital Equipment — Summer School.....$1,000.00

SFS-0-0-SLN-XX-EFCM Commodities (Federal) — Summer School.....$1,000.00

DNR-0-0-DNR-XX-EFOD Food — Snack $1,000.00

DNR-0-0-DNR-XX-ESUP Supplies-Consumable — Dinner.....$1,000.00

SNK-0-0-SNK-XX-EFOD Supplies-Consumable — Snack.....$839,300.00

SNK-0-0-SNK-XX-ESUP Food — Non-program.....$1,000.00

CAT-0-0-FNP-XX-EFOD Supplies-Consumable — Dinner.....$2,800.00

CAT-0-0-FNP-XX-ESUP Supplies-Consumable — Non- program.....$500.00

Grand Total: $33,000,000.00

RFP 1129 Authorization to Contract with Arts at Large Inc and TBEY Arts Center Inc for Visual Arts Expansion Support

The Administration is requesting authorization to enter into contracts with Arts at Large Inc and TBEY Arts Center Inc for visual arts expansion support. These contractors will be used to provide Art Educators for short and long-term residencies, to provide art classes to students in place of a licensed art teacher due to vacant positions, generally targeting elementary grades, but which may include middle and high school.

Services are necessary because the number of visual art teachers graduating with licensure has not yet met the needs of the district since the visual arts expansion.

These two contractors were chosen pursuant to RFP 1129, which closed on March 13, 2024. Each contract will run from September 1, 2024, through August 31, 2027, and the total of both contracts will not exceed $2,400,000.

The total cost of each blanket contract was determined based on prior use with the District as well as cost analysis of each contractor's response to RFP 1129.

Budget Code: GN6-0-0-AME-CI-ECTS (Curriculum & Instruction Contracted Services).....$2,400,000.00
Funds will be encumbered annually on the anniversary date of the contract.

Contractor	Year One Total	Three Year Total
Arts at Large Inc	$500,000	$1,500,000
TBEY Arts Center Inc	$300,000	$900,000

RFP 1136 Authorization to Extend Contracts with Korinthian Violins LLC, Family Music Center, Brass Bell Music Inc, and Music & Arts for Musical Instrument Repair and Maintenance

The Administration is requesting authorization to extend contracts with Korinthian Violins LLC, Family Music Center, Brass Bell Music Inc, and Music & Arts for Musical Instrument Repair and Maintenance Services. These contractors will be used to provide musical instrument repair and maintenance throughout the district.

To maintain the quality of all district-owned instruments, scheduled cleaning and maintenance must be performed on a regular basis. Offering multiple awards to a diverse group of vendors ensures all district-owned will receive that care and maintenance as needed. Proper care and maintenance also protects the significant investments of new instruments and equipment that the music department has made since the 2020 referendum, meaning more students will have access to these instruments over a longer period of time.

Contractors were chosen pursuant to RFP 1136, which closed on March 13, 2024. The contracts will run from September 1, 2024 through August 31, 2027.

The contracts will not exceed $390,000 over the three-year period. Contracts will be encumbered annually, on or prior to the anniversary date of contract.

Vendor	Three-year Total	Year 1

Music & Arts	$90,000	$30,000
Family Music Center	$135,000	$45,000
Korinthian Violins LLC	$75,000	$25,000
Brass Bell Music Inc	$90,000	$30,000

Budget Code:

IMS-0-0-IMC-DW-EMTC (Curriculum and Instruction) $390,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 6) Action on the Award of Exception-to-Bid Contracts

Background

Exception Action on a Request to Issue a Purchase Order to Advantage Auto Leasing Inc. d/b/a Advantage Trailer for a Mobile Stage Trailer

The Administration is requesting authorization to issue a purchase order to Advantage Auto Leasing Inc. d/b/a Advantage Trailer for a one-time purchase of a mobile stage for use by Milwaukee Recreation. The mobile stage trailer is easily transported and assembled in different locations to create a professional stage setup for outdoor events.

One, 2024 custom aluminum stage trailer is to be purchased. Other specifications of the unit include: an extended triple tongue, a/c prep brace and wire, seven-way truck plug, exterior aluminum cladding, 12V awning, viewing rail for stage, 15-amp interior receptacle, generator wiring and framework, interior cabinet, sub-basement for storage, and flooring on the frame.

The exception-to-bid was granted based on a unique design that met the quality and physical requirements of Administrative Policy 3.09(7)(E)(1)(b)(vi).

The total cost of the goods purchased will not exceed $56,250.00.

Budget Code: 000-0-0-MAS-NL-FTRG $56,250.00

Advantage Auto Leasing Inc. d/b/a Advantage Trailer

HUB PARTICIPATION

Required 0%

Proposed 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to extend a Contract and MOU Agreements with Cooperative Educational Service Agency (CESA) #1 for Title IA, Title ID, Title IIA, and Title IVA services at Lad Lake St. Rose, St. Charles Youth and Family Center, and Bakari Center

The Administration requests authorization to enter into a contract with Cooperative Educational Service Agency #1 (CESA) for Title IA, Title ID, Title IIA, and Title IVA services. This contractor will provide Title IA, Title ID, Title IIA and Title IVA services at Lad Lake St. Rose. The Contractor will provide Title IA, Title ID, Title IIA and Title IVA services at St. Charles Youth and Family Center, Focus Program. The contractor will provide Title ID services at Bakari Center. The contract includes the CESA #1 membership and service flat fee.

MPS, as the Local Education Agency, is obligated to provide Title IA, Title ID, Title IIA and Title IVA services for students at these institutions especially for students at risk of failing. The allocation amounts are provided through the Wisconsin Department of Public Instruction and are estimated based on a formula determined by federal law.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are considered one-of-a-kind and competitive vendors do not exist (Administrative Policy 3.09 (7)(e)(1)(b)(i)).

The original contract had an initial term of July 1 2023 through June 30, 2024 with the possibility of two additional one-year extensions. The Administration requests authorization to extend the contract using the first one-year option.

This contract extension will run from July 1, 2024 through June 30, 2025. The total cost of the agreement in this extension year will not exceed $128,543.89.

Budget Codes:

Estimated Allocation for CESA Service Fees:

SCF-0-0-CTG-DW-ECTS	The Basic CESA Membership Fee	$12,500
SCF-0-0-CTG-DW-ECTS	A Basic Service Flat Fee	$ 900
	Total	$13,400 .00

Estimated Allocation for CESA Services at Lad Lake St. Rose

GOE-0-I-9A5-KY-ECTS	Title ID	$22,789.84
GOE-0-I-1N5-1S-ECES	Title IA	$13,663.36
PRT-0-S-1N5-1S-ECTS	Title IA	$153.20
MSS-0S-1N5-1S-ECTS	Title IA	$766.01
MSS-0-S-235-1S-ECTS	Title IIA	$990.14
EUT-0-S-4B5-1S-ECTS	Title IVA	$97.96
SFH-0-S-4B5-1S-ECTS	Title IVA	$440.83
WRE-0-S-4B5-1S-ECTS	Title IVA	$440.83
	Total	$39,342.17

Estimated Allocation for CESA Services at St. Charles Youth & Family Services

GOE-0-I-9A5-25-ECTS	Title ID	$33,149.00
GOE-0-I-1N5-1S-ECES	Title IA	$16,396.03
PRT-0-S-1N5-1S-ECTS	Title IA	$183.84
MSS-0S-1N5-1S-ECTS	Title IA	$919.21
MSS-0-S-235-1S-ECTS	Title IIA	$1,188.17
EUT-0-S-4B5-1S-ECTS	Title IVA	$117.55

SFH-0-S-4B5-1S-ECTS	Title IVA	$528.99
WRE-0-S-4B5-1S-ECTS	Title IVA	$528.99
	Total	$53,011.78

Estimated Allocation for CESA Services at Bakari Center

GOE-0-I-9A5-5A-ECTS	Title ID	$22,789.94
	Total	$22,789.94
	Cooperative Education Service Agency (CESA) Contract Not to Exceed	$128,543.89

Cooperative Education Service Agency #1

HUB PARTICIPATION

Required 0%

Proposed 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into an MOU Agreement with Milwaukee County Youth Education Center for Title ID Services

The Administration requests authorization to enter into an MOU agreement with Milwaukee County Youth Education Center (MCYEC) for Title I, Part D, Subpart 2 services.

MPS, as the Local Education Agency for MCYEC, is obligated to provide these Title ID services for students. The Title ID allocation amount is provided through the Wisconsin Department of Public Instruction and is estimated based on a formula determined by federal law.

The exception from the requirement of a competitive procurement process for this agreement has been granted on the basis that the services under this contract are required via a grant (Title ID grant funding) (Administrative Policy 3.09(2)(c))

This agreement will run from July 1, 2024 through June 30, 2025. The total cost of the agreement in this term will not exceed $20,718.13.

Budget Codes: OPI-0-I-9A4-MY-ECTS $20,718.13

Milwaukee County Youth Education Center

HUB PARTICIPATION

Required 0%

Proposed 0%

$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into an Agreement with Cooperative Educational Service Agency No. 9 dba CESA 9 for the Provision of Virtual Program/School

The Administration is requesting authorization to continue its contract with Cooperative Educational Service Agency No. 9 dba CESA 9 for the provision of equitably accessible, high-quality online educational options, courses, and services for Milwaukee Public Schools (MPS) and its students for use in an MPS virtual educational program. Contractor will be used to deliver online education courses in grades 6 through 12 as well as advanced-placement and credit-recovery courses that align with Wisconsin State Standards. Contractor will utilize staff that hold appropriate teachers' licenses from the Wisconsin Department of Public

Instruction (DPI) for the subject area and grade level of each online education course. Contractor will also be used to provide guidance and training for MPS administration and staff to teach courses and to further develop and operate the MPS Virtual Educational Program.

WVS, which has been operated out of CESA 9 since 2000, is the state-led online and blended-learning supplemental program that partners with school districts throughout Wisconsin to offer online courses to middle- and high-school students. WVS has an agreement with DPI to provide online courses and services to Wisconsin schools as a partner in the Wisconsin Digital Learning Collaborative (WDLC), consisting of two collaborating organizations, WVS and the Wisconsin eSchool Network. These two organizations partner with DPI to provide a single point for schools to access quality online courses. Combined, the programs provide partnership pathways for schools to provide a variety of online and blended-learning opportunities. WVS provides high-quality, media-rich online courses that meet Wisconsin and national standards and are taught by instructors holding appropriate Wisconsin DPI licensing. WVS also offers assistance and training to districts in developing their own virtual programs. As such, WVS is uniquely situated to provide the services requested by MPS.

The exception from the requirement of a competitive procurement process for this contract has

been granted on the basis of continuity. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

This agreement will run from July 1, 2024, through June 30, 2025, and will not exceed $350,000.

Budget Codes:

Title ID GOE-0-I-JG5-SM-ECTS $350,000.00

Cooperative Educational Services Agency No .....9 dba CESA 9

HUB PARTICIPATION

Required.....0%

Proposed.....0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Contract with Demand & Precision Parts Co. of Milwaukee, Inc. DBA Keeper Goals for Building Branding Services for Audubon High School

The Administration is requesting authorization to enter into a contract with Demand & Precision Parts Co. of Milwaukee, Inc. DBA Keeper Goals for building branding services. Contractor will brand the cafeteria, library, windows, doors and lockers to match the branding that was done previously at Audubon High School.

The Exception to Bid has been granted on the basis of Continuity. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from June 1, 2024 through June 30, 2024 and will not exceed $61,365.00.

Budget Code: GEN-H-I-BDH-A9-ECTS.....$61,365.00

Demand & Precision Parts Co. of Milwaukee, Inc. DBA Keeper Goals
HUB PARTICIPATION

Required.....0%

Proposed.....0%

$ Value 0

STUDENT ENGAGEMENT (0 Hours per 12-month contract) Paid Student Employment Hour Commitment: 0 HOURS Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Contract with Qualtrics, LLC for Provision of Survey Software, Associated Dashboards

The Administration is requesting authorization to enter into a contract with Qualtrics, LLC to continue to provide technical support and maintenance as well as administration of the district's survey software and associated dashboards. This request continues with the use of the software to the "Employee Experience Life Cycle and Exit" solution. This includes unlimited touchpoints, dashboards, automated directory import, automated actions, expert content and pre-configured questions and reporting, as well as 'always on feedback'.

Qualtrics, LLC was originally chosen via Quick Quote to provide survey software for the Division of Research and Evaluation, which has expanded to now include all district staff under the current contract. Therefore, the exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract provides for an additional one-year option to extend beyond the second year. This contract will run from July 1, 2024 through June 30, 2025.

The total cost of the contract will not exceed $193,902.19

Budget Code: SYS-0-0-AMT-RH-ECTS (Instructional Resources – Software) $193,902.19
Qualtrics, LLC

HUB PARTICIPATION

Required 0%

Proposed 0%

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 hours

Student Career Awareness Commitment: 0 hours

Exception Authorization to Contract with Wisconsin Department of Public Instruction for Grant Coordination and Advisory Committee Services

The Administration is requesting authorization to enter into a contract with Wisconsin Department of Public Instruction for Grant Coordination and Advisory Committee services as part of the Project RISE grant. Contractor will support improvement in school-aged youth and family-serving school-based mental health systems by serving as an active member of the Project RISE Advisory committee and collaborate with the State Mental health Agency and the RISE administrative team. Contractor will also provide coaching, technical assistance, and resources to the RISE project Director on the implementation of trauma-sensitive practices. This contract is a requirement of the Project AWARE grant.

RISE is a multi-faceted program designed to address the impacts of exposure to community violence and other risk factors that disparately impact those from economically disadvantaged backgrounds. Those living in poverty are more likely to experience risk factors such as health and safety issues including exposure to violence or acute and chronic stressors such as divorce or eviction. Unfortunately, families living in poverty also often have reduced access to resources to mitigate the impacts of those risk factors. Further, because MPS serves approximately 90% of students of color, students and families experience racial trauma including overt racism as well as the impacts of systemic racism over time. Since 2014, MPS has been engaged in systematic and sustained efforts to increase the use of trauma-sensitive practices, implement social and emotional learning, and support the development of school and classroom environments that promote mental wellness. RISE seeks to integrate a variety of protective and promotive factors at every level of the PBIS multi-tiered levels of expanded services and support to students in need of mental health support.

The Exception to Bid has been granted on the basis of grant: This vendor is required to be used for these services, pursuant to an existing grant (Project AWARE-RISE #575) (Administrative Policy 3.09(2)(c)).

The contract will run from June 1, 2024, through December 30, 2026, and will not exceed $112,500.

Budget Code:

CDV-0-S-DX3-DE-ECTS (Specialized Services) $112,500.00

Wisconsin Department of Public Instruction

HUB PARTICIPATION

Required 0%

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 7) Action on Request to Waive Administrative Policy 3.09(9)(e) to Enter into Contracts for Screening Assessment and Tier 2 and Tier 3 Interventions

Background

RFP 1035 Authorization to Extend a Contract with Renaissance Learning, Inc. for Universal Screening Assessment

The Administration is requesting authorization to enter a contract with Renaissance Learning, Inc. for STAR 360 universal screening and progress monitoring in mathematics for students in grades 1-12 in both English and Spanish, and in reading for students in grades 4-12 in both English and Spanish. All STAR 360 assessments are norm-referenced aligned to the Common Core State Standards. STAR 360 may also be utilized as a progress monitoring tool for students in Tier 2 interventions at no additional cost. Additionally, Renaissance Learning, Inc. will provide customer support and service with a dedicated project manager, custom data integration, and up to nine hours of professional development sessions are included.

Contractor was chosen pursuant to RFP 1035 which closed on February 15, 2021. The original contract began July 1, 2021 through June 30, 2022 with the option of two additional one-year terms. The contract was

extended for the first and second additional one-year term from July 1, 2022 through June 30, 2023 and July 1, 2023 through June 30, 2024.

The Administration is requesting a waiver of the three-year term limit as a result of the impact of ACT 20 on the reading readiness screener for children in grades K43. We are awaiting information from the Wisconsin Department of Public Instruction that may not be available until July 2024. Without this critical information, the district is not able to complete an RFP at this time.

This contract will run from July 1, 2024 through June 30, 2025 and will not exceed $600,000.

Budget Code:

SYS-0-0-AMT-RH-ECTS (Assessment Contract Services Systemology)..... $600,000.00

Renaissance Learning, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 1,066

Total # of Minorities 164

Total # of Women 638

HUB PARTICIPATION

Required .....N/A

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT – Component A (hours per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

STUDENT ENGAGEMENT – Component B (hours per 12-month contract)

Paid Student Employment Hour Commitment: 200 HOURS

Student Career Awareness Commitment: 10 HOURS

RFP 1040 Authorization to Extend Contracts with Curriculum Associates, LLC and Imagination Stations, Inc. dba iStation for Tier 2 and Tier 3 Interventions

The Administration is requesting authorization to extend a contract with Curriculum Associates, LLC and Imagination Station, Inc. dba iStation for computer-based interventions as Tier 2 and Tier 3 academic supports to meet requirements of Response to Intervention (RtI). The purchase of this software meets the district's need for the Every Student Succeeds Act (ESSA) for evidence and/or research-based interventions, to align with WI DPI's vision for RtI, and to support DPI special education corrective action compliance. The software allows students, families, teachers, school administrators, and district administrators to monitor individual student and school use and progress within the software. Interventions are based online and are available for students to access during the school's identified intervention time, as well as at home, in after school programs, or other settings.

The interventions are all research-based interventions, used by a variety of school districts across the country, in a wide range of settings in kindergarten through 12th grade. The interventions provide additional support to identified students performing below target in the area of math and reading in kindergarten through 12th grade. Use of the intervention with individualized instruction and activities for students based on their individual needs will provide additional support to close academic achievement gaps.

Contractors were chosen pursuant to RFP 1040, which closed on March 8, 2021. The original contract had a term of July 1, 2021 through June 30, 2022 with the option of two additional one-year terms if certain

performance metrics were met. The contracts were extended for the first and second additional one-year options to extend from July 1, 2022 through June 30, 2023 and July 1, 2023 through June 30, 2024.

The Administration is requesting a waiver of the three-year term limit for an additional one-year extension of these contracts as a result of the impact of ACT 20 on assessments and interventions. The contract would run from July 1, 2024 through June 30, 2025. We are awaiting information from Wisconsin Department of Public Instruction (DPI) that may not be available until July that would indicate the diagnostic for K4-3rd and approved diagnostic assessments. An RFP will be issued in 2024-25 once we have further information on requirements for

diagnostics and assessments.

Curriculum Associates, LLC. will provide online licenses as one option for both English and Spanish speaking students in Tier 2 math interventions in grades K59 at all schools and Tier 2 reading interventions in grades 4-9 at all schools. The total cost of this portion for these online services will not exceed $490,896.00.

In addition, Curriculum Associates, LLC will provide ongoing professional development sessions and onsite support partner, which will provide school-based support in the effective delivery and monitoring of online and teacher led interventions. The total cost of this portion will not exceed $175,000.00.

Curriculum Associates, LLC will also provide teacher-led intervention for schools identified through the Every Student Succeeds Act as Comprehensive Support and Improvement (CSI), Targeted Support and Improvement (TSI) and Additional Targeted Support and Improvement (ATSI). The total cost of this portion will not exceed $611,898.00.

The total cost of this contract to Curriculum Associates, LLC will not exceed $1,277,794.00.

A contract not to exceed $117,155.00 will be issued to Imagination Station, Inc. dba Istation. This contract will provide online intervention licenses for students, professional learning and webinars for adults, including one webinar for parents for kindergarten-8 grade Spanish speaking students in the area of reading at selected schools.

Istation will also be used as a Spanish reading readiness screener for K4 and K5 ELL students. Utilizing a Spanish reading readiness screener will assist in providing a full picture of reading development that can be used by teachers and shared with families in the students' language of instruction. This assessment will be additional to the reading screener in English provided by the Wisconsin Department of Public Instruction under Act 20. The total cost of this portion for the reading readiness Spanish K4/K5 screener will not exceed $17,565.00.

The total cost of this contract to Istation will not exceed $117,155.00.

The contracts will run from July 1, 2024 through June 30, 2025 and the total of the contracts will not exceed $1,394,949.

Budget Code:

OSC-0-S-1T5-RH-ECTS.....$729,053.00

SDV-0-S-3Z5-DW-ECTS $665,896.00

Contractor .....Amount

Curriculum Associates, LLC.....$1,277,794.00

Imagination Station, Inc. dba Istation $117,155.00

Curriculum Associates, LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor.....No

Total # of Employees 1,668

Total # of Minorities 437

Total # of Women 1168

HUB PARTICIPATION

Required .....NA

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 20 HOURS

Imagination Station, Inc. dba Istation

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor .....No

Total # of Employees 287

Total # of Minorities 89

Total # of Women 146

HUB PARTICIPATION

Required .....NA

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 20 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes the expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachment.

Committee's Recommendation

Your Committee recommends that the Board authorize the request to waive Administrative Policy 3.09(9)(e) and the contract as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 8) Action on Monthly Facilities Matters: FMS Award of Construction, Equipment Purchase and Contract Modification Recommendation

Background

CONSTRUCTION CONTRACTS
DATA CENTER REPLACEMENT – A/C SYSTEM

Central Services

Prime Contractor

Zien Mechanical

2303 West Mill Road

Glendale, WI 53209

Low Bidder, Base Bid of $485,414.00 plus $57,867.00 for demolition & removal for a total cost of $543,281.00 HUB

Certified HUB Vendor? ..... No

Total # of Employees 100

Total # of Minorities 5

Total # of Women 8

Required 15%

Submitted 24.5%

$ Value $120,719.00

COIN Required 10%

Student Engagement

Paid Employment (Required Hours) ..... 100 Hours

Career Education Activity (Required Hours) ..... 10 Hours

Funds are available for the Data Center Replacement A/C System project from account code MBM 0A 9J4 FM ECNC (Project No 8345). The project contract start date is scheduled for May 31, 2024, and completion date is August 24, 2024.

DATA CENTER REPLACEMENT – A/C SYSTEM

Special Services Center

Prime Contractor

Zien Mechanical

2303 West Mill Road

Glendale, WI 53209

Low Bidder, Base Bid of $491,599.00

HUB

Certified HUB Vendor? ..... No

Total # of Employees 100

Total # of Minorities 5

Total # of Women 8

Required 15%

Submitted 16.5%

$ Value $88,850.00

COIN Required 10%

Student Engagement

Paid Employment (Required Hours) ..... 100 Hours

Career Education Activity (Required Hours) ..... 10 Hours

Funds are available for the Data Center Replacement A/C System project from account code MBM 0A 9J4 FM ECNC (Project No 8457). The project contract start date is scheduled for May 31, 2024, and completion date is August 24, 2024.

AUDIO VISUAL UPGRADE – BID PACKAGE 15

Burdick, Clement, Fernwood, Humboldt Park, Metcalf, Starms Discovery, Bay View Montessori

LC, Trowbridge, Gwen T. Jackson, & Whittier Schools

Prime Contractor

ALLCON LLC

12704 West Arden Place

Butler, WI 53007

Low Bidder, Base Bid of $198,555.00

HUB

Certified HUB Vendor? ..... Yes

Total # of Employees 27

Total # of Minorities 5

Total # of Women 5

Required 5%

Submitted 100%

$ Value $198,555.00

COIN

Required 0%

Student Engagement

Paid Employment (Required Hours) ..... 200 Hours

Career Education Activity (Required Hours) ..... 10 Hours

Funds are available for the Audio Visual Upgrade – Bid Package 15 project from account code ITS 0S9 P4 TC ENCQ (Project No 7905). The project contract start date is scheduled for May 31, 2024, and completion date is August 30, 2024.

AUDIO VISUAL UPGRADE – BID PACKAGE 16

Green Tree Prep, Obama, Madison, Douglas, Milwaukee School of Languages, North Division,

Rufus King Middle, and Washington Schools

Prime Contractor

T-A Acquisition Co. llc dba Terminal-Andrae

2110 West Clybourn Street

Milwaukee, WI 53233

Low Bidder, Base Bid of.....$271,451.00

HUB

Certified HUB Vendor? .....No

Total # of Employees 84

Total # of Minorities 4

Total # of Women 4

Required.....5%

Submitted 5%

$ Value $13,573.00

COIN

Required.....0%

Student Engagement

Paid Employment (Required Hours).....200 Hours

Career Education Activity (Required Hours).....10 Hours

Funds are available for the Audio Visual Upgrade – Bid Package 16 project from account code ITS 0S9 P4 TC ENCQ (Project No 7905). The project contract start date is scheduled for May 31, 2024, and completion date is August 30, 2024.

AUDIO VISUAL UPGRADE – BID PACKAGE 17

Harnack, MacDowell, Walker, Grand Avenue, Milwaukee High School of the Arts, French,

Immersion, & Metropolitan/Alliance Schools

Prime Contractor

T-A Acquisition Co. llc dba Terminal-Andrae

2110 West Clybourn Street

Milwaukee, WI 53233

Low Bidder, Base Bid of.....$221,855.00

HUB

Certified HUB Vendor? .....No

Total # of Employees 84

Total # of Minorities 4

Total # of Women 4

Required.....5%

Submitted 5%

$ Value $11,093.00

COIN

Required.....0%

Student Engagement

Paid Employment (Required Hours).....200 Hours

Career Education Activity (Required Hours) ..... 10 Hours

Funds are available for the Audio Visual Upgrade – Bid Package 17 project from account code ITS 0S9 P4 TC ENCQ (Project No 7905). The project contract start date is scheduled for May 31, 2024, and completion date is August 30, 2024.

AUDIO VISUAL UPGRADE – BID PACKAGE 18

Bay View, Pulaski, Riverside, South Division, Audubon, Wedgewood, Parkside, & Hayes Schools

Prime Contractor

T-A Acquisition Co. llc dba Terminal-Andrae

2110 West Clybourn Street

Milwaukee, WI 53233

Low Bidder, Base Bid of $271,601.00

HUB

Certified HUB Vendor? ..... No

Total # of Employees 84

Total # of Minorities 4

Total # of Women 4

Required 5%

Submitted 5%

$ Value $13,580.00

COIN

Required 0%

Student Engagement

Paid Employment (Required Hours) ..... 200 Hours

Career Education Activity (Required Hours) ..... 10 Hours

Funds are available for the Audio Visual Upgrade – Bid Package 18 project from account code ITS 0S9 P4 TC ENCQ (Project No 7905). The project contract start date is scheduled for May 31, 2024, and completion date is August 30, 2024.

Total construction contract dollars awarded $1,940,475.00

Total dollars HUB participation $446,370.00

% of HUB participation 23%

% Minority employees within company 22.51%

% Women employees within company 24.02%

EQUIPMENT PURCHASE
STAGE SMOKE VENT

Various MPS Sites

Prime Contractor

MacArthur Co.

4700 North 129 Street

Butler, WI 53007

Base Bid of..... $204,969.10

Funds are available for the Stage Smoke Vent project under account code FAR 00 MM2 NL ECNC (Project No. 9070).

CONTRACT MODIFICATION

Authorization to Modify a Contract with A/E Graphics, Inc.

The Administration is requesting approval to waive Board Policy 3.09 (9)(e) Relative to Purchase Order and Contracts. The Administration is requesting approval to modify the contract from a 3-year contract to a 4-year contract and increase the expenditure authority with A/E Graphics, Inc. by an additional $49,000.00 per year.

The vendor was chosen pursuant to RFP #21-003, with a term of June 1, 2021 – May 31, 2024. This modified contract will run from June 1, 2021 through May 31, 2025.

Budget Code: Various

Authorization to Modify a Contract with Securitas Technology Corporate, FKA Stanley Convergent Security Solutions, Inc.

The Administration is requesting approval to waive Board Policy 3.09 (9)(e) Relative to Purchase Order and Contracts. The Administration is requesting approval to modify the contract from a 3-year contract to a 4-year 3-month contract and increase the expenditure authority with Securitas Technology Corporate, FKA Stanley Convergent Security Solutions Inc. by an additional $350,000.00 for the 15 months.

The vendor was chosen pursuant to RFP #6606-2, with a term of June 1, 2021 – May 31, 2024. This modified contract will run from June 1, 2021 through August 29, 2025.

Budget Code: Various

Authorization to Modify a Contract with A C.H. Coakley & Co., Inc.

The Administration is requesting approval to waive Board Policy 3.09 (9)(e) Relative to Purchase Order and Contracts. The Administration is requesting approval to modify the contract from a 3-year contract to a 3-year 7-month contract, abiding by the rate schedule identified in the response to the RFP, dated April 22, 2021, provided by A C.H. Coakley & Co., Inc.

The vendor was chosen pursuant to RFP #21-015, blanket contract BC1001235, with a term of June 1, 2021 – May 31, 2024. This modified contract will run from June 1, 2021 through December 31, 2024.

Budget Code: Various

Authorization to Modify a Contract with Coakley Brothers Company

The Administration is requesting approval to waive Board Policy 3.09 (9)(e) Relative to Purchase Order and Contracts. The Administration is requesting approval to modify the contract from a 3-year contract to a 3-year 7-month contract, abiding by the rate schedule identified in the response to the RFP, dated April 22, 2021, provided by Coakley Brothers Company.

The vendor was chosen pursuant to RFP #21-015, blanket contract BC1001172, with a term of June 1, 2021 – May 31, 2024. This modified contract will run from June 1, 2021 through December 31, 2024.

Budget Code: Various

Authorization to Modify a Contract with C. Coakley Relocation Systems

The Administration is requesting approval to waive Board Policy 3.09 (9)(e) Relative to Purchase Order and Contracts. The Administration is requesting approval to modify the contract from a 3-year contract to a 3-year 7-month contract, abiding by the rate schedule identified in the response to the RFP, dated April 22, 2021, provided by C. Coakley Relocation Systems.

The vendor was chosen pursuant to RFP #21-015, blanket contract BC1001173, with a term of June 1, 2021 – May 31, 2024. This modified contract will run from June 1, 2021 through December 31, 2024.

Budget Code: Various

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Total Construction Contracts Requested = $1,998,342.00
Total Equipment Purchase Requested = $204,969.10
Total Contract Modifications Requested = Not to Exceed $2,037,760.00

Implementation and Assessment Plan

Upon Board approval, the attached construction, equipment purchase and contract modifications shall be executed.

Committee's Recommendation

Your Committee recommends that Board approve the attached construction, equipment purchase and contract modifications.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 9) Action on a Request to Approve the Milwaukee Teachers' Education Association's ("MTEA") Nomination to the Retirement Plan Committee

Background

In December 2022, the Milwaukee Board of School Directors approved the establishment of the Retirement Plan Committee (RPC), and its guiding charter, to oversee the Milwaukee Public Schools 403(b) Plan, Milwaukee Board of School Directors Supplemental Retirement Plan for Teachers ("Teacher Plan") and the Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan ("Administrators Plan").

The Milwaukee Teachers' Education Association holds membership on the RPC per the RPC's charter. This membership was recently made vacant with the departure of then MTEA President, Amy Mizialko.

The RPC has been notified that the MTEA wishes to nominate current MTEA President, Ingrid Walker-Henry. Per the RPC's charter, this nomination requires an approval by the Board by majority vote.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.20 - Contracts, Employee Benefits, and Compensation Plans

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the membership of the MTEA on the RPC will be updated, consistent with the RPC charter.

Committee's Recommendation

Your Committee recommends the Board approve the nomination of MTEA President, Ingrid Walker-Henry, to the membership of the Retirement Plan Committee.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 10) Action on Resolution 2425R-002 by Director Carr on Establishing a Community Accountability Commission

Background

On April 23, 2024, Resolution 2425R-002 by Director Carr to Establish a Community Accountability Commission was introduced and referred to the Committee on Accountability Finance and Personnel.

The Resolved portion of the resolution reads:

RESOLVED, That the Milwaukee Public Schools (MPS) shall appoint and convene a Community Accountability Task Force comprised of no more than ten (10) representatives from the following sectors: City of Milwaukee (2), Milwaukee County (1), Higher Education (1), City Comptroller (1), Business and Philanthropic industry (2), Healthcare industry (1), and Elected leaders (2), with the mandate to assess and evaluate the district's plan and implementation of the 2024 referendum funding, and also support the district with

FURTHER RESOLVED, That the Board Community Accountability Commission shall report bi-monthly to the Board of School Directors regarding the implementation of the Plan. The task force shall also explore additional measures to enhance public reporting on fiscal responsibility, including but not limited to:

- Setting clear goals for fiscal responsibility.
- Establishing benchmarks to track progress towards fiscal goals.
- Implementing mechanisms for accountability for academic, social and economic outcomes.
- Developing strategies to promote community awareness and engagement in fiscal matters.
- Any other initiatives deemed necessary to ensure transparency and accountability in MPS operations and support for fiscal sustainability.

FURTHER RESOLVED, That the Community Accountability Commission shall present its inaugural report to the Board of School Directors no later than November 2024, while also supporting the MPS Administration and Board with developing a comprehensive long-term financial plan aimed at sustaining the district's fiscal health and stability void of future referendums and inclusive of State Legislative support for equitable funding. This report should present its findings, recommendations, and proposed actions for improving fiscal accountability and sustainability within MPS.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends that the Resolution be placed on file.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Gokalgandhi presented the following report for the Committee on Strategic Planning and Budget

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

(Item 1) Report with Possible Action on the District's Elementary and Secondary School Emergency Relief Fund Evaluation Plan

Your Committee reports having received the following report. Although this item is noticed for possible action, no action is required.

Background

The purpose of this report will be to provide the goal setting for ESSER III and an update of the American Institutes of Research's (AIR's) evaluation of Milwaukee Public Schools' Elementary and Secondary School Emergency Relief (ESSER II and ESSER III) Funding. As part of the evaluation, AIR will achieve three main objectives: (a) create geospatial maps and dashboards describing the use of ESSER funding and the relationships between ESSER funding and other variables of interest, (b) train MPS analyst(s) to maintain and update the web maps and dashboards, and (c) evaluate a minimum of three key ESSER-funded initiatives.

ESSER III goals align with the Five Priorities for Success, the Strategic Plan and the following identified ESSER III priority funding areas:

- Accelerating learning
- Health and wellness
- Facilities
- Technology
- Extracurricular Engagement

Evaluation reports will be provided at the end of the first and second years of the evaluation. AIR will provide periodic updates to the Milwaukee Board of School Directors after project milestones or as requested.

Accelerating Learning Goals

Tutoring

1. Increase the total number of MPS schools participating in tutoring from 2022-23, either vendor provided or afterschool, by at least 10% in 2023-24.

Social Studies

2. Teachers will attend 75% of professional development offered and receive actionable support from Social Studies staff. Students are engaged in inquiry and/or discourse in 60% of Social Studies classrooms by June 2025.

Health and Wellness Goals

By the end of the 2023-24 School Year:

1. Increase referral-to-treatment rate from 60% (baseline) to 62%.

2. Increase the percentage of parents indicating awareness of mental health providers on the SCPMH parent survey from 37% (baseline) to 50%.

Facilities Goals

1. Construction projects related to school submissions and deferred maintenance will be 80% completed by the start of the 24/25 school year.

2. By September 30th, 2024, all encumbrances will be at 100% and expenditures completed by the end of the calendar year.

Technology Goals

By the end of the 2023-24 School Year:

1. Technology will replace 100% of obsolete Smart Boards with new Interactive Flat panels (including a new teacher laptop) in each classroom in the district.

By the start of the 2024-25 School Year:

2. Technology will replace 100% of HP teacher desktops with new Lenovo models to ensure Windows 11 compatibility moving forward.

Extracurricular Engagement Goals

1. By August 31, 2024, at least 300 MPS students in grades 4-8 will have attended overnight camps in Wisconsin through school-based or summer camp opportunities.

2. 75% of the campers will report achievement of outcomes in the following areas: development of friendship skills, affinity for nature, and an affinity for exploration on the survey at the end of the camp experience.

3. By September 30, 2024, there will be 100% completion of all identified upgrades and renovations to MPS athletic facilities managed by the MPS Integrated Project Delivery contractors.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

ESSER III funds expire September 30, 2024.

* * * * *

(Item 2) Action on a Request to Authorize a Pay Adjustment for Children's Health Assistants and Safety Assistants

Background

In the FY21 budget, the Board completed the "Road to 15" initiative whereby all employee groups were ensured a starting wage of at least $15 per hour. Specifically, the pay schedules for Food Service Assistants and Building Service Helpers were adjusted beyond the Cost-of-Living Adjustment (COLA)

provided to all employees that year to ensure their starting wages were above $15 per hour. All salary schedule steps on the Food Service Assistant and Building Service Helper pay schedules were also adjusted to avoid compression.

Through discussions with the Milwaukee Teachers' Education Association (MTEA), it has become evident there are compression concerns regarding other classified employee groups that did not receive a similar bump as the Food Service Assistants and Building Service Helpers in the FY21 budget. As a result, this item requests a 3.5% salary increase for Children's Health Assistants and Safety Assistants effective July 1, 2024. This would be in addition to the COLA increase of 4.12% that is incorporated in the FY25 proposed budget.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.20 - Contracts, Employee Benefits, and Compensation Plans

Fiscal Impact Statement

The proposed adjustments to the salaries will cost $571,067 and will be paid for through the salary adjustment line in the attracting and retaining staff project.

Implementation and Assessment Plan

If approved, the Administration will implement the 3.5% salary increase for Children's Health Assistants and Safety Assistants effective July 1, 2024.

Committee's Recommendation

Your Committee recommends that the Board authorize a 3.5% salary increase for Children's Health Assistants and Safety Assistants effective July 1, 2024 that will be in addition to the COLA increase for FY25.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Consideration of and Possible Action on the 2024–25 Superintendent's Proposed Budget

Background

The District's financial planning and budget development is a year-round process guided by the Milwaukee Board of School Directors' goals, the Five Priorities for Success, and the approved budget parameters.

The proposed budget is organized into four sections: Executive Summary; Organizational; Financial, including Schools, Central Services, and Line Items; and Informational, including City Profile, MPS Profile, and Glossary. The attached proposed budget reflects the collaborative efforts of schools, families, the district, community stakeholders, and the Milwaukee Board of School Directors. Meaningful discussions took place to determine where and how public dollars are spent, ensuring equitable resource allocation that prioritizes school funding.

The proposed budget reflects the commitment to providing all MPS children with the best possible learning experiences.

The proposed budget, the proposed amendments, and the Budget resolutions to be adopted are attached to the minutes of your Committee's meeting. Also attached is a report of the activities of your Committee for the month of May 2024.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

The proposed budget for July 1, 2024, through June 30, 2025, is balanced. A balanced budget is one in which funding authorized for each Fund matches the projected revenues.

The projected 2024–25 revenue in the School Operations Fund is $1,166.7 million, which is a 11 percent increase of $119.4 million compared with the 2023–24 fiscal year.

The total proposed budget, which includes operations, nutrition, extension, construction, and grant funding is $1.47 billion. Compared with fiscal year 2023–24, this is an 8 percent decrease that is mainly attributable to the end of the federal Elementary and Secondary School Emergency Relief funds.

Committee's Recommendation

1. Approve the Committee's recommendations relative to the budget amendments, as described in the Attachment 7 to this item.
2. Adopt the proposed FY25 budget, including the attached resolutions for the School Operations, Construction, and Extension funds as presented in Attachment 8

Director Leonard moved to modify Amendment 02 to restore a Grief Specialist using the vacancy adjustment.

This motion was subsequently withdrawn.

Director Jackson moved to direct the Administratoin to create a grief counselor position and to bring a job description for the Board's approval. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Jackson, Leonard, Siemsen, Zombor, and President Herndon – 6
Noes – None.

Director Garcia moved to approve the Committee's recommended amendments. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Jackson, Leonard, Siemsen, Zombor, and President Herndon – 6
Noes – None.

The Secretary read the following resolutions:

SCHOOL OPERATIONS FUND

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $1,226,795,571 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2025 Fiscal

Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that $1,226,795,571 will be required for the operations of the Milwaukee Public Schools and that a total of $[AMOUNT TO BE DETERMINED] thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2025, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $19,100,000 will be required for the 2025 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $15,000,000 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2025, said amount to be in addition to the money received from other miscellaneous sources.

EXTENSION FUND

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of $37,629,856 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2025 Fiscal Year, and that $29,870,928 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2025, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Siemsen moved approval of the resolutions on the School Operations and Extension Funds. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Leonard, Siemsen, Zombor, and President Herndon – 5
Noes – Director Jackson – 1.

Director Siemsen moved approval of the Resolution on the Construction Fund. The motion failed adoption, the vote being as follows:

Ayes – Directors Garcia, Leonard, Siemsen, Zombor, and President Herndon – 5
Noes – Director Jackson – 1.

Director Garcia moved to hold final action on the FY25 Superintendent's Proposed Budget. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Jackson, Leonard, Siemsen, Zombor, and President Herndon – 6
Noes – None.

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Report with Possible Action on the Regional Showcase - East Region

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Based on the Board's action, the 2023-24 monthly Regional Showcase item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the East Region is featured. The East Region comprises 26 schools and serves 11,029 students in diverse settings to meet the varied needs of our students. Schools in the East Region include the following: Bay View, Burdick, Carver, Cass, Clement, Cooper, Elm, Fernwood, Fratney, Gaenslen, Garland, Hartford, Holmes, Humboldt Park, IDEAL, Lincoln, Maryland, Milwaukee Academy of Chinese Language, Holmes, Parkside, Riverwest, Roosevelt, Rufus King Elementary, Rufus King Middle, Trowbridge, Victory, and Whittier.

The East Region offers a variety of programs and services to support our students towards their academic goals. The East Region is successful due to the committed staff members and dedicated community partnerships, a vital component to the success of students.

Growth and Opportunity

	2012-22	2022-23	2023-24
Historical Attendance	84.47%	86.6%	88.5%
Historical Suspension	10.5%	11.0%	8.5%

Featured School – Cass Street School

Demographics

- K4 – 8th Grade Neighborhood School
- Enrollment: 303 with 344 served
- Enrollment increased by 23 students since 3rd Friday
- 17.5% SwD and 88.4% Economically Disadvantaged
- Race Breakdown:
    - 85.1% Black or African American
    - 7.3% Hispanic
    - 4.0% Multiple
    - 2.3% White
    - 1.3% Asian

Data Spotlight

- 84.8% YTD Attendance Rate
- 9% Suspension Rate
- 6.9% Significantly Below in Early Literacy

Cass Street Points of Pride

- Dedicated Team of Educators
- Tutoring and Volunteers
- Increased Community Partnerships
- Increased Financial Donations
- Remodeled STEM and Project Lead the Way Labs
- Awarded the Schoolyard Redevelopment Grant
- Extensive List of Extracurricular Activities
- Meets Expectations on State Report Card

Featured School – O.W. Holmes Schools

Demographics

- Enrollment: 323
    - 88.7% African American
    - 6.4% Hispanic
    - 1.5% White
    - 2.3% Two/More Races
    - 1.1% American Indian
- 28.2% SWD
- 95.9% Economically Disadvantaged

Data Spotlight

We have been successful in reducing the number of students significantly below grade level on the STAR tests.

	Fall 2023	Winter 2024	Change
Reading	68.1%	53.7%	-14.4%
Math	60.6%	41.6%	-19.0%
Early Literacy	62.5%	20.0%	-42.5%

O.W. Holmes Points of Pride

Academic Focus Areas

- Explicit Instruction
- Differentiation
- Small Group instruction

Culture & Climate

- PBIS & Attendance Celebrations
- Paw Store
- FAST & other family engagement events

Community School Partnerships

- United Way/Milwaukee Public Museum
- Milwaukee Urban League
- Growing Minds
- Humane Society
- Urban Ecology Center

Verizon Innovative Learning School

- 1:1 Chromebooks with focus on integrating technology
- STEM lab with 3D Printing & VR Library Makerspace
- $25,000 raised over past two years

Head Start

• 17 students with para and teacher

Extra Curriculars

• African Dance
• Basketball
• Cheerleading
• Flag football
• Soccer

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

* * * * *

(Item 2) Action on Resolution 2324R-006 Menstrual Equity in Schools

Background

At its December 21, 2023 meeting, the Board referred Resolution 2324R-006 by Director Zombor and Director Gokalgandhi to the Committee on Student Achievement and School Innovation, which directs the Administration to create a menstrual equity pilot within the Milwaukee Public Schools.

The initial workgroup who met with Director Zombor included representatives from the Office of Academics and the Office of Finance.

Discussion at the first meeting centered on how Milwaukee Public Schools currently supports students in reproductive education and with menstrual supplies.

The Resolved portion of the resolution reads as follows:

RESOLVED, That the Administration conduct a pilot program at one school with free menstrual product dispensers in at least fifty percent of the school bathrooms including any gender neutral bathrooms; and be it

FURTHER RESOLVED, That an optional student survey and/or focus groups regarding menstrual hygiene product access be conducted before and after the pilot program so the results may be presented to the board before the 2025-26 Budget cycle; and be it

FURTHER RESOLVED, That the MPS Administration seek resources — such as budgetary dollars, philanthropic funds, grants, and other revenue resources - to purchase dispensers and menstrual health products for school bathrooms; and be it

FURTHER RESOLVED, That the Board direct the Office of Board Governance to add lobbying the state to fully fund free menstrual hygiene products for all Wisconsin schools to the MPS Legislative Agenda.

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.09 - Human Growth and Development

Fiscal Impact Statement

This item will require menstrual supplies be purchased for distribution to students. Administration is actively looking for grants to cover the cost of the pilot.

The pilot will be held at one high school with roughly 220 9th through 12th grade students.

Total estimated cost for the pilot is $24,000 for one school year.

Implementation and Assessment Plan

Upon approval of this item the resolution will be implemented as directed when funding is secured.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2324R-006 by Director Zombor and Director Gokalgandhi with the recommended revisions, as attached.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on a Request to Amend the Contract for Behavioral Reassignment Seats for the 2024-2025 School Year with Banner Prep

Background

Milwaukee Public Schools (MPS) provides a continuum of services, including placements for students who have significant emotional, behavioral, and social needs. The behavioral reassignment (BR) schools were created to serve students who have been expelled with services or reassigned through a Central Office hearing process and have received a placement in a BR school for a specified period of time.

Southeastern's mission is to provide students with a safe and secure environment within which they can strengthen their academic skills, develop effective work/school habits, and improve interpersonal relationships. Southeastern's current contract specifies 85 BR seats in grades 6 through 8.

Banner Prep's mission is to provide an alternative small-school setting for students when academic and/or behavioral issues have become major barriers to their success in school. Banner Prep's current contract specifies 125 BR seats in grades 9 through 12.

On February 29, 2024, the Board approved contracts for a total of 320 BR seats with Banner Prep, Lad Lake, and Southeastern for the 2024-2025 school year.

On April 30, 2024, Administration received written communication from representatives of Southeastern notifying MPS of Southeastern's request to not renew the contract for behavioral reassignment seats for the 2024-2025 school year.

As a result, the recommendation is that Banner Prep provide services for 85 BR seats in grades 6 through 8 and 125 BR seats in grades 9 through 12 for a total of 210 BR seats in grades 6 through 12.

Attached to this item is a copy of the signed contract and the mutually agreed upon amendment to the contract to reflect the additional BR seats for grades 6 through 8 for the 2024-25 school year with Banner Prep.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

School allocations are approved annually by the Milwaukee Board of School Directors as part of the budget process.

Implementation and Assessment Plan

The contract term for behavioral reassignment schools is one year and may be renewed for subsequent years, based on the outcome of the contract review, availability of funds, and district needs.

Upon the Board's approval, the contract will become effective for the 2024-25 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the amended contract for behavioral reassignment seats for the 2024-2025 school year with Banner Prep.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on the Approval of the Selection of Textbooks/Instructional Materials for ESL and Mathematics K-12.

Background

In accordance with Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, textbooks/instructional materials evaluation committees were formed as a result of the Board's action on October 26, 2023, which authorized selection studies. The committees have completed the necessary studies with respect to grades 9-12 ESL, grades K5-5, and grades 6-8 Mathematics, Algebra I, Geometry, Algebra II, AP Statistics, Pre-Calculus, and AP Calculus. The committees are recommending the following for adoption beginning the 2024-2025 school year:

English as a Second Language (ESL)

National Geographic Learning (NGL)

Mathematics

Kindergarten - Grade 5: i-Ready Classroom Mathematics 2024 (English and Spanish)
Kindergarten - Grade 8 Technology Component: ST Math (not language specific)
Grades 6- 8: Illustrative Mathematics (English and Spanish)
Algebra I, Geometry, Algebra II: Illustrative Mathematics (English and Spanish)
AP Statistics: Bock, Stats: Modeling the World, 6e AP Edition (English)
Pre-Calculus: No committee recommendation, but will upgrade the current text to the newest edition of Precalculus Graphical, Numerical Algebraic - 10th Edition
AP Calculus: Demana, Calculus: Graphical, Numerical, Algebraic, 6e AP Edition (English)

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.26 - Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

Approval of this recommendation authorizes expenditures. The estimated cost of the recommended textbooks/instructional materials is $24,190,250.00 - mathematics and $500,000 - ESL.

Implementation and Assessment Plan

Textbooks/instructional materials and online tools for the recommended adoptions will be purchased. Professional development and online tools will be implemented beginning the 2024-2025 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the selection of the textbooks/instructional materials for adoption beginning the 2024-2025 school year as detailed in this item and begin the contract negotiations and implementation processes as specified, including related supplementary materials such as teacher manuals, resource guides, translations, and online resources.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Report with Possible Action Regarding the Implementation of the Personal Finance Course

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

At its regular meeting of May 2021, the Board approved the proposed revisions to Administrative Policy 7.37 requiring all high school students to take a one-semester personal finance course to prepare them to be college-and-career ready.

The graduation requirement began at three schools - Riverside University High School, Alexander Hamilton High School, and Green Tree Preparatory Academy - starting with the graduating Class of 2026. Remaining high schools have been added each semester, ensuring all MPS high schools are now offering the course.

This report will provide an update on the progress of the personal finance course including:

- Summary data and course highlights
- Review of teacher professional development
- Events and engagement strategies
- Next steps in the implementation process

Course Implementation and Highlights

- Every high school offers personal finance
- 28 personal finance teachers
- 12 Distinguished Educators
- Increased enrollment
  2,500 in 2022-2023; 3,700 in 2023-2024
- Improved pass rate
  76% in 2022-2023; 83% in 2023-2024

Personal Finance Teacher Professional Development

- Certification courses
- On-demand modules
- Professional learning communities

Events and Engagement Strategies

- Family Financial Workshops
- Finance and Investment Challenge Bowl
- Reality Check Day
- Stock Market Game

Next Steps: Supporting Schools and Project Based Learning (PBL)

- Classroom support

- Curriculum
- Professional development
- PBL in the personal finance classroom
- Family outreach

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.37 - Graduation Requirements

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 6) Action on Resolution 2425R-003 by Director Carr on the Piloting of Innovative Instructional Models for District 4's Washington High School and North Division High School

Background

On April 23, 2024, Resolution 242R-003 by Director Carr on the Piloting of Innovative Models for Washington High School and North Division High School was introduced and referred to the Committee on Accountability, Finance, and Personnel.

The Resolved portion of the resolution reads:

RESOLVED, That the Milwaukee Board of School Directors directs the Administration, in collaboration with the North Division and Washington High School staff, students, families, and communities, to develop plans for new and innovative, robust, and culturally responsive altered school week and instructional models including four days of core academic prioritizing math and reading interventions, and one day of extended learning opportunities including early release day for students who have secured on-site paid apprenticeships or internships. The purpose of this proposal is to collectively design, develop, and prepare to implement innovative and effective instructional models for both schools, to recruit, retain and incentivize our teachers, meet the growing needs of our students investing in their intellectual, social and physical skills, abilities and opportunities, reestablish stronger and safer schools, revive the legacies of each school by leveraging community businesses and organizations to support the other non-academic needs of our students and families, and urgently address academic achievement outcomes and mental health of students.

FURTHER RESOLVED, That North Division High School and Washington High School each establish a District 4 Task Force by June 2024, comprised of diverse stakeholder groups including but not limited to: school-level leaders, teachers, parents, community and business stakeholders including Community Schools Partnerships, to collaborate and develop a new and innovative instructional plan for the 2024-25 school year.

FURTHER RESOLVED, That each Task Force shall:

• Conduct comprehensive analyses of other high performing high schools in and out of the district, and examine their approach to innovative instructional models that result in the greatest success with students' academic and social needs, showing the impacts these innovative changes could have on student achievement, school culture and climate, teacher recruitment and retention, and other relevant factors, at North Division High School and Washington High School.

• Determine the Wisconsin Department of Public Instruction's mandates for instructional time and structures, confirming the legality and enforceability of new and innovative instructional models for each school.

• Develop a plan for funding and students, teachers, families, community-based organizations, small businesses, funders, and other prospective partners engagement.

• Develop an outreach plan to include non-profits, employers, and businesses in a wide range of sectors, to support this initiative with resources, including opportunities for paid internships, apprenticeships, extended learning opportunities, and funding support for both schools.

• Develop a plan for intentional collaboration with local non-profit organizations, small minority-owned-and-operated businesses with youth-specific service models, such as: Comforce MKE, Easy Methods Driving School, Greater Milwaukee Urban League, UNCOM and Employ MKE, Fathers Making Progress, and Mera Cares, to name a few.

• Survey stakeholders including students, parents, and teachers to measure the buy-in and support of developing and implementing a new and innovative school-week schedule relative to possible childcare needs, food services, transportation, and then develop strategies to eliminate concerns and support any identified needs.

• Develop a 'Parent Empowerment' plan including the leveraging of Parent Coordinators, Paraprofessionals, and local Social Service and governmental agencies to extend additional supports to MPS parents and families.

• Develop a marketing plan to promote new model and recruit students from other K-8 feeder schools located in District 4 and other surrounding districts, promoting unique experiences that will attract families to North Division and Washington High School for the 2025-26 school year.

FURTHER RESOLVED, That the Task Forces shall engage in the strategic planning, each develop a plan for implementing a new and innovative instructional model for each school community, and present the data, design, and implementation plans for the 2025-26 school year to pilot providing a budget, instructional plan, sample schedules understanding of costs and benefits before considering district-wide implementation.

FURTHER RESOLVED, That the Task Forces shall collect survey data from students, teachers, and parents to inform the development of new instructional models, including staffing needs and implementation strategies.

FURTHER RESOLVED, That the Administration and the Task Forces shall report their findings to the Board no later than the September 2024 board cycle.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations
Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.04 - School Day

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends that the Resolution be placed on file.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to the District Advisory Council (DAC), the Library Board, and the Head Start Policy Council.

* * * * *

(Item B) Monthly Report of the President of the Milwaukee Board of School Directors

Academic Achievement

- Speaker to Personal Finance Class – Vincent HS
- Senior Send-Off

Effective and Efficient Operations

- Accountability, Finance and Personnel Meeting
- 2x2 Meeting with Superintendent (2)
- Special Board Meeting (3)
- Regular Board Meeting
- Strategic Planning & Budget Meeting (3)
- WPEN Meeting (Coming together for Public Schools)

Student, Parent, and Community Engagement

- Community Listening Session – Strategic Plan (JMAC)
- Biennial Music Festival
- Teacher of Year/South Division HS
- Vincent HS (Tour with Supt. Jill Underly)
- Ag-Ventures Event – Vincent HS

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

1.17 - President's Duties and Powers: Exo Officio Membership

* * * * *

UNFINISHED BUSINESS

(Item 1) Designation of the Board’s Delegate to the Library Board

Background

Board Rule 1.17(6) prescribes that "[t]he President is a member ex officio of the Library Board as of his/her election to the presidency. If he/she advises the Board that he/she elects not to serve as a member ex officio of the Library Board, the Board shall at the next regular meeting by roll-call vote elect one of its other members to serve as a member ex officio of the Library Board."

At the Board's April 2024 Organizational Meeting, President Herndon announced that she did not wish to serve as the delegate to the Library Board.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

If the President elects not to serve, the Board will need to elect a representative by a roll call vote at its regular May meeting.

Committee's Recommendation

That, the Board choose its delegate to the Library Board.

Director Zombor moved to designate Director Siemsen as the delegate to the Library Board. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Jackson, Leonard, Siemsen, Zombor, and President Herndon – 6
Noes – None.

* * * * *

RESOLUTIONS

(Item 1) Resolutions for Introduction and Referral to Committee

Resolution 2425R-004

By Director Leonard

WHEREAS, The Milwaukee Board of School Directors, as elected representatives of Milwaukee Public Schools its stakeholders, are expected to protect and uphold the integrity of the district; and

WHEREAS, Our stakeholders, which include students, families, staff, community partners; and the people of Milwaukee have entrusted the Board with determining appropriate organizational performance, which includes the district's financial and academic sustainability; and

WHEREAS, The sustainability of the district affects not only our stakeholders but the city of Milwaukee and our surrounding communities; and

WHEREAS, The Board has directed, through its policies, that the executive officers of the district shall not permit the Board to be uninformed and that they shall keep the Board abreast of relevant trends, [and] anticipated adverse media coverage; and

WHEREAS, In order for the Board to carry out such responsibility, the Board must be informed on a timely basis on any matters that will impact our stakeholders and the district at large; now, therefore be it

RESOLVED, , That the Office of Board Governance, in collaboration with the Office of Accountability and Efficiency, review policies and procedures that govern communications to the Board and bring back possible recommendations that would add specificity relative to:

- The duration of time in which information is to be delivered to the Board
- Communications concerning pending or probable investigations of the district
- Communications concerning legal matters; and

be it

FURTHER RESOLVED, That recommended language be added that requires the Board President to relay information to the rest of the Board within 24 hours of receipt.

Referred to the Committee on Legislation, Rules and Policies

* * * * *

ITEMS DEFERRED

The Board returned to consideration of the two items that were previously deferred, both from the Reports and Communications from the Board Clerk.

1. Action on a Request to Retire to Closed Session to Confer with Legal Counsel Relative to Litigation in Which the Board is or is Likely to Become Involved

and

2. Consideration of, and Possible Action on, Employment, Compensation, and Performance Evaluation Data Relative to the Superintendent of Schools

Both items were recommended for consideration in closed session.

Director Garcia moved to retire to closed session to consider both items, pursuant to Wisconsin Statutes 19.85(1)(c)(f) and (g). The motion passed, the vote being as follows:

> Ayes – Directors Garcia, Jackson, Leonard, Siemsen, Zombor, and President Herndon – 6
> Noes – None.

The Board retired to closed session at 7:31 p.m.

Directors Gokalgandhi and O'Halloran joined the closed session remotely.

Director Gokalgandhi left the meeting at 8:20 p.m.

The Board adjourned from the closed session at 9:43 p.m.. The Board took no action.

JILL M. KAWALA
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 3, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 5:34 p.m.

Present — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, and President Herndon — 6.
Absent and Excused— Directoprs Gokalgandhi and Zombor* – 2.

Directors Gokalgandhi and Zombor participated in the closed session via remote access. See additional attendance notes under Item 4.

The Board Clerk read the following call of the meeting:

REVISED May 31, 2024

To the Members of the Board of School Directors:

At the request of President Marva Herndon, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for consideration of the items of business listed in this notice.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

SPECIAL BOARD MEETING
5:30 P.M., MONDAY, JUNE 3, 2024

1. Update on Communication from the Department of Public Instruction Relative to District Funding: Report on the Selection of An Outside Financial Consultant
2. Public Hearing on Communication from the Department of Public Instruction Relative to District Funding
3. Public Hearing on the FY25 2024–25 Superintendent's Proposed Budget

Director Herndon has indicated that she will entertain a motion to consider Items 2 and 3 together, for the sake of efficiency.

4. Possible Action Concerning the Administrative Assignment Status of the Superintendent

CLOSED SESSION NOTICE

Relative to Item 4, the Board may retire to closed session pursuant to Wisconsin Statutes 19.85(1)(b), to consider dismissal, demotion, licensing or discipline of a public employee or the investigation of charges against such person, and the taking of formal action on any such matter; (c), to consider employment, compensation or performance evaluation data of a public employee over which the Board has jurisdiction or exercises responsibility; (f) to consider financial, medical, social or personal histories or disciplinary data of a specific person, preliminary consideration of specific personnel problems or the investigation of charges against a specific person which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of that person; and (g), to confer with legal counsel who is rendering advice concerning strategy to be adopted with respect to litigation in which MPS is or is likely to become involved. The Board may then return to open session to take action on the item considered in closed session.

PUBLIC HEARING

Public comments will be taken in person and virtually during the meeting on Items 2 and 3 only.

The deadline to register for access to the virtual speaker platform is 3:00 P.M., Monday, June 3, 2024. Registration may be completed by phone or email:

To register by phone, call (414) 475-8200 and follow the instructions.

To register by email, visit MPS' Boardcast webpage and complete the electronic form:
https://mpsmke.com/boardcast

Written comments received before 3:00 P.M., Monday, June 3, 2024, will be forwarded to the Board for its consideration.

By U.S. Mail: Milwaukee Board of School Directors, c/o Office of Board Governance, 5225 W. Vliet Street, Milwaukee, WI 53208; By Email: governance@milwaukee.k12.wi.us; or By Fax: (414) 475-8071

JILL M. KAWALA
INTERIM BOARD CLERK

(Item 1) Update on Communication from the Department of Public Instruction Relative to District Funding: Report on the Selection of An Outside Financial Consultant

Background

Administrative Policy 6.37 provides for the use of limited-term employment (LTE) positions on a temporary basis to fill short term areas of need.

Mr. Todd Gray, CPA, PhD has been retained as an LTE to provide business support services with respect to financial reporting. His hourly rate shall be $80 per hour, not to exceed $48,000 in the initial term of May 31, 2024 through July 31, 2024. Subsequent terms may be added as conditions warrant.

Mr. Gray is a former school business CFO and school district CEO/Superintendent with over 30 2024s of school finance experience. Additionally, Mr. Gray holds dual Master's degrees in accounting and School Business Administration, from UW-Whitewater and a Ph.D. from University of Wisconsin-Madison. He is licensed as a Superintendent of Schools, Certified Public Accountant, and School District Business Manager.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

* * * * *

Relative to Items 2 and 3 of the agenda, Director O'Halloran moved to consider the two items together and hold one public comment session for both items. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, and President Herndon — 6.
Noes — None.

The Board received public comment on Item 2 and Item 3 of the agenda.

The Board took a recess during the public hearing, from 5:50 to 5:53 p.m.

(Item 2) Public Hearing on Communication from the Department of Public Instruction Relative to District Funding

Background

The Board will hold a public hearing to receive comments from the public on the attached letter from the Department of Public Instruction.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

1.03 - Special Board Meetings

* * * * *

(Item 3) Public Hearing on the 2024–25 Superintendent's Proposed Budget

Background

The Board will give public hearing on the FY25 Superintendent's Proposed Budget. As this is a public hearing, no action will be taken on the budget at this meeting.

The FY25 budget sections, an updated report of the May 2024 budgetary activities, the proposed budget amendments, and the FY25 budget resolutions were provided under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 3.01 - Annual Operating Budget

* * * * *

(Item 4) Possible Action Concerning the Administrative Assignment Status of the Superintendent

Background

The Board may retire to a closed session to consider this item, pursuant to Wisconsin Statutes 19.85(1)(b)(c)(f) and (g).

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Director O'Halloran moved to retire to closed session, pursuant to Wisconsin Stratutes 19.85(1)(b)(c)(f) and (g). The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, and President Herndon — 6.
Noes — None.

The Board retired to closed session at 8:12 p.m.

Director Zombor joined the closed session via remote access at 8:12 p.m.

Director Gokalgandhi joined the closed session via remote access at 8:44 p.m. She left the virtual platform briefly and joined in person for the return to open session, at 1:47 a.m.

The Board resumed open session at 1:47 a.m., whereupon Driector O'Halloran moved to accept the resignation of Dr. Keith Posley, said resignation to be effective June 30, 2024. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, and President Herndon — 7.
Noes — None.
Present – Director Zombor – 1**

** An attempt was made to connect Director Zombor remotely for the return to open session. Although she was visually present via the digital platform, her vote could not be heard.

The Board adjourned at 1:52 a.m.

JILL M. Kawala
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 12, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 2:34 p.m.

Present — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

June 6, 2024

To the Members of the Board of School Directors:

Pursuant to Board Rule 1.03, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

SPECIAL BOARD MEETING

2:30 P.M., WEDNESDAY, JUNE 12, 2024

Consideration of Candidates for the Position of Board Clerk/Director Office of Board Governance (Action Possible)

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

The Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The Board may return to open session to take action on matters introduced in closed session, or the Board may adjourn from the closed session.

JILL M. KAWALA
INTERIM BOARD CLERK

Due to technical issues, this meeting was not broadcast over 88.9 WYMS radio.

Director O'Halloran moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None.

The Board retired to closed session at 2:44 p.m. and adjourned from closed session at 6:20 p.m.. The Board took no action.

JILL M. Kawala
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 13, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 5:34 p.m.

Present — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

REVISED: June 12, 2024

To the Members of the Board of School Directors:

Pursuant to Board Rule 1.03, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

SPECIAL BOARD MEETING
5:30 P.M., THURSDAY, JUNE 13, 2024

1. Action on a Request to Approve the Draft Corrective Action Plan Relative to a Communication from the Department of Public Instruction
2. Action on the Adoption of the FY25 Superintendent's Proposed Budget
3. Consideration of, and Possible Action on, the Appointment of an Interim Superintendent of Schools

PUBLIC HEARING

Public comments will be accepted at this meeting on Item 2, Action on the Adoption of the FY25 Superintendent's Proposed Budget, both in person and virtually, during the meeting.

The deadline to register for access to the virtual speaker platform is 3:00 P.M., Thursday, June 13, 2024. Registration may be completed by phone or email:

To register by phone, call (414) 475-8200 and follow the instructions.

To register by email, visit MPS' Boardcast webpage and complete the electronic form:
https://mpsmke.com/boardcast

Written testimony may be submitted to the Milwaukee Board of School Directors:

By U.S. Mail: Milwaukee Board of School Directors, c/o Office of Board Governance, 5225 W. Vliet Street, Milwaukee, WI 53208

By Email: governance@milwaukee.k12.wi.us By Fax: (414) 475-8071

Written comments received before 3:00 P.M., Thursday, June 13, 2024, will be forwarded to the Board for its consideration.

EXECUTIVE SESSION

With respect to Item 3, the Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The Board

may return to open session to take action on matters introduced in closed session, or the Board may adjourn from the closed session.

JILL M. KAWALA
INTERIM BOARD CLERK

(Item 1) Action on a Request to Approve the Draft Corrective Action Plan Relative to a Communication from the Department of Public Instruction

Background

On May 24, 2024, the District received a communication from the Department of Public Instruction (DPI) (copy provided under separate cover). This communication set forth the need for the District to submit a corrective action plan (CAP) that must specify how MPS plans to complete and submit all past due financial reports and how MPS will meet all future financial report deadlines, including any changes an improvements to staffing, internal controls, and fiscal policies and procedures.

Subsequent to the advance publication of this meeting's agenda, the district received notification from DPI of an updated corrective action plan. A follow up letter from DPI, dated June 13, was also provided under separate cover.

Project Monitoring and Controlling

Through July 2026 Project monitoring and controlling activities will be managed by the Project Manager (Matt Chason, Senior Director, Office of Accountability and Efficinecy). The Project Manager will provide a CAP project tracker for DPI. MPS will share the tracker weekly with the DPI Finance team.

The Project Manager will provide a calendar of DPI due dates and share weekly updates with the DPI Finance team.

Continually at least biweekly though October 31, 2024, DPI staff and Finance team staff will meet to review progress on all outstanding financial data and provisions of this CAP.

Monthly, starting November 2024, DPI staff and Finance team staff will meet to review progress on all outstanding financial data and provisions of this CAP.

Monthly, starting August 1, 2024, the Project Manager and key administrators, and the Board President or designee will meet with the key DPI administrators to monitor implementation of the CAP.

Biannually, starting August 1, 2024, the MPS Superintendent and other key MPS administrators shall meet with the State Superintendent and Cabinet to review implementation of the CAP.

Or Annually, DPI staff shall meet with MPS during third-quarter (January – March) to review the CAP and solicit input on revisions or modifications for the upcoming school year. Efforts will be made to provide CAP revisions in a timely fashion in line with the MPS budgeting process. Furthermore, the State Superintendent reserves the right to make modifications to this CAP based on the yearend review of MPS's compliance with and implementation of the current-year CAP. Additionally, failure to comply with this CAP may necessitate further modifications to this CAP.

Within 60 days of receipt of MPS's audited financial statements, including the single audit, the Project Manager shall provide DPI with copies of its responses identifying the actions that will be taken for any identified deficiencies in the internal control processes. Every 30 days thereafter, the Project Manager shall provide documentation of the continued implementation of the action.

Any other audits completed of MPS shall be shared with DPI and this CAP will be updated to identify deficiencies.

By June 28, MPS and the DPI will enter into an intergovernmental cooperation agreement to establish services to monitor the implementation of this CAP and any subsequent or modified CAPs, and to provide additional support, to be funded by MPS.

Overdue Financial Data

The corrective action plan steps for the overdue financial data are short-term, high-priority and high-urgency concerns. It is expected that Baker Tilly, the MPS Finance Department Team, the MPS Office of Accountability and Efficiency, and the MPS Internal Audit will collaborate to not only ensure the overdue financial data is completed and satisfactorily provided to DPI, but on a move-forward basis, compliance and process improvements will assist in rebuilding and restructuring the Finance Department operations. The DPI

will collaborate and provide technical assistance in support of this work. This effort will include the planned recruitment and hiring of vacant Finance Department positions, and identification of a realistic timeline to ensure the current MPS BusinessPlus financial system converts financial data to the DPI's WISEdata system.

Additional Information

Additional details, including the project management team roles, runctions, responsibilities, and risks; a description of the financial data in question, and the work breakdown structure are included in the Corrective Action Plan. The full plan was provided under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Implementation and Assessment Plan

Upon approval by the Board, and upon approval by DPI, the District will begin the process of implementing the corrective action plan.

Recommendation of the Office of Accountability and Efficiency

The Office of Accountability and Efficiency recommends that the Board approve the Updated Draft Corrective Action Plan from DPI.

Director O'Halloran moved to approve the updated corrective action plan. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None.

* * * * *

(Item 2) Action on the Adoption of the 2024–25 Superintendent's Proposed Budget

Background

On May 7, 2024, your Committee received an informational overview on the 2024-25 Superintendent's Proposed Budget and gave public hearing.

On May 14, 2024, the Board held a public hearing on the 2024-25 Superintendent's Proposed Budget, in accordance with Wisconsin Statutes 119.16(8)(a).

On May 16, 2024, your Committee considered the 2024-25 Superintendent's Proposed Budget and gave public hearing.

On May 28, 2024, your Committee considered the 2024-25 Superintendent's Proposed Budget and gave public hearing.

On June 3, 2024, the Board gave public hearing.

The FY25 budget sections, an updated report of the May 2024 budgetary activities, the proposed budget amendments, and the FY25 budget resolutions were provided under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 3.01 - Annual Operating Budget

Recommendation

The recommendation is that the Board:
1. Reconsider its previous action with respect to the Construction Fund and
2. Adopt the FY25 Superintendents Proposed Budget, inclusive of the budget amendments and the budget resolutions.

The Board took a recess from 6:07 p.m. to 6:12 p.m.

Director O'Halloran moved to reconsider previous action of May 30, 2024, relative to the Construction Fund. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None.

The Secretary read the resolution on the Construction Fund:

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $19,100,000 will be required for the 2025 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $15,000,000 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2025, said amount to be in addition to the money received from other miscellaneous sources.

Director O'Halloran moved to approve the adoption of the resolution on the Construction Fund. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None.

Director O'Halloran moved to approve the FY2024-25 Superintendent's Proposed Budet, inclusive of the budget resolutions and budget amendments. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes — Director Jackson - 1.

(Item 3) Consideration of and Possible Action on the Appointment of an Interim Superintendent of Schools

Director O'Halloran moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None.

The Board retired to closed session at 8:31 p.m. and adjourned from closed session at 10:10 p.m.. The Board took no action.

JILL M. Kawala
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 17, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 5:34 p.m.

Present — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused— Director Jackson – 1.

The Board Clerk read the following call of the meeting:

June 14, 2024

To the Members of the Board of School Directors:

At the request of President Herndon, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

SPECIAL BOARD MEETING
5:30 P.M., Monday, June 17, 2024
Consideration of and Possible Action on an Administrative Assignment Relative to the Duties of the Superintendent

Public Hearing
As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

Executive Session
The Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The Board may return to open session to take action on matters introduced in closed session, or the Board may adjourn from the closed session.

JILL M. KAWALA
INTERIM BOARD CLERK

(Item 1) Consideration of and Possible Action on an Administrative Assignment Relative to the Duties of the Superintendent

Background

At its meeting of June 3, 2024, the Board took action to accept the resignation of the Superintendent of Schools, Dr. Keith Posley. The resignation was made effective June 30, 2024.

Consideration will be given to an administrative assignment relative to the duties of the superintendent.

The Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The Board may return to open session to take action on matters introduced in closed session, or the Board may adjourn from the closed session

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

3.02 - Role of the Superintendent

Director Garcia moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None – 0.

The Board retired to closed session at 5:42 p.m.

The Board resumed open session at 7:15 p.m, whereupon Director Siemsen moved to approve the temporary administrative assignment of Acting Superintendent to Mr. Eduardo Galvan, as outlined in the temporary assignment agreement.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None – 0.

The Board adjourned at 7:22 p.m.

JILL M. Kawala
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 25, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 8:33 p.m.

Present — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused— Director Jackson – 1.

The Board Clerk read the following call of the meeting:

June 21, 2024

To the Members of the Board of School Directors:

At the request of President Herndon, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

SPECIAL BOARD MEETING
6:30 P.M., TUESDAY, JUNE 25, 2024
(Or immediately following the adjournment of the Meeting of the Committee on Accountability, Finance, and Personnel)

ITEM OF BUSINESS
1. Consideration of, and Possible Action on, the Appointment of an Interim Superintendent of Schools

PUBLIC HEARING

As is customary at Special Meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

The Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The Board may return to open session to take action on matters introduced in closed session, or the Board may adjourn from the closed session.

JILL M. KAWALA
Interim Board Clerk

(Item 1) Consideration of and Possible Action on the Appointment of an Interim Superintendent of Schools

Background

The Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which

the governmental body has jurisdiction or exercises responsibility. The Board may return to open session to take action on matters introduced in closed session, or the Board may adjourn from the closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administratrive Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

The recommendation is the the Board retire to closed session for consideration of this item.

Director O'Halloran moved to retire to closed session pursuant to Wisconsin Statutes 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None – 0.

The Board retired to closed session at 8:41 p.m. and adjourned from the closed session at 9:27 p.m., taking no action.

JILL M. KAWALA

Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 27, 2024

Regular meeting of the Board of School Directors called to order by President Herndon at 5:32 p.m.

Present — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.
Absent and Excused — Directors Gokalgandhi, Jackson, and Leonard – 3.

Before proceeding to the items on the agenda, President Herndon asked for a moment of silence to commemorate the passing of the following member of the MPS community:

Robert Berndt, a retired school engineer from Victory

Michael Shokatz, a retired logistics coordinator from the Building Services team

John Thielmann, a substitute teacher

Sherrone Thornton, a student from Vincent High School

Cloria Wheeler, a retired parental involvement specialist from Congress School

Carlos Whiting, a system-wide teacher

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of May 2024 were approved by consensus.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

There were no reports or communications from the Acting Superintendent.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

The importance of fair support for students with disabilities in public schools and the positive fiscal implications of a 90% reimbursement rate continues to be a point of emphasis. In a newsletter published in May, State Senator Chris Larson, provided a memo from the Legislative Fiscal Bureau, demonstrating the fiscal effect of a 90% reimbursement rate at the school district level.

On May 22, 2024, the Wisconsin Legislative Fiscal Bureau provided an update of the state's general fund. Then memo anticipates a positive balance of a little over $3 billion at the end of the 2024-25 fiscal year and an additional $2 billion in the state stabilization fund for a total of $5 billion.

Additional information has been provided under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

* * * * *

(Item 2) Action on a Resolution and Participation Agreement with the Southeastern Wisconsin Schools Alliance (SWSA)

Background

The mission of the Southeastern Wisconsin Schools Alliance (SWSA), which comprises school districts in southeastern Wisconsin, is to support and to promote world-class schools through research, advocacy, public policy, and effective communication for the benefit of students and the economic vitality of the region. In striving to achieve this mission, the goal of the Alliance is to identify issues on which member districts can agree and for which they can advocate. Pursuant to Section 66.0301 of the Wisconsin Statutes, member school districts agree to enter into the agreement as attached to this item and as defined by the Southeastern Wisconsin Schools Alliance's resolution, which is also attached, to achieve this goal. It is of benefit to all of the Alliance’s members to discuss and to refine their positions on issues, whether or not consensus on those issues is ultimately reached. A lack of consensus, however, should not prevent individual districts or groups of districts from advocating for issues on their own.

The School District of South Milwaukee serves as operator and fiscal agent of the SWSA and, as such, establishes and maintains records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction.

The Milwaukee Public Schools has been a member of the Alliance since 2002. Until 2014, MPS covered the cost of its membership through the provision of in-kind services through the Office of Governmental Relations Services. In 2014, however, due to the expanding efforts of the SWSA and the group's increased level of advocacy on behalf of K-12 education, MPS agreed to join the other member districts in providing a $3,000 annual payment to the organization. In 2017-18, the payment was increased to $3,200. The payment for 2024-25 remains at $3,200.

Also attached for the Board's information is a packet containing the resolution and agreement to be adopted, along with a list of projected participating districts for the upcoming year.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.01 - Vision and Mission

Fiscal Impact Statement

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2024-25 is $3,200.

Implementation and Assessment Plan

Once the Board has adopted the resolution and approved submission of the Participation Agreement, the Office of Board Governance will forward the signed documents to the SWSA.

Committee's Recommendation

The Office of Board Governance recommends that the Board:
1. adopt the resolution, included in the attachment to this item; and
2. authorize the Board's President and the Interim Board Clerk to sign and to submit the attached Participation Agreement, along with the $3,200 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

Director O'Halloran moved to approve the recommendation of the Office of Board Governance. The motion passed, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.
Noes — None – 0.

* * * * *

(Item 3) Action on a Request to Retire to Closed Session to Confer with Legal Counsel Relative to Litigation in Which the Board is or is Likely to Become Involved

Background

Under the provisions of Wisconsin Statute 19.85(1)(g), the Board may retire to a closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

The Board may return to open session to take action on matters discussed in closed session or to continue with its agenda, or, the Board may retire from closed session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation of the Office of Board Governance

The recommendation is that the Board retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g).

Consideration deferred to the end of the meeting.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

Accountability and Efficiency Services

Between May 18, 2024, and June 15, 2024, Accountability and Efficiency Services completed four constituent inquiries and two information requests. The OAE also satisfied two impartial hearing officer (IHO) requests.

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP was approved by the Board on June 13, 2024 and the OAE is managing the project as set forth in the plan.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

During this reporting period, Contract Compliance Services (CCS) staff members focused on our Historically Underutilized Business (HUB) and Student Engagement Programming.

CCS staff continue to serve on the certification committee for the North Central Minority Supplier Development Council (NCMSDC). This participation allows CCS to interact with small, diverse, minority firms and provide contracting opportunities available within the district.

CCS is excited to sponsor summer internships for several of our high school students.

Additionally, CCS has partnered with the Black and Latino Male Achievement (BLMA) department to sponsor nine students who will serve as ambassadors.

Thirty-five (35) interns underwent interviews across diverse industries within the fields of administrative services, architectural services, building service helpers, construction, environmental services, moving services, music, technology, and transportation services. To date, 27 interns have been hired.

CCS remains committed to fostering collaborations with departmental and internal sponsors, actively working toward establishing further internships and work-based learning opportunities for our high school students.

Contract Compliance Services continues to support the District's implementation of Administrative Policies 3.10 and 3.13.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period include:

Audit Completions and Activities

Two School Audits Issued

Retire Health and Life Insurance Benefits Audit Issued

One Special Investigative Report issued

One Special Review Issued

FY25 Risk Assessment and Analysis Completed

FY25 Annual Audit Plan Completed

Corrective Action Plan development and assistance provided to External Consultant Todd Gray

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

* * * * *

(Item 2) Action on a Request to Waive Board Rule 1.10 to Take Immediate Action on Proposed Changes to Board Rule 2.06, in Furtherance of the Corrective Action Plan

Background

On June 13, 2024, the Milwaukee Board of School Directors approved a Corrective Action Plan as set forth by the Department of Public Instruction. Included in the approved plan was a corrective action to modify Board policy to allow designated MPS staff to hire permanent staff without direct Board approval for purpose of implementing the Corrective Action Plan.

The proposed revision would add a third paragraph to section (4)(a)(1), to read:

c. For the purposes of implementing the Corrective Action Plan as set forth by Department of Public Instruction in a communication dated June 13, 2024, the Superintendent shall have the authority to employ, classify, transfer, and promote all employees directly related to the implementation thereof, without Board approval. This shall be limited to only those staff directly related to the implementation of the Corrective Action Plan. The Administration shall present to the Board a report of such hires at the next Regular Board meeting. This policy section shall expire on December 31, 2025.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.06 - Committee on Accountability, Finance and Personnel - Powers and Duties

Fiscal Impact Statement

The item does not authorize expenditures

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will make and publish the necessary revisions. The Administration will implement the process of hiring under this provision of the Corrective Action Plan.

Recommendation

The Office of Accountability and Efficiency recommends that the Board
1. waive Board Rule 1.10 to give immediate consideration to the item and
2. approve the revised Board Rule 2.06 as set forth in the attachment.

Director O'Halloran moved to waive Board Rule 1.10 to consider the item. The motion passed, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.
Noes — None – 0.

Director Siemsen moved to approve the proposed revisions.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.

Noes — None – 0.

* * * * *

REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Interim Board Clerk presented three expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Siemsen moved to accept the reports of the Independent Hearing Officers of approve the three reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times:

June 6, 2024, @ 10:00 a.m., 11:00 a.m.
June 12, 2024, @ 9:00 a.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.
Noes — None -0..

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance, and Personnel:

Item 2, Action on Recommended Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term (LTE) Contracts Exceeding Sixty Days has been set aside, as it was forwarded to the Board without recommendation.

Item 8, Action on a Request to Waive Administrative Policy 3.09(9)(e) to Enter Blanket Purchase Orders for the Mathematics (K-8), Algebra I, Geometry, Algebra II/ Trigonometry, Pre-Calculus, AP Calculus, and AP Statistics Textbook Adoption, and the English as a Second Language Textbook Adoption, has been set aside at the request of the Administration.

From the Committee on Legislation, Rules and Policies:

Item 1, Action on a Request to Approve Revisions to Administrative Policy 7.38, Balanced Assessment Systems, has been set aside at the request of Director Garcia.

On the motion of Director O'Halloran, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon —5.
Noes — None -0..

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Garcia presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action Report

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
	NEW HIRES		
2 Ronald Armstrong	Building Service Helper I	04/29/2024	$20.03/hr
2 Tekina James	Building Service Helper I	04/29/2024	$23.47/hr
2 Robbin McDonald	Building Service Helper I	04/29/2024	$18.32/hr
2 Ahnya Walton	Building Service Helper I	05/06/2024	$17.17/hr
2 Geneva Bell	Children's Health Assistant	05/13/2024	$23,813.81
2 Arestine Linwood	Children's Health Assistant	05/15/2024	$27,117.89
2 Benita Washington	Children's Health Assistant	05/13/2024	$25,797.16
2 LaShun Morris	Data Support Assistant	05/28/2024	$61,132.05
2 Keshia Benjamin	Food Service Assistant	05/01/2024	$18.20/hr
2 Lakeya Fizer	Food Service Assistant	05/01/2024	$18.20/hr
4 Elizabeth Gonzalez	Food Service Assistant	05/01/2024	$17.17/hr
2 Arania Jacobs	Food Service Assistant	05/02/2024	$19.23/hr
4 Deerdrah Llaurador	Food Service Assistant	05/06/2024	$18.72/hr
2 Percy McCord	Food Service Assistant	05/01/2024	$17.69/hr
2 Karen McKinzie	Food Service Assistant	05/02/2024	$17.17/hr
4 Brandon Mendez-Ramirez	Food Service Assistant	05/02/2024	$17.17/hr
4 Paulina Miranda	Food Service Assistant	05/15/2024	$18.20/hr
2 Shaquena Nelson	Food Service Assistant	05/06/2024	$17.69/hr
4 Melidza Orta	Food Service Assistant	05/15/2024	$19.23/hr
2 Shawntina Randle	Food Service Assistant	05/01/2024	$17.17/hr
2 Dennis Green	IT Service Technician	05/20/2024	$69,523.65
5 Joshua Boehm	Network Service Technician	05/20/2024	$58,021.56
3 Sadia Akhtar	Paraprofessional	04/29/2024	$24,211.00
4 Nancy Cruz Gonzalez	Paraprofessional	04/29/2024	$23,435.00
2 Kinyetta Johnson	Paraprofessional	05/13/2024	$21,339.00
2 Larry Norton	Paraprofessional	05/29/2024	$24,999.00
5 Britney Plesnik	Paraprofessional	05/06/2024	$24,211.00
4 Lillian Torres	Paraprofessional	05/06/2024	$25,786.00
2 Tanya Tyson	School Secretary I – 11 Month	05/14/2024	$36,037.00
2 DeSean Thomas	Sheet Metal Worker	04/29/2024	$53.03/hr
	PROMOTIONS		
2 Shadmeshabed Kinney	Boiler Attendant Trainee	05/27/2024	$45,867.02
4 Jorge Roman	Duplicating Equipment Operator II	05/06/2024	$49,226.51
2 Demetrous Elam	School Engineer I	04/29/2024	$54,901.79
4 Jorge Mercado	School Engineer I	04/29/2024	$53,608.20
2 Sheila Bentley	School Kitchen Manager Trainee	04/29/2024	$23.24/hr

Name	Position and Salary	Date	Salary
4 Quinteris Harris	School Kitchen Manager Trainee	04/29/2024	$17.57/hr
2 Elizabeth Melton	School Kitchen Manager Trainee	04/29/2024	$23.24/hr
	REHIRES		
2 Trenatte Gates	Children's Health Assistant	05/16/2024	$27,117.89
4 Sonya Kelly	Children's Health Assistant	05/17/2024	$24,475.30
2 Crystal Larkin	Children's Health Assistant	05/01/2024	$23,813.81
2 Alicia Sherrod	Food Service Assistant	05/01/2024	$17.17/hr
2 Tasha Davis	Paraprofessional	05/09/2024	$23,435.00

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER
4,r Diaz-Ruiz,Betty L 01/BA $80,571.00 4/29/2024
SPEC ED MULTICATEG.

Leaves of Absence

	Present Assignment	Effective From
Illness Leave April 2024:		
Meraliz Calderon	Out Of Assignment	April 26, 2024
Illness Leave May 2024:		
Laura Frombach	Hawley Environmental School	May 30, 2024
Personal Leave August 2024:		
Melissa Rhodes	Bryant School	August 27, 2024

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certified Resignations						
Personal	0.8	5	Gabrielle Abrams	Teacher	Siefert	06/14/2024
Personal	2.3	5	Alexandria Ahrens	Teacher	95th Street	06/13/2024
Personal	0.7	2	Iheanyi Amara	Teacher	Westside Acad	06/14/2024
Personal	0.4	5	Brandon BeBow	Teacher	Clarke St	06/14/2024
Personal	3.3	5	Alison Berry	Teacher	Meir	05/23/2024
Personal	8.8	5	Vanessa Blaauw	Teacher	Central Svcs	05/23/2024
Other Work	2.8	4	Alexis Carneiro	Teacher	Hawley	06/13/2024
Retire	23.8	5	Renee Clark	Teacher	Hawley	08/30/2024
Retire	38.7	2	Cheryl Colbert	Principal	Emerson	06/30/2024
Retire	16.1	5	Diane Collins	Teacher	Humboldt Park	06/28/2024
Retire	35.7	5	Mary Collins	Teacher	81st Street	06/14/2024
Retire	34.8	2	Katrice Cotton	Chief	Central Svcs	06/28/2024
Other Dist	3.8	7	Yazaret Cournia	Teacher	Pratt	05/23/2024
Personal	15.8	2	Dreanna Cummings	Teacher	Thoreau	07/31/2024
Other Dist	2.8	5	Isabella DAgostino	Teacher	81st Street	06/14/2024
Retire	14.8	5	Terri Doucette	SLP	Hawley	06/13/2024
Retire	24.8	5	Joylyn Duffy	Teacher	53rd Street	06/13/2024
Personal	5.6	5	Dayna Duncan	Teacher	Siefert	07/01/2024
Personal	7.7	5	Jimmy Easterling	Teacher Ldr	Central Svcs	05/29/2024
Retire	29.8	5	Todd Everson	Teacher	MSOL	06/01/2024
Personal	14.2	2	Charles Farrow	Teacher	Congress	05/23/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	9.9	5	Abigail Felten	Teacher	Central Svcs	05/29/2024
Other Dist	6.8	4	Ivelisse Fonseca	Teacher	Doerfler	06/13/2024
Other Work	1.1	2	Anthony Gates	Teacher	Holmes	07/01/2024
Personal	0.8	3	Rajshree Ghaywat	Teacher	Story	06/13/2024
Personal	2.8	5	Mackenzie Glazewski	Teacher	HS of the Arts	05/22/2024
Retire	41.0	5	Julia Grams	Teacher	Fairview	06/12/2024
Personal	5.3	5	Jennifer Guenther	Teacher	Riverwest	06/13/2024
Retire	33.8	5	Sara Hmielewski	AP	Wedgewood Park	05/29/2024
Retire	30.2	28.5	Marybeth Hoffmann	Teacher	Central Svcs	06/13/2024
Retire	34.8	5	Kathleen Holinka	Teacher	Garland	06/13/2024
Retire	21.7	5	Jacqueline Jansen	SSW	Central Svcs	06/19/2024
Personal	0.9	5	April Johnsen	Nurse	Central Svcs	05/29/2024
Retire	32.8	5	Amy Kallman	Coord III	Central Svcs	06/14/2024
Retire	33.8	5	Teresa Kettinger	Teacher	Burdick	06/13/2024
Personal	4.6	5	Laura Kilton	Innov Coach	Central Svcs	05/29/2024
Retire	35.8	5	Amy Kowalski	Director I	Central Svcs	06/30/2024
Retire	34.8	5	Heidi LaBute	Teacher	Mitchell	05/05/2024
Other Dist	4.8	5	Sara LaCrosse	Teacher	Emerson	06/13/2024
Retire	31.8	5	Dawn Lambrecht	Teacher	Lowell	06/30/2024
Personal	0.9	5	Lucas Leminholm	Teacher	Audubon HS	05/23/2024
Other Dist	0.5	5	Catherine Lewis	Teacher	Central Svcs	05/23/2024
Personal	28.0	2	Tasha Little	Counselor	Rufus King HS	06/01/2024
Retire	36.7	5	Debra Manville	Teacher	Mitchell	06/13/2024
Retire	25.8	5	Dawn Marohnic	Teacher	MSL	06/28/2024
Retire	26.8	5	Keith May	Teacher	81st Street	06/14/2024
Other Dist	5.7	5	Dakota McGowan	Teacher	Riverside	06/15/2024
Other Dist	4.3	2	Nedra McLain	Counselor	Cooper	06/13/2024
Personal	1.9	5	Wyatt Meyer	Teacher	Meir	05/23/2024
Retire	33.8	5	Margaret Mikolajczak	Teacher	53rd Street	06/13/2024
Retire	40.0	5	Lora Mitchell	Teacher	Whittier	06/13/2024
Personal	3.8	5	Rebecca Moczulewski	Teacher	MACL	06/13/2024
Retire	25.8	5	Carol Muellenbach	Teacher	Garland	06/13/2024
Retire	29.7	5	Jane Neese	Teacher	Hampton	06/28/2024
Other Work	5.7	2	Hope Parker	Nurse	Central Svcs	05/29/2024
Retire	24.8	5	Mary Payson	Teacher	Hampton	06/30/2024
Retire	23.8	5	Mark Picard	Teacher	Hampton	06/13/2024
Retire	27.6	5	Sigurd Piwek	SST	German Imm	06/13/2024
Retire	31.4	5	Linda Porosky	SLP	Whitman	06/13/2024
Retire	26.8	4	Maria Ramirez Acevedo	Teacher	Kagel	06/13/2024
Retire	35.1	5	Sara Randow	Teacher	Burdick	06/17/2024
Retire	24.8	5	Cory Rightmyre	SLP	Forest Home	06/13/2024
Personal	1.9	1	Samantha Saldana	Psych	ALBA	05/29/2024
Retire	23.2	5	Robert Schallock	Teacher	Greenfield	06/14/2024
Personal	1.8	5	Brooke Schuler	Teacher	Grantosa	06/13/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	4.8	5	Joeleen Schwarz	Teacher	Hopkins Lloyd	06/13/2024
Other Dist	0.3	5	Ariel Scott	Teacher	Fratney	06/13/2024
Other Dist	6.7	5	Eric Sego	Teacher	Pulaski	08/01/2024
Retire	22.8	4	Angeles Sitzes	Teacher	Riverside	05/24/2024
Personal	8.8	7	Sandra Smith	Teacher	Browning	06/16/2024
Retire	36.7	5	Kristina Snapp	Teacher	MacDowell	05/31/2024
Personal	2.8	4	Mayra Solis	Teacher	Bryant	06/13/2024
Retire	31.3	5	Kristine Sutter	Teacher	Mitchell	06/14/2024
Personal	9.8	5	Rachel Swale	SLP	Allen Field	06/14/2024
Retire	20.8	5	Elizabeth Tetzlaff	Teacher	HS of the Arts	05/23/2024
Retire	29.3	2	Beveryl Thomas	Teacher	Metcalfe	05/23/2024
Personal	7.0	2	Caree Thomas	SSW	Central Svcs	05/29/2024
Personal	8.3	2	Rebecca Tillman	Teacher	Wedgewood Park	05/24/2024
Retire	10.6	5	Karen Utech	Spec Ed Sup	Central Svcs	06/18/2024
Personal	8.8	4	Beatriz Varela Palmeiro	Teacher	Meir	06/13/2024
Personal	2.8	5	Julia Wagner	Teacher	Pratt	06/30/2024
Retire	24.8	2	Tracey Watford	Teacher	Carson Acad	06/14/2024
Retire	35.3	5	Christine Welch	Teacher	Central Svcs	06/13/2024
Other Work	7.8	5	Brooke Wetor	Teacher	Browning	06/14/2024
Retire	16.8	5	Laura Yanasak	Teacher	French Imm	06/19/2024

Classified Resignations

Retire	16.7	6	Andrea Armstrong	CHA	Hamilton	05/25/2024
Retire	23.3	5	Nancy Becker	Manager II	Central Svcs	07/05/2024
Retire	34.3	4	Lucia Bermudez	Para	Forest Home	06/14/2024
Retire	18.1	2	Carolyn Bovia	FSA	Franklin	06/12/2024
Personal	4.7	2	Nasif Bowie	Secretary	Central Svcs	05/11/2024
Retire	16.6	2	Debra Broughton	Para	Kilbourn	06/14/2024
Retire	37.7	2	Valerie Colbert	Engineer I	81st Street	06/07/2024
Retire	11.3	2	Alice Collins	Para	Bethune	06/13/2024
Retire	9.4	2	Bettie Dear	BSH I	Carson	03/03/2025
Retire	25.3	2	Angela Edwards	CHA	Fairview	06/13/2024
Personal	0.8	5	Jessica Enderby	Para	Central Svcs	04/25/2024
Retire	3.1	4	Jose Esteves	Technician	South Division	06/28/2024
Retire	16.0	2	F Roxanne Fair	Para	MHSA	05/24/2024
Retire	22.7	2	Cheryl Flowers	Para	Congress	05/24/2024
Retire	29.0	2	Adonis Ford	Para	Riverside	05/23/2024
Retire	24.7	5	Judy Gales	FSA	Cooper	06/13/2024
Retire	6.6	2	Alfreda Gilmore Ellis	Para	Congress	05/30/2024
Personal	18.2	4	Christina Green	Associate II	Central Svcs	04/29/2024
Other Work	0.7	5	Elaine Hawk	Para	Story	06/13/2024
Retire	12.8	2	Cynthia Hayman	CHA	Hamilton	05/25/2024
Personal	0.8	2	Raven Hendricks	FSA	Central Svcs	04/26/2024
Retire	18.6	2	Phyllis Howard	FSMT	Kluge	06/13/2024
Personal	5.1	2	Lillie Jackson	Para	LaFollette	05/03/2024
Other Work	4.9	2	Romell Jackson	BSH II	JMAC	05/17/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	2.8	2	Zilpha Jackson	FSA	South Division	05/21/2024
Retire	25.2	2	Debra Johnson	CHA	French Imm	07/01/2024
Personal	0.7	2	Christjohn Jones	FSA	Engleburg	06/12/2024
Retire	24.8	2	Rosemary Jude	CHA	Riverside	05/25/2024
Retire	25.8	5	Debra Kaylor	Secretary	River Trail	06/07/2024
Retire	34.7	2	Barbara Kelly	Para	Holmes	06/14/2024
Retire	8.2	2	Carmen Kendrick	BSH I	Gaenslen	06/14/2024
Other Work	1.7	2	Sarafina Knox	HR Asst	Central Svcs	08/01/2024
Personal	0.5	2	Lydia Lee	Safety Asst	School Safety	05/03/2024
Personal	0.2	2	Sunceray Lee	BSH I	Central Svcs	03/13/2024
Retire	15.6	5	Angela Matthias	Para	Maryland Ave	08/23/2024
Personal	4.2	2	Courtney Mays	Engineer I	German Imm	04/26/2024
Retire	46.5	2	Sherell McKinney	Para	Engleburg	06/14/2024
Retire	28.8	5	Debra Migdal	Secretary	AAL	06/18/2024
Personal	0.1	2	Donna Moore	Exec Asst	Governance	05/13/2024
Retire	28.0	5	Carla Muszynski	Para	AAL	06/13/2024
Retire	20.5	5	Susan Norton Schalk	Para	Honey Creek	05/13/2024
Personal	4.6	4	Sierra Paniagua	Secretary	Morgandale	05/31/2024
Retire	21.4	5	LouAnn Parsons	Secretary	Garland	06/18/2024
Retire	23.0	5	Stoja Pavlica	BSH I	Hamilton	04/15/2024
Personal	1.3	2	Danette Phillips	Para	Maryland Ave	04/29/2024
Personal	10.6	2	Maria Rodriguez	CHA	Spanish Imm	04/28/2024
Retire	32.8	5	Linda Roeder	FSAIC	Clement Ave	06/14/2024
Retire	11.6	3	Barbara Sayavong	Para	Fernwood	06/13/2024
Retire	26.8	5	Theresa Sikora	FSA	Garland	06/13/2024
Personal	0.5	2	Carmon Smith	Supervisor II	Central Svcs	04/27/2024
Retire	23.6	5	Delores Sommers	Kit Mgr III	Maple Tree	06/05/2024
Personal	6.0	2	Lorna Stewart	CHA	Spanish Imm	04/26/2024
Retire	24.0	2	Timothy Stovall	Boiler Att	Hamilton	04/12/2024
Personal	0.7	2	Jane Stueber	Para	Zablocki	05/07/2024
Retire	34.4	2	Debra Taylor	Para	Fairview	06/13/2024
Retire	30.3	5	Diane Titschler	FS Mgr II	Zablocki	06/14/2024
Personal	0.1	2	Tamerra Torrence	FSA	Emerson	04/08/2024
Retire	30.7	2	Rita Wade	SKM II	Fratney	05/20/2024
Retire	28.9	5	Kristina Webber	BSH I	Pulaski	06/21/2024
Other Work	0.3	2	Levar Wells	BSH I	Vieau	05/17/2024
Personal	2.6	2	Takia Woulard	Safety Asst	School Safety	05/11/2024
Personal	0.2	4	Dyango Zerpa	Para	Clement	04/29/2024

Other District – 9 (Classified 0 – Certificated – 9)
Other Work – 8 (Classified 4 – Certificated – 4)
Personal – 49 (Classified 19 – Certificated – 30)
Retirement – 81 (Classified 39 – Certificated – 42)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Commitees' reports.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

(5)(nr)	Marc Gabrysiak	Manager II, School Tech Support	Schedule 03, Range 12A
		Office of Communications and School Performance	$136,281
(5)(nr)	Eric Steimel	Accountant IV, Finance	Schedule 03, Range 06A
		Office of the Chief of Finance	$95,000
(5)(r)	Anita Alfaro	Coordinator II Development and Donor Relations	Schedule 03, Range 07A
		Office of the Superintendent	$90,000
(2)(r)	Janay Eichelberger	SPED Supervisor, Itinerant	Schedule 03, Range 09C
		Office of the Chief of Academics	$87,060
(2)(r)	Trina Freeman	SPED Supervisor, Itinerant	Schedule 03, Range 09C
		Office of the Chief of Academics	$87,060
(3)(nr)	Berin Abraham	Coordinator I-Cybersecurity, Itinerant	Schedule 03, Range 06A
		Office of Communications and School Performance	$72,584
(4)(r)	Angel Daleccio	Analyst I- Financial Planning	Schedule 03, Range 05A
		Office of the Chief of Finance	$72,356
(2)(r)	DeShaun McKinley	Associate II, Safety Supervisor	Schedule 03, Range 04A
		Office of the Chief of School Administration	$67,823

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(nr)	Todd Gray	Financial Reporting Office of Accountability and Efficiency 05/31/24 to 07/01/24	$80.00
(5)(r)	Nancy Becker	Knowledge Transfer for New Manager & Start of School Year Support Office of the Chief of Finance 07/06/24 to 01/06/25	$40.00
(5)(r)	Erika Banks	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	$40.00
(2)(r)	Barbara Henry	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	$40.00
(5)(r)	Annie Kubes	Recreation Special Projects Office of the Chief of Finance 04/24/24 to 07/25/24	$40.00
(2)(r)	Marie McClain	Mentor/Virtual Support Staff Office of the Chief of School Administration 05/09/24 to 06/09/24	$40.00
(5)(nr)	Jay Navone	School Safety & Security Supervisor Office of the Chief of School Administration 08/01/24 to 01/31/25	$40.00
(5)(r)	Stephen Sanders	Evening CS Board Meeting Support (2-3 evenings per month) Office of the Chief of Finance 09/01/24 to 02/28/25	$40.00
(5)(r)	Andrew McAleese	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	$38.00
(5)(r)	Jessica Willis	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	$35.00
(5)(nr)	Tracy Maier	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	$34.00
(5)(r)	Donovan Flisram	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	$34.00
(2)(r)	Jasmine Porter	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	$34.00
(4)(r)	Anabelle Fritz	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	$34.00
(2)(r)	Brianna Kendrick	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	$34.00
(5)(nr)	Sarah Lind	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	$34.00
(2)(r)	Sequoyah Simmons	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	$34.00

(4)(r)	Jazmin Benitez Del Angel	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	$34.00
(5)(nr)	Dawn Kirschner	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	$34.00
(5)(r)	Todd Siefert	Summer/Fall Warehouse Support Office of the Chief of Finance 06/01/24 to 08/30/24	$30.00
(2)(nr)	Heather Harper	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	$30.00
(2)(r)	Tiffany Hill	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	$30.00
(2)(r)	Deyonto Southern	Summer Food Delivery Office of the Chief of Finance 06/13/24 to 08/31/24	$26.64
(5)(r)	Kris Bertram	Scanning/Filing Office of the Chief of Human Resources 04/16/24 to 10/16/24	$26.00
(5)(nr)	Paula Kais	Scanning/Filing Office of the Chief of Human Resources 04/16/24 to 10/16/24	$22.00
(2)(r)	Teshona Marion	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	$22.00

r	Resident
nr	Non-resident
1	Native American
2	African American
3	Asian/Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Committee's Recommendation

Your Committee has forwarded this item to the Board without a recommendation.

Director Siemsen moved to approve the revised recommendation. The motion passed, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.
Noes — None – 0.

* * * * *

(Item 3) Action on Negotiated Collective Bargaining Agreements with PAMPS (Psychologists' Association in the Milwaukee Public Schools) and MTEA (Milwaukee Teachers' Education Association) - Teachers, Educational Assistants, and Bookkeepers/Accountants

Background

As required by state law, the Milwaukee Board of School Directors (MBSD) has engaged in negotiations with its certified collective bargaining units on the subject of base wages. Negotiations have been completed between the MBSD and the following bargaining units:

PAMPS (Psychologists' Association in the Milwaukee Public Schools)
MTEA –Bookkeepers/Accountants (Milwaukee Teachers' Education Association)
MTEA –Educational Assistants (Milwaukee Teachers' Education Association)
MTEA –Teachers (Milwaukee Teachers' Education Association)

Each agreement has a term of one year (July 1, 2024 through June 30, 2025) and provides for a base-wage increase of 4.12%. The 4.12% base-wage increase will be implemented July 1, 2024.

The agreements are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.20 - Contracts, Employee Benefits, and Compensation Plans

Fiscal Impact Statement

The funding for the base wage increases will be incorporated into the FY25 budget.

Implementation and Assessment Plan

Upon approval of the Board, the base-wage increases will be implemented July 1, 2024.

Committee's Recommendation

Your Committee recommends that the Board approve the collective bargaining agreements as attached.

Approved with the balance of the roll call vote to approve the Committee's' reports.

* * * * *

(Item 4) Action on Approval of the 2024-2025 Salary Schedules

Background

On June 13, 2024, the Board approved salary increases across the board effective July 1, 2024. The salary schedules for 2024-2025 are as follows:

Administrators & Supervisor Salary Schedule

This group includes positions ranging from administrative assistants through cabinet level and can be either classified or certificated. Salaries range from 200 to 260 days as indicated by Grade: = 260; C & D = 200; T = 220.

Grade	*Job Titles*	*Min*	*Mid*	*Max*
00A	Assistant	$ 43,568.60	$ 48,975.29	$ 54,382.88
01A	Assistant I	$ 54,089.38	$ 63,261.23	$ 72,434.41
02A	Assistant II, Paralegal	$ 56,117.97	$ 66,980.47	$ 77,842.11
02C	Assistant II	$ 48,563.61	$ 57,930.20	$ 67,298.84
03A	Assistant III, Associate I, Technician I, Accountant I	$ 58,299.50	$ 70,992.87	$ 83,687.24
04A	Associate II, Technician II, Accountant II, Performance Auditor I	$ 62,689.53	$ 76,361.57	$ 90,032.77
05A	Associate III, Analyst I, Accountant III	$ 67,340.44	$ 82,115.27	$ 96,891.07
05D	Associate III, Analyst I, Accountant III	$ 55,317.33	$ 71,580.36	$ 87,844.24
06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	$ 75,574.00	$ 92,212.20	$ 108,850.09
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	$ 65,251.13	$ 79,553.36	$ 93,854.60
07A	Coordinator II, Analyst III	$ 79,171.27	$ 96,624.89	$ 114,078.99
07C	Coordinator II, Analyst III	$ 68,330.00	$ 83,330.29	$ 98,332.05
08A	Coordinator III, Specialist I	$ 82,961.94	$ 101,276.59	$ 119,591.27
08C	Coordinator III, Specialist I	$ 71,594.41	$ 87,326.20	$ 103,059.10
09A	Supervisor I, Specialist II	$ 87,000.01	$ 106,177.89	$ 125,355.44
09C	Supervisor I, Specialist II	$ 74,990.39	$ 91,492.84	$ 107,996.89
10A	Supervisor II, Specialist III	$ 91,102.17	$ 111,253.43	$ 131,404.10
10C	AP I - Elem, Supervisor II, Specialist III	$ 78,556.17	$ 95,863.15	$ 113,170.16
11A	Manager I, Specialist IV	$ 95,470.83	$ 116,612.72	$ 137,754.13
11C	AP II - MS, Manager I, Specialist IV	$ 82,299.61	$ 100,455.98	$ 118,610.68
12A	Manager II	$ 100,065.53	$ 122,245.15	$ 144,426.89
12C	Manager II, AP III - HS	$ 86,198.24	$ 105,239.54	$ 124,281.96
13A	Manager III	$ 104,881.74	$ 128,155.43	$ 151,429.13
13T	Principal I - K-6, Principal I - K-8	$ 99,355.97	$ 121,364.49	$ 143,371.47
14A	Director I, Principal I - 9-12, Principal I - K-12	$ 109,947.60	$ 134,364.76	$ 158,783.33
14T	Principal I - 6-8, Principal II - K-8	$ 103,404.15	$ 126,849.75	$ 150,294.27
15A	Director II, Comptroller, Principal II - 9-12, Principal II - K-12	$ 115,255.22	$ 140,879.02	$ 166,501.87
16A	Sr. Director, Regional Superintendent	$ 120,837.22	$ 147,722.94	$ 174,607.67
18A	Chief	$ 170,555.68	$ 187,306.54	$ 204,057.84

Teacher Unit

Steps	*Bachelor's 191 days*	*Master's 191 days*	*Physical Therapist 191 days*	*Occupational Therapist 191 days*	*Speech Language Pathologist 191 days*	*Nurses 200days*	*School Social Workers 200 days*	*Traveling Music Teacher 191 days*
99	$52,827.70	$56,467.69	$60,793.63	$56,631.87	$59,457.73	$60,669.93	$66,312.65	$26.53
1	$54,768.58	$58,591.86	$62,917.80	$58,753.79	$61,579.65	$62,794.11	$68,435.70	$27.63
2	$56,710.58	$60,714.91	$65,040.85	$60,877.96	$63,703.82	$64,916.03	$70,559.88	$28.74
3	$58,651.46	$62,839.09	$67,163.90	$63,002.14	$65,826.87	$67,040.20	$72,681.80	$29.84
4	$60,593.47	$64,961.01	$69,288.07	$65,125.19	$67,951.04	$69,163.25	$74,805.97	$30.95
5	$62,534.35	$67,085.18	$71,411.12	$67,249.36	$70,072.97	$71,287.42	$76,929.02	$32.05
6	$64,476.35	$69,209.36	$73,535.29	$69,371.28	$72,197.14	$73,411.60	$79,053.19	$33.15
7	$66,417.23	$71,332.40	$75,658.34	$71,495.46	$74,321.31	$75,533.52	$81,177.37	$34.26
8	$68,359.24	$73,455.45	$77,781.39	$73,619.63	$76,444.36	$77,657.69	$83,299.29	$35.36
9	$70,300.12	$75,578.50	$79,905.56	$75,742.68	$78,567.41	$79,780.74	$85,423.46	$36.47
10	$72,242.12	$77,702.67	$82,028.61	$77,865.73	$80,690.46	$81,904.92	$87,546.51	$37.57
11	$74,183.00	$79,826.85	$84,151.66	$79,988.77	$82,814.63	$84,027.96	$89,670.68	$38.68
12	$76,125.01	$81,948.77	$86,275.83	$82,112.95	$84,938.81	$86,151.01	$91,793.73	$39.78
13	$78,065.89	$84,072.94	$88,398.88	$84,237.12	$87,061.85	$88,275.18	$93,916.78	$40.88
14	$80,007.89	$86,195.99	$90,523.05	$86,359.04	$89,184.90	$90,398.23	$96,040.95	$41.99

Steps	*Bachelor's 191 days*	*Master's 191 days*	*Physical Therapist 191 days*	*Occupational Therapist 191 days*	*Speech Language Pathologist 191 days*	*Nurses 200days*	*School Social Workers 200 days*	*Traveling Music Teacher 191 days*
15	$81,948.77	$88,320.16	$92,644.98	$88,483.22	$91,307.95	$92,521.28	$98,164.00	$43.09
16	$83,890.71	$90,444.34	$94,769.15	$90,606.27	$93,432.12	$94,645.45	$100,288.18	$44.20
17	$85,831.59	$92,566.26	$96,892.20	$92,730.44	$95,556.30	$96,768.50	$102,411.22	$-
18	$-	$94,690.43	$99,016.37	$94,853.49	$97,678.22	$98,892.68	$104,534.27	$-
19	$-	$96,813.48	$101,140.54	$96,976.54	$99,802.39	$101,015.72	$106,658.45	$-
20	$-	$98,937.66	$103,262.47	$99,100.71	$101,925.44	$103,138.77	$108,781.49	$-

Steps	*Bachelor's 1C 191 days*	*Bachelor's 1D 200 days*	*Bachelor's 1E 260 days*	*Bachelor's 1G 191 days*	*Bachelor's 2F 200 days*
99	$58,242.19	$60,987.04	$64,975.63	$55,469.14	$55,317.33
1	$60,382.61	$63,228.16	$67,362.93	$57,507.85	$57,349.30
2	$62,523.03	$65,469.28	$69,750.24	$59,546.56	$59,383.51
3	$64,663.45	$67,710.40	$72,138.67	$61,584.15	$61,416.60
4	$66,803.86	$69,951.52	$74,527.10	$63,623.98	$63,448.56
5	$68,945.46	$72,193.77	$76,914.40	$65,661.57	$65,481.65
6	$71,085.88	$74,436.01	$79,302.83	$67,700.28	$67,514.74
7	$73,226.29	$76,677.13	$81,690.14	$69,738.99	$69,546.70
8	$75,366.71	$78,918.25	$84,077.44	$71,776.58	$71,580.92
9	$77,507.13	$81,159.37	$86,467.00	$73,816.42	$73,614.01
10	$79,647.55	$83,400.49	$88,854.30	$75,854.00	$75,645.97
11	$81,787.96	$85,641.62	$91,241.61	$77,893.84	$77,679.06
12	$83,928.38	$87,882.74	$93,630.03	$79,931.42	$79,712.15
13	$86,068.80	$90,123.86	$96,017.34	$81,970.14	$81,745.24
14	$88,209.22	$92,366.10	$98,404.64	$84,008.85	$83,777.20
15	$90,349.63	$94,607.22	$100,794.20	$86,046.43	$85,811.41
16	$92,490.05	$96,848.34	$103,181.50	$88,085.15	$87,844.50
17	$94,630.47	$99,089.46	$105,568.81	$90,123.86	$89,877.59
18	$-	$-	$-	$-	$-
19	$-	$-	$-	$-	$-
20	$-	$-	$-	$-	$-

Steps	*Master's 1C 191 days*	*Master's 1D 200 days*	*Master's 1E 260 days*	*Master's 1G 191 days*	*Master's 2F 200 days*
99	$62,255.77	$65,189.28	$69,453.37	$59,291.30	$59,128.25
1	$64,597.51	$67,641.81	$72,064.45	$61,521.18	$61,352.50
2	$66,938.08	$70,092.08	$74,675.53	$63,751.05	$63,575.63
3	$69,279.83	$72,544.61	$77,287.73	$65,979.80	$65,799.88
4	$71,620.39	$74,994.89	$79,899.94	$68,209.68	$68,021.89
5	$73,960.96	$77,446.29	$82,511.02	$70,439.55	$70,246.14
6	$76,302.70	$79,897.69	$85,123.22	$72,669.43	$72,470.39
7	$78,643.27	$82,349.09	$87,734.30	$74,899.31	$74,693.52
8	$80,985.01	$84,801.62	$90,346.51	$77,128.06	$76,917.78
9	$83,325.58	$87,251.89	$92,958.71	$79,357.93	$79,139.78
10	$85,667.32	$89,704.42	$95,569.79	$81,587.81	$81,364.03
11	$88,007.89	$92,154.70	$98,180.87	$83,817.68	$83,587.16
12	$90,349.63	$94,607.22	$100,794.20	$86,046.43	$85,811.41
13	$92,690.20	$97,057.50	$103,405.28	$88,276.31	$88,034.54
14	$95,031.94	$99,510.02	$106,016.36	$90,506.19	$90,257.67
15	$97,372.51	$101,960.30	$108,629.69	$92,736.06	$92,481.92
16	$99,714.25	$104,412.83	$111,240.77	$94,964.81	$94,705.05

Steps	*Master's 1C 191 days*	*Master's 1D 200 days*	*Master's 1E 260 days*	*Master's 1G 191 days*	*Master's 2F 200 days*
17	$102,054.82	$106,864.23	$113,851.85	$97,194.69	$96,928.18
18	$104,395.39	$109,314.51	$116,464.05	$99,424.56	$99,151.31
19	$106,737.13	$111,767.03	$119,076.25	$101,654.44	$101,375.56
20	$109,077.70	$114,217.31	$121,687.33	$103,884.31	$103,599.82

1C includes:	*1D includes:*	*1E includes:*	*1G includes:*	*2F includes:*
Emp Tr Specialist	District Mentor	12 mo Teacher	O&M Teacher	Library Media Spec
	Teacher Mentor			Teacher Trauma Coach
	Innov/Library Coach			
	PBIS Coach			
	Literacy/Math Leader			
	Science Teaching Spec			
	Teacher Leader			
	Climate Justice Coach			
	Restorative Prac Teach			
	Library Inst Coach			

*Substitute Teachers are paid $28.11/hr

**Long term Substitute Teacher pay adjustment will be an additional$3.64 per hour, starting the 20th day in the same assignment

***Part Time Teachers $35.00-$45.00/hr depending on experience

****Part Time Nurses $32.00-$55.00/hr depending on experience

Permit/Intern Teachers – 191 Days

Steps	*Salary*
98	$ 51,888.74
99	$ 52,827.70
1*	$ 54,768.58

New Resident Teachers start at step 98.

New Permit/Intern Teachers start at step 99.

*Upon approved DPI licensure, those at step 99 with one full year of completed service will move to step 1.

Psychologist

Steps	99	1	2	3	4	5	6	7
Salary	$68,102.85	$70,934.33	$73,765.81	$76,596.17	$79,428.77	$82,259.13	$85,089.49	$87,922.09
Steps	8	9	10	11	12	13	14	15
Salary	$90,752.45	$93,583.93	$96,415.41	$99,246.89	$102,077.25	$104,909.85	$107,740.21	$110,570.57

*Psychometric Assistant - $38.23/hr

Engineers 260 Days

Steps	Boiler Attendant Trainee	Boiler Attendant	School Engineer I	School Engineer II	School Engineer III	School Engineer III+	School Engineer IV
99	$43,681.94	$49,749.99	$55,816.86	$61,883.73	$67,950.60	$72,803.63	$78,870.50
1	$45,040.60	$51,073.33	$57,163.74	$63,316.56	$69,540.02	$74,327.11	$80,227.98
2	$46,399.26	$52,397.84	$58,511.81	$64,750.57	$71,128.26	$75,849.42	$81,584.28
3	$47,756.74	$53,722.36	$59,858.69	$66,184.58	$72,717.68	$77,372.91	$82,940.59
4	$49,115.40	$55,045.70	$61,205.58	$67,617.41	$74,307.10	$78,896.40	$84,296.89

Steps	Boiler Attendant Trainee	Boiler Attendant	School Engineer I	School Engineer II	School Engineer III	School Engineer III+	School Engineer IV
5	$50,474.06	$56,370.21	$62,553.64	$69,051.42	$75,896.52	$80,418.71	$85,653.19
6	$51,831.54	$57,694.73	$63,900.53	$70,485.43	$77,484.76	$81,942.20	$87,009.50
7	$53,190.20	$59,019.24	$65,248.59	$71,918.26	$79,074.18	$83,464.51	$88,365.80
8	$54,548.86	$60,342.58	$66,595.47	$73,352.27	$80,663.60	$84,987.99	$89,722.11
9	$55,906.34	$61,667.10	$67,943.54	$74,786.28	$82,253.02	$86,510.30	$91,079.59
10	$57,265.00	$62,991.61	$69,290.42	$76,219.11	$83,841.26	$88,033.79	$92,435.89
11	$58,623.65	$64,316.13	$70,637.31	$77,651.94	$85,429.50	$89,557.28	$93,792.20

Building Service Helper (BSH) I and II 260 Days

Step	BSH I Hrly Grade FLT E9	BSH I Annual	BSH II Hrly	BSH II Annual Grade FLT E1
99	$ 17.88	$ 37,189.33	$ 20.14	$ 41,890.62
1	$ 18.48	$ 38,428.98	$ 20.76	$ 43,177.05
2	$ 19.07	$ 39,668.62	$ 21.38	$ 44,463.47
3	$ 19.67	$ 40,908.26	$ 22.01	$ 45,773.28
4	$ 20.26	$ 42,147.91	$ 22.62	$ 47,059.71
5	$ 20.86	$ 43,387.55	$ 23.24	$ 48,346.13
6	$ 21.46	$ 44,627.20	$ 23.86	$ 49,632.55
7	$ 22.05	$ 45,866.84	$ 24.48	$ 50,918.98
8	$ 22.65	$ 47,106.49	$ 25.10	$ 52,205.40
9	$ 23.24	$ 48,346.13	$ 25.72	$ 53,491.82
10	$ 23.84	$ 49,585.78	$ 26.34	$ 54,778.25
11	$ 24.44	$ 50,825.42	$ 26.95	$ 56,064.67

BSH I-Hourly

BSH II-Salaried

1616 Support Staff

Steps	IT Technician I 260 days	IT Technician II 260 days	Social Work Aide II 187 days	Truck Driver/ Inventory/ Supply Clerk 260 days	Grounds-keeper 260 days	
99	$ 60,412	$ 61,921	$ 20,479	$ 56,350.20	$ 54,472.33	
1	$ 61,609	$ 63,149	$ 21,075	$ 57,468.68	$ 55,554.31	
2	$ 62,807	$ 64,377	$ 21,671	$ 58,587.16	$ 56,635.12	
3	$ 64,005	$ 65,604	$ 22,267	$ 59,704.46	$ 57,717.10	
4	$ 65,203	$ 66,832	$ 22,863	$ 60,822.94	$ 58,799.08	
5	$ 66,400	$ 68,059	$ 23,460	$ 61,941.42	$ 59,879.88	

6	$ 67,597	$ 69,287	$ 24,056	$ 63,059.90	$ 60,961.87	
7	$ 68,795	$ 70,514	$ 24,651	$ 64,178.38	$ 62,043.85	
8	$ 69,992	$ 71,742	$ 25,248	$ 65,295.68	$ 63,124.65	
9	$ 71,189	$ 72,968	$ 25,844	$ 66,414.16	$ 64,206.64	
10	$ 72,388	$ 74,196	$ 26,440	$ 67,532.64	$ 65,288.62	
11	$ 73,587	$ 75,424	$ 27,035	$ 68,651.12	$ 66,370.60	
Steps	Instrument Spec / Small Engine Mechanic 260 days	Instrument Specialist 10M 187 days	Information Specialist 260 days	Kitchen Driver 260 days		
99	$ 49,233.13	$ 37,618.89	$ 45,163.04	$ 27.74		
1	$ 50,218.57	$ 38,371.18	$ 46,653.56	$ 28.26		
2	$ 51,202.83	$ 39,123.46	$ 48,144.09	$ 28.76		
3	$ 52,188.27	$ 39,876.88	$ 49,634.61	$ 29.27		
4	$ 53,172.54	$ 40,628.04	$ 51,125.13	$ 29.79		
5	$ 54,156.80	$ 41,380.33	$ 52,615.65	$ 30.29		
6	$ 55,142.24	$ 42,133.74	$ 54,106.17	$ 30.81		
7	$ 56,126.50	$ 42,886.03	$ 55,596.69	$ 31.32		
8	$ 57,110.76	$ 43,637.19	$ 57,087.22	$ 31.83		
9	$ 58,096.20	$ 44,390.60	$ 58,576.56	$ 32.34		
10	$ 59,080.47	$ 45,142.89	$ 60,067.08	$ 32.85		
11	$ 60,064.73	$ 45,895.18	$ 61,557.60	$ 33.36		
Steps	Nutrition Tech 260 days	Nutrition Tech 187 days	LAB 260 days	Engine Mechanic 260 days	Auto Mechanic 260 days	Auto Mechanic Foreman 260 days
99	$ 36,254	$ 28,783	$ 19.95	$ 51,160.45	$ 57,831.30	$ 63,614.43
1	$ 37,189	$ 29,572	$ 20.35	$ 52,686.29	$ 59,553.76	$ 65,508.78
2	$ 38,125	$ 30,360	$ 20.75	$ 54,213.31	$ 61,277.40	$ 67,405.49
3	$ 39,060	$ 31,150	$ 21.15	$ 55,739.15	$ 63,001.03	$ 69,299.84
4	$ 39,996	$ 31,938	$ 21.55	$ 57,266.17	$ 64,723.49	$ 71,195.37
5	$ 40,932	$ 32,727	$ 21.94	$ 58,793.19	$ 66,447.13	$ 73,090.90
6	$ 41,867	$ 33,516	$ 22.34	$ 60,319.03	$ 68,169.59	$ 74,986.43
7	$ 42,803	$ 34,305	$ 22.74	$ 61,846.05	$ 69,893.22	$ 76,881.96
8	$ 43,738	$ 35,093	$ 23.14	$ 63,371.90	$ 71,615.68	$ 78,777.49
9	$ 44,674	$ 35,883	$ 23.54	$ 64,898.92	$ 73,339.32	$ 80,673.02
10	$ 45,610	$ 36,671	$ 23.94	$ 66,424.76	$ 75,062.96	$ 82,568.54
11	$ 46,545	$ 37,459	$ 24.34	$ 67,950.60	$ 76,786.59	$ 84,464.07

Clerical Staff (non ASC)

Step	22C Hrly	A3B 10 Month Annual 200 days	A3E 11 Month Annual 220 days	A3A Hrly	A3A Annual 260 days	A4E Hrly	A4E Annual 260 days
99	$ 18.50	$ 29,606.75	$ 32,567.78	$ 17.88	$ 37,185.34	$ 19.81	$ 41,215.40
1	$ 19.21	$ 30,733.47	$ 33,806.35	$ 18.59	$ 38,662.87	$ 20.62	$ 42,888.41
2	$ 19.91	$ 31,859.02	$ 35,044.92	$ 19.30	$ 40,136.41	$ 21.42	$ 44,561.42
3	$ 20.62	$ 32,984.56	$ 36,283.49	$ 20.00	$ 41,609.95	$ 22.23	$ 46,234.43
4	$ 21.32	$ 34,111.28	$ 37,522.06	$ 20.71	$ 43,083.49	$ 23.03	$ 47,908.62
5	$ 22.02	$ 35,236.83	$ 38,760.63	$ 21.42	$ 44,557.03	$ 23.84	$ 49,581.63
6	$ 22.73	$ 36,363.55	$ 39,999.20	$ 22.13	$ 46,030.57	$ 24.64	$ 51,254.64
7	$ 23.43	$ 37,489.09	$ 41,237.77	$ 22.84	$ 47,504.11	$ 25.45	$ 52,927.65
8	$ 24.13	$ 38,615.81	$ 42,476.34	$ 23.55	$ 48,977.65	$ 26.25	$ 54,601.84
9	$ 24.84	$ 39,741.36	$ 43,714.91	$ 24.26	$ 50,451.19	$ 27.06	$ 56,274.85
10	$ 25.54	$ 40,866.90	$ 44,954.65	$ 24.96	$ 51,924.73	$ 27.86	$ 57,947.86
11	$ 26.25	$ 42,000.83	$ 46,200.91	$ 25.67	$ 53,398.27	$ 28.67	$ 59,632.18
	This group includes: Sch Secretary (Hourly)-10 MO Sch Secretary I - 10 MO Sch Secretary I - 11 MO			This group includes: Sch Secretary I - 12 MO Dupl Equip Operator I Telephone Operator		This group includes: Secretary II Dupl Equip Operator II Contracts Clerk	

Step	AF3 Hrly	AF3 Annual 260 days	AF5 Hrly	AF5 Annual 260 days	AF7 Hrly	AF7 Annual 260 days
99	$ 19.12	$ 39,776.68	$ 22.10	$ 45,960.11	$ 26.73	$ 55,601.40
1	$ 19.79	$ 41,169.48	$ 22.87	$ 47,567.19	$ 27.44	$ 57,077.80
2	$ 20.46	$ 42,562.28	$ 23.64	$ 49,175.44	$ 28.15	$ 58,554.19
3	$ 21.13	$ 43,956.26	$ 24.41	$ 50,782.52	$ 28.86	$ 60,030.58
4	$ 21.80	$ 45,349.06	$ 25.19	$ 52,390.78	$ 29.57	$ 61,506.98
5	$ 22.47	$ 46,741.87	$ 25.96	$ 53,997.86	$ 30.28	$ 62,983.37
6	$ 23.14	$ 48,135.84	$ 26.73	$ 55,606.11	$ 30.99	$ 64,459.77
7	$ 23.81	$ 49,528.65	$ 27.51	$ 57,213.19	$ 31.70	$ 65,936.16
8	$ 24.48	$ 50,921.45	$ 28.28	$ 58,821.45	$ 32.41	$ 67,412.55
9	$ 25.15	$ 52,315.43	$ 29.05	$ 60,428.53	$ 33.12	$ 68,888.95
10	$ 25.82	$ 53,708.23	$ 29.83	$ 62,036.78	$ 33.83	$ 70,365.34
11	$ 26.50	$ 55,111.40	$ 30.60	$ 63,650.69	$ 34.54	$ 71,839.14
	This group includes Accounting Asst HR Services Asst Payroll Asst		This group includes Accounting Clerk II Accounting Asst II Payroll Asst II Data Support Assistant		This group includes Accounting Asst III	

Food Service Assistant (FSA), School Kitchen Manager (SKM), Central Kitchen Manager (CKM)-191 days

Step	FSA Hourly Grade GEN B5	FSA In Charge Hourly Grade GEN B5A	SKM Trainee Hourly Grade GEN B6	SKM I	SKM I Annual Grade FLT B1
99	17.88	$18.18	$18.29	$19.07	$29,138.17
1	18.41	$18.71	$18.83	$19.64	$30,011.76
2	18.95	$19.25	$19.37	$20.21	$30,886.53
3	19.49	$19.78	$19.90	$20.79	$31,760.12
4	20.02	$20.32	$20.44	$21.36	$32,634.89
5	20.56	$20.86	$20.98	$21.93	$33,508.48
6	21.10	$21.39	$21.51	$22.50	$34,383.25
7	21.63	$21.93	$22.05	$23.07	$35,256.84
8	22.17	$22.47	$22.59	$23.65	$36,131.61
9	22.70	$23.00	$23.12	$24.22	$37,005.20
10	23.24	$23.54	$23.66	$24.79	$37,878.80
11	23.78	$24.07	$24.19	$25.36	$38,753.31

Step	SKM II	SKM II Annual Grade FLT B3	SKM III	SKM III Annual Grade FLT B5	CKM II	CKM II Annual Grade FLT B6
99	20.26	$30,959.52	$21.45	$32,779.70	$23.24	$35,511.15
1	20.87	$31,887.27	$22.11	$33,781.63	$23.92	$36,553.10
2	21.48	$32,816.20	$22.76	$34,783.55	$24.60	$37,595.05
3	22.08	$33,745.13	$23.42	$35,785.47	$25.29	$38,637.01
4	22.69	$34,674.06	$24.07	$36,786.22	$25.97	$39,678.96
5	23.30	$35,602.98	$24.73	$37,788.14	$26.65	$40,719.73
6	23.91	$36,531.91	$25.39	$38,790.06	$27.33	$41,761.69
7	24.52	$37,460.84	$26.04	$39,790.81	$28.01	$42,803.64
8	25.12	$38,388.59	$26.70	$40,792.73	$28.69	$43,845.59
9	25.73	$39,317.51	$27.35	$41,794.65	$29.38	$44,886.37
10	26.34	$40,246.44	$28.01	$42,796.57	$30.06	$45,928.32
11	26.95	$41,175.39	$28.66	$43,797.80	$30.74	$46,970.18

Children's Health Assistant-189 days

Step	Hourly	6 Hour Annual Grade MM B9A	6.5 Hour Annual Grade MM B9C	7 Hour Annual Grade MM B9B	8 Hour Annual Grade MM B9
99	$19.49	$ 22,103.36	$ 23,944.60	$ 25,787.05	$ 29,470.74
1	$20.12	$ 22,815.00	$ 24,715.94	$ 26,616.89	$ 30,419.99
2	$20.75	$ 23,526.63	$ 25,487.29	$ 27,447.94	$ 31,369.25
3	$21.37	$ 24,239.49	$ 26,258.63	$ 28,278.99	$ 32,318.50

4	$22.00	$ 24,951.12	$ 27,029.98	$ 29,110.05	$ 33,267.76
5	$22.63	$ 25,662.76	$ 27,801.32	$ 29,941.10	$ 34,218.23
6	$23.26	$ 26,375.61	$ 28,573.88	$ 30,770.94	$ 35,167.48
7	$23.89	$ 27,087.25	$ 29,345.23	$ 31,601.99	$ 36,116.74
8	$24.51	$ 27,800.10	$ 30,116.57	$ 32,433.05	$ 37,065.99
9	$25.14	$ 28,511.74	$ 30,887.92	$ 33,264.10	$ 38,015.24
10	$25.77	$ 29,223.37	$ 31,659.26	$ 34,093.94	$ 38,964.50
11	$ 26.40	$ 29,935.77	$ 32,430.41	$ 34,925.06	$ 39,914.36

School Nursing Associate-189 days

Step	Hourly	7.5 Hours Annual Grade MM B1A
99	$ 27.92	$ 39,578.35
1	$ 28.83	$ 40,869.47
2	$ 29.74	$ 42,160.59
3	$ 30.65	$ 43,451.71
4	$ 31.56	$ 44,742.82
5	$ 32.48	$ 46,033.94
6	$ 33.38	$ 47,309.12
7	$ 34.29	$ 48,600.24
8	$ 35.20	$ 49,891.36
9	$ 36.11	$ 51,182.48
10	$ 37.02	$ 52,473.59
11	$ 37.93	$ 53,764.71

*Part Time SNA$24-31.00/hr
depending on experience

Paraprofessional-187 Days

Steps	Para Hourly Grade GEN 04E	6 Hour Para Annual Grade GEN 4A1	6.5 Hour Para Annual Grade GEN 4A2	7 Hour Para Annual Grade GEN 4A3	7.5 Hour Para Annual Grade GEN 4A8	8 Hour Para Annual Grade GEN 4A4
99	$ 19.80	$ 22,218.26	$ 24,069.79	$ 25,921.31	$ 27,772.83	$ 29,624.35
1	$ 20.29	$ 22,760.79	$ 24,657.52	$ 26,554.25	$ 28,450.99	$ 30,347.72
2	$ 21.02	$ 23,580.88	$ 25,545.96	$ 27,511.03	$ 29,476.10	$ 31,441.18
3	$ 21.75	$ 24,400.98	$ 26,434.39	$ 28,467.81	$ 30,501.22	$ 32,534.64
4	$ 22.47	$ 25,208.46	$ 27,309.16	$ 29,409.87	$ 31,510.57	$ 33,611.28
5	$ 23.20	$ 26,028.55	$ 28,197.60	$ 30,366.64	$ 32,535.69	$ 34,704.74
6	$ 23.93	$ 26,848.65	$ 29,086.03	$ 31,323.42	$ 33,560.81	$ 35,798.20
7	$ 24.66	$ 27,668.74	$ 29,974.47	$ 32,280.20	$ 34,585.93	$ 36,891.66
8	$ 25.38	$ 28,476.22	$ 30,849.24	$ 33,222.26	$ 35,595.27	$ 37,968.29

Steps	Para Hourly Grade GEN 04E	6 Hour Para Annual Grade GEN 4A1	6.5 Hour Para Annual Grade GEN 4A2	7 Hour Para Annual Grade GEN 4A3	7.5 Hour Para Annual Grade GEN 4A8	8 Hour Para Annual Grade GEN 4A4
9	$ 26.11	$ 29,296.31	$ 31,737.67	$ 34,179.03	$ 36,620.39	$ 39,061.75
10	$ 26.84	$ 30,116.41	$ 32,626.11	$ 35,135.81	$ 37,645.51	$ 40,155.21
11	$ 27.57	$ 30,936.50	$ 33,514.55	$ 36,092.59	$ 38,670.63	$ 41,248.67

Gen Ed
Asst:$17.87/hr

Child Care Worker:$17.87/hr

Interpreter-187 Days

Steps	Hourly	7 Hr Interp Annual	8 Hr Interp Annual
99	$ 29.66	$ 38,830.44	$ 44,377.65
1	$ 30.87	$ 40,405.45	$ 46,177.65
2	$ 32.07	$ 41,980.45	$ 47,977.66
3	$ 33.27	$ 43,555.45	$ 49,777.66
4	$ 34.49	$ 45,145.17	$ 51,594.49
5	$ 35.69	$ 46,720.18	$ 53,394.49
6	$ 36.89	$ 48,295.18	$ 55,194.49
7	$ 38.10	$ 49,870.18	$ 56,994.50
8	$ 39.30	$ 51,445.19	$ 58,794.50
9	$ 40.50	$ 53,020.19	$ 60,594.50
10	$ 41.72	$ 54,609.91	$ 62,411.33
11	$ 42.92	$ 56,184.91	$ 64,211.33
12	$ 44.13	$ 57,759.92	$ 66,011.33
13	$ 45.33	$ 59,334.92	$ 67,811.34

Safety Assistant-187 Days

Step	Hourly	Annual Grade MM Q3
99	$19.16	$ 28,658.91
1	$19.63	$ 29,372.77
2	$20.36	$ 30,452.27
3	$21.09	$ 31,549.18
4	$21.81	$ 32,628.68
5	$22.54	$ 33,725.58
6	$23.28	$ 34,822.49
7	$24.00	$ 35,901.99
8	$24.73	$ 36,998.90

9	$25.45	$ 38,078.40
10	$26.19	$ 39,175.30
11	$26.92	$ 40,272.21
Safety Asst II		$35,913.02-$46,687.97

School Bookkeeper

Step	10 Month Hourly	10 Month Annual Grade FLT 44 200 days	12 month Hourly	12 Month Annual Grade FLT 43 260 days
99	$ 23.82	$ 38,106.92	$ 21.98	$ 45,726.51
1	$ 24.58	$ 39,330.37	$ 22.69	$ 47,200.04
2	$ 25.33	$ 40,535.83	$ 23.38	$ 48,626.81
3	$ 26.10	$ 41,759.28	$ 24.09	$ 50,100.34
4	$ 26.85	$ 42,964.74	$ 24.80	$ 51,573.88
5	$ 27.62	$ 44,188.19	$ 25.48	$ 53,000.65
6	$ 28.37	$ 45,393.65	$ 26.19	$ 54,474.18
7	$ 29.14	$ 46,617.11	$ 26.89	$ 55,924.33
8	$ 29.89	$ 47,822.57	$ 27.60	$ 57,397.87
9	$ 30.65	$ 49,046.02	$ 28.28	$ 58,824.63
10	$ 31.41	$ 50,251.48	$ 28.99	$ 60,298.17
11	$ 32.16	$ 51,456.94	$ 29.70	$ 61,771.71

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

The Administration recommends approval of the 2024-2025 Salary Schedules as attached. This item aligns the salary schedules to the Board's action.

Committee's Recommendation

Your Committee recommends approval of the 2024-2025 Salary Schedules as presented in the attachment.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Action on Monthly Finance Matters: Authorization to Make Purchases; Informational Reports on Change Orders In Excess Of $25,000; Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

Authorization to Purchase from Various Vendors for Enterprise Licensing and Maintenance Fees

The Administration is requesting authorization to make purchases from various vendors for enterprise licensing and maintenance fees with Fiscal Year 2024-2025 funds. These purchases may be annual, quarterly or monthly payments, but will be made via Purchase Orders issued to these vendors.

These enterprise programs are those essential applications and products that are critical to the District's functions and, although requisitioned by individual departments, are managed by the Department of Technology.

The chart below summarizes budget codes; requisitioning department; vendor and application or product; and cost.

The total cost of purchases will not exceed $8,284,209.06.

2024-2025 License Account Enterprise Systems

BUDGET CODE	VENDOR/PRODUCT	FEE
Human Resources		
SFS-0-0-TLN-DW-EMTC	Peoplesoft/Oracle	$1,415,402.89
SFS-0-0-TLN-DW-EMTC	Frontline (ASEOP)	$83,912.21
	Sub-Total	$1,499,315.10
Student Services		
SSV-0-0-TLN-DW-EMTC	Infinite Campus	$688,219.25
SSV-0-0-TLN-DW-EMTC	School Messenger Notifications	$143,342.50
	Sub-Total	$831,561.75
Board Governance		
ADT-0-0-TLN-DW-EMTC	Intercom Network	$5,700.00
Specialized Services		
SSU-0-0-TLN-DW-EMTC	FileMaker (inc. Rec) 100	$8,173.00
SSU-0-0-TLN-DW-EMTC	MJ Care	$110,904.00
	Sub-Total	$119,077.00
Facilities & Maintenance		
BLD-0-0-TLN-DW-EMTC	AssetWorks	$204,723.33
BLD-0-0-TLN-DW-EMTC	Honeywell ProWatch	$22,438.00
	Sub-Total	$227,161.33
Research, Assessment and Data		
SYS-0-0-TLN-DW-EMTC	Data Warehouse (PowerSchool)	$103,544.77
	Sub-Total	$103,544.77
Finance		
FSC-0-0-TLN-DW-EMTC	IFAS/Business Plus	$362,140.76
FSC-0-0-TLN-DW-EMTC	Bonfire	$24,932.88
FSC-0-0-TLN-DW-EMTC	CGCS ActPoint KPI	$7,325.00
FSC-0-0-TLN-DW-EMTC	DocuSign	$49,415.79
FSC-0-0-TLN-DW-EMTC	Content 360	$23,846.00

BUDGET CODE	VENDOR/PRODUCT	FEE
	Sub-Total	$467,660.43
College and Career Readiness		
CDV-0-0-TLN-DW-EMTC	Parchment	$53,465.00
Strategy and Enterprise Initiatives		
SPT-0-0-TLN-DW-EMTC	Smartsheet	$63,250.00
Nutrition Services and Accountability and Efficiency		
FSV-0-0-TLN-DW-EMTC	Horizon	$179,597.11
ADT-0-0-TLN-DW-EMTC	B2Gnow	$24,001.00
DBS-0-0-TLN-DW-EMTC	Trapeze (MapNet)	$94,450.20
Business Services		
DBS-0-0-TLN-DW-EMTC	VEO Now (Tablets)	$71,604.00
DBS-0-0-TLN-DW-EMTC	Bus Conduct	$5,000.00
	Sub-Total	$171,054.20
Recreation		
000-0-0-CMP-RC-EMTC	Cayen Afterschool 21	$60,192.00
CSV-0-0-PRC-RC-EMTC	Rectrac/Vermont Systems	$27,185.67
CSV-0-0-PRC-RC-EMTC	Timeclock Plus	$51,912.00
OSD-0-0-TLN-DW-EMTC	rSchool Today: HS Sports	$46,271.00
CSV-0-0-PRC-RC-EMTC	rSchool Today: Youth Sports	$24,800.00
CPA-0-0-RCC-RC-EMTC	PowerDMS	$8,361.32
CSV-0-0-ART-RC-EMTC	Survey Monkey-Arts/Humanities	$8,667.00
	Sub-Total	$227,388.99
Communications and School Performance		
INF-0-0-TLN-DW-EMTC	Titan	$20,000.00
INF-0-0-TLN-DW-EMTC	Northwoods	$48,000.00
INF-0-0-TLN-DW-EMTC	Azure Cloud Hosting	$81,000.00
	Sub-Total	$149,000.00
Organizational Development		
SDV-0-0-TLN-DW-EMTC	Infor LMS	$123,050.00
TSV-0-0-TLN-DW-EMTC	ADAudit Plus	$30,500.00
TSV-0-0-TLN-DW-EMTC	Airtame Digital Signage	$6,000.00
Technology		
TSV-0-0-TLN-DW-EMTC	Adobe Creative Cloud	$15,000.00
TSV-0-0-TLN-DW-EMTC	Alfresco	$78,218.55
TSV-0-0-TLN-DW-EMTC	Amplified IT (Lil SIS)	$6,750.00
TSV-0-0-TLN-DW-EMTC	ARIN	$150.00
TSV-0-0-TLN-DW-EMTC	Articulate 360	$7,250.00
TSV-0-0-TLN-DW-EMTC	Backupify	$123,116.31
TSV-0-0-TLN-DW-EMTC	Cherwell	$56,042.00
TSV-0-0-TLN-DW-EMTC	Cloudcard (Staff IDs)	$4,000.00
TSV-0-0-TLN-DW-EMTC	Cisco Duo MFA	$160,375.80
TSV-0-0-TLN-DW-EMTC	Dell Vxrail Maintenance	$23,378.21
TSV-0-0-TLN-DW-EMTC	Emerson (UPS)	$56,925.00
TSV-0-0-TLN-DW-EMTC	Ephesoft	$35,805.00
TSV-0-0-TLN-DW-EMTC	ESRI (GIS)	$10,000.00
TSV-0-0-TLN-DW-EMTC	GoGuardian	$299,280.00
TSV-0-0-TLN-DW-EMTC	Google Classroom/Meet	$293,738.75

BUDGET CODE	VENDOR/PRODUCT	FEE
TSV-0-0-TLN-DW-EMTC	Gynzy	$23,809.50
TSV-0-0-TLN-DW-EMTC	HP Enterprise(Microfocus)	$7,870.02
TSV-0-0-TLN-DW-EMTC	InfoSec IQ	$32,096.00
TSV-0-0-TLN-DW-EMTC	JCI/Avigilion	$100,000.00
TSV-0-0-TLN-DW-EMTC	Kemp	$4,860.00
TSV-0-0-TLN-DW-EMTC	Lansweeper	$75,000.00
TSV-0-0-TLN-DW-EMTC	Mediasite	$17,146.10
TSV-0-0-TLN-DW-EMTC	Microsoft Campus/Server	$605,415.18
PIN-0-0-TLN-DW-ETEL	Mitel Software Assurance	$209,178.64
TSV-0-0-TLN-DW-EMTC	Paessler PRTG	$3,891.00
TSV-0-0-TLN-DW-EMTC	Palo Alto	$272,448.44
TSV-0-0-TLN-DW-EMTC	Qualstar (Backup.com)	$7,957.00
TSV-0-0-TLN-DW-EMTC	Rise Vision Digital Signage	$33,598.80
TSV-0-0-TLN-DW-EMTC	Raptor VMS	$1,700.00
TSV-0-0-TLN-DW-EMTC	Remind	$71,462.55
TSV-0-0-TLN-DW-EMTC	Screencastify	$5,850.00
TSV-0-0-TLN-DW-EMTC	Service Express	$63,300.00
TSV-0-0-TLN-DW-EMTC	Seesaw	$195,000.00
TSV-0-0-TLN-DW-EMTC	SmartNet (CISCO)	$391,400.00
TSV-0-0-TLN-DW-EMTC	Sentinel One	$482,764.20
TSV-0-0-TLN-DW-EMTC	Tidal Scheduler	$24,974.27
TSV-0-0-TLN-DW-EMTC	Titan SFTP Server	$1,250.00
TSV-0-0-TLN-DW-EMTC	Tools4Ever	$22,398.11
TSV-0-0-TLN-DW-EMTC	PowerSchool (Data Warehouse)	$23,040.00
TSV-0-0-TLN-DW-EMTC	VMware	$98,621.18
TSV-0-0-TLN-DW-EMTC	WeVideo	$16,271.49
TSV-0-0-TLN-DW-EMTC	Zoom Meetings	$41,550.28
	Sub-Total	$4,039,382.38
	Grand Total	$8,284,209.06

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed $25,000.

Contract: C031446

New Teacher Center

On July 1, 2023, the Milwaukee Board of School Directors and New Teacher Center entered into Professional Services Contract number C031446 (“Contract”), with a term of July 1, 2023, through June 30, 2024, for professional learning and support to approximately 40 mentors and coaches. On May 10, 2024, a Request to Change Contract (RCC) was approved to extend the contract for another year July 1, 2024, through June 30, 2025 and to add funds of $49,300.

Original Contract Amount:	$ 47,750.00
RCC 5/10/2024 Year 2	49,300.00
Ending amount:	$ 97,050.00

Contract: C030692

YMCA of Metropolitan Milwaukee, Inc.

On July 1, 2022, the Milwaukee Board of School Directors and YMCA of Metropolitan Milwaukee, Inc. entered into Professional Services Contract number C030692 (“Contract”), with a term of July 1, 2022, through June 30, 2023, for Wellness On-Site services to the employees of the District. The contract was extended for another term July 1, 2023, through June 30, 2024, with funds added of $49,999. On May 15,

2024, a Request to Change Contract (RCC) was approved to extend the contract for another year July 1, 2024, through June 30, 2025, and to add funds of $49,999.

Original Contract Amount:	$ 49,999.00
Extension 1	49,999.00
RCC 3/26/2024	49,999.00
Ending amount:	$149,997.00

Contract: C031537

Summit Clinical Laboratories, LLC

On May 1, 2023, the Milwaukee Board of School Directors and Summit Clinical Laboratories, LLC entered into Professional Services Contract number C031537 ("Contract"), with a term of May 1, 2023, through June 30, 2023, for temporary services such as food service, clerical, children's health assistants and paraprofessionals. On June 29, 2023, the Board approved a contract extension with a term of July 1, 2023, through June 30, 2024, not to exceed $530,000. On October 30, 2023, a Request to Change Contract (RCC) was approved to decrease compensation by $34,944.64. On November 1, 2023, an RCC was approved to increase compensation by $600,000 due to increased services. On 3/13/2024, an RCC was approved to increase compensation by $136,000 due to increased services for School Nutrition. On 3/19/2024, an RCC was approved to add $729,000 for continued classroom support (paraprofessionals and classroom coaches).

Original Contract Amount:	$ 49,999.00
6/29/23 Extension	530,000.00
RCC 10/30/23	(34,944.64)
RCC 11/1/23	600,000.00
RCC 3/13/24	136,000.00
RCC 3/19/24	729,000.00
Ending amount	$2,010,054.36

Contract: C030678

Literacy Services of Wisconsin, Inc.

On June 30, 2022, the Milwaukee Board of School Directors and Literacy Services of Wisconsin, Inc. entered into Professional Services Contract number C030678 ("Contract"), with a term of July 1, 2022, through June 30, 2023, for adult learning lab services. On June 29, 2023, the Board approved a contract extension with a term of July 1, 2023, through September 30, 2024, not to exceed $214,447. On May 29, 2024, a Request to Change Contract (RCC) was approved to increase the contract by $115,000 for increased services.

Original Contract Amount:	$ 130,000.00
6/29/23 Extension	214,447.00
RCC 5/29/2024	115,000.00
Ending Amount	$459,447.00

Monthly Financial Reports

The report on revenues and expenses; monthly expenditure control report; the report on contracts awarded with a value under $50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Allen-Field School	Elvia Hernandez	1,979.73	General School Supplies
Bay View Montessori School	Naomi Jones	2.00	General School Supplies
Browning School	The Blackbaud Giving Fund	1,000.00	General School Supplies
Browning School	Box Tops for Education	10.10	General School Supplies

Location	Donor	Amount	Gift or Purpose
Browning School	Jan Castleberry	100.00	Junior Conference Bus
Browning School	Zoological Society of Milwaukee	456.00	Bus Reimbursement
Clement Avenue School	Natural Resources Foundation of WI Inc	500.00	Go Outside
Craig Montessori School	Box Tops for Education	1.40	General School Supplies
Curtin School	Anonymous	12.18	General School Supplies
Doerfler School	Anonymous	200.00	DC Trip
Doerfler School	Doerfler Parents	130.00	Staff Food
Fernwood School	Bay View Neighborhood Association	366.00	General School Supplies
Fernwood School	Bay View Neighborhood Association	500.00	General School Supplies
Fernwood School	Bay View Neighborhood Association	500.00	Greenhouse Project
Fernwood School	Bay View Neighborhood Association	600.00	General School Supplies
Garland School	Old National Bancorp	750.00	Buddy Bench
Lincoln Avenue School	Margaret Czaplewski	1,100.00	Bus Field Trip
Lloyd Barbee Montessori	Linda and Clyde Taylor	50.00	PTO
MacDowell Montessori	Milwaukee Public Schools Foundation, Inc.	15,000.00	Camping Field Trips
Marvin Pratt	Wayne Humphrey	130.00	General School Supplies
Maryland Avenue Montessori School	Anonymous	245.11	Pizza
Office of Academics - Specialized Services	Milwaukee Public Market	2,000.00	STWTP
Parkside School	Abigail Bosworth	680.00	Staff to Attend the MMABSE Gala
Ralph Metcalfe School	Milwaukee Public Schools Foundation, Inc	3,000.00	Metcalfe Food Insecurities
Riverside High School	Forks Farm	2,140.00	Urban Garden
Ronald Reagan High School	Clement Ave School PTO	400.00	General School Supplies
Ronald Reagan High School	Lawrence Tienor	250.00	Fundraiser Donation
Trowbridge School	Bay View Neighborhood Association	500.00	STEAM
Washington High School	Joanne Schmidt	2,000.00	School Wide Special Ed Prom
Total Monetary Donations		*34,602.52*	
Non-Monetary Donations			
Burbank School	DonorsChoose	752.54	More Stem Time Please!
Carver Academy	DonorsChoose	366.17	Supplies supplies supplies
Craig Montessori School	DonorsChoose	633.87	Popping Popcorn for Education

Location	Donor	Amount	Gift or Purpose
Doerfler School	DonorsChoose	250.55	Art Supplies
Doerfler School	DonorsChoose	252.51	Food, Clothing & Hygiene
Doerfler School	DonorsChoose	437.85	Educational Kits & Games
Doerfler School	DonorsChoose	688.75	Art Supplies
Fernwood School	DonorsChoose	399.99	Books
Fratney Street School	DonorsChoose	905.22	A Fun Dramatic Play!
French Immersion School	DonorsChoose	500.17	Art Supplies
Gaenslen School	DonorsChoose	194.23	Classroom Basics
Goodrich School	DonorsChoose	209.77	Keep Our Learning Going!
Goodrich School	DonorsChoose	235.25	Rainbow Printing!
Goodrich School	DonorsChoose	263.38	Organized in Kindergarten
Goodrich School	DonorsChoose	309.99	Writing Wizards
Goodrich School	DonorsChoose	336.67	Supplies for the Classroom!
Goodrich School	DonorsChoose	338.78	Laundry Supplies Needed!
Goodrich School	DonorsChoose	389.91	Basic School Supplies
Goodrich School	DonorsChoose	481.45	Basic Supplies
Goodrich School	DonorsChoose	484.66	Our Futures Are Bright!
Goodrich School	DonorsChoose	508.77	Imaginative Play
Goodrich School	DonorsChoose	849.61	Books
Goodrich School	DonorsChoose	860.10	Summer Fun
Grant Gordon Learning Center	DonorsChoose	145.64	Educational Kits & Games
Hartford University School	DonorsChoose	314.02	PBIS Rewards Lead to Success
Hi-Mount School	DonorsChoose	677.08	Flexible Seating
Holmes School	DonorsChoose	288.59	Fine Motor Fun
MacDowell Montessori	DonorsChoose	154.77	Autism Sensory Kit
Marshall High School	DonorsChoose	1,552.50	Classroom Basics
Morgandale School	DonorsChoose	412.36	School Garden
Ninety-Fifth Street School	DonorsChoose	140.43	Educational Kits & Games
Ninety-Fifth Street School	DonorsChoose	150.31	Hands-On Activities
Ninety-Fifth Street School	DonorsChoose	196.46	Art Supplies
Ninety-Fifth Street School	DonorsChoose	396.15	Special Incentives
Ninety-Fifth Street School	DonorsChoose	516.96	Graduation Gowns #2
Office of Academics - Specialized Services	Jim & Chris Coughlin	180.00	Youth & Adult Sweatshirts
Office of Academics - Specialized Services	Mike & Terri Schulteis	180.00	Adult Sweatshirts & T-shirts
Office of Academics - Specialized Services	Thrivent Action Team, Chris Coughlin	222.96	Men's & Women's Deodorant
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Teri Zeren	75.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Ed Possing	200.00	MPS Mitten Tree

Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Amanda Fordyce	350.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Emily Wellen	133,320.00	Rocketbook Planners
Pulaski High School	DonorsChoose	433.71	Books
Riverside High School	DonorsChoose	134.47	Books
Ronald Reagan High School	DonorsChoose	913.00	Reading Nooks, Desks & Storage
Spanish Immersion School	DonorsChoose	578.28	Lab Equipment
Trowbridge School	DonorsChoose	131.50	Teachers Pay Teachers
Trowbridge School	DonorsChoose	133.46	Earth Day... Hooray!
Trowbridge School	DonorsChoose	177.58	Improved Skills With Snacks!
William Cullen Bryant School	DonorsChoose	310.11	Food, Clothing & Hygiene
William Cullen Bryant School	DonorsChoose	465.28	Making Better Reading Teachers!
Total Non-Monetary Donations		*153,400.81*	
Total Value of Donations		*188,003.33*	
** Donations from MPS Alumni-*			

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

Fiscal impact: This item authorizes expenditures as indicated on the attachment.

Committee's Recommendation

Your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 6) Action on the Award of Professional Services Contracts

Professional Services Contracts

OMNIA Authorization to Enter into a Contract with Language Line Services, Inc. for Language Interpretation and Video Interpreting Services

The Administration is requesting authorization to enter into a contract with Language Line Services, Inc. for over the phone foreign language interpretation services and video interpreting services in a variety of languages to students and families across the District.

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the district has not directly engaged in a competitive procurement process for this purchase. Instead, this Contractor was chosen pursuant to the cooperative purchasing agreement with the OMNIA Partners Contract Number R210605.

The benefits afforded under this cooperative agreement allows the District to receive discounted pricing for services from this state Contractor. This Contractor offers over the phone interpretation (OPI) services in over 200 languages and video remote interpreting (VRI) services in 85 languages. In addition, the District uses these services constantly in special education settings, where VRI services offer American Sign Language (ASL) interpreters who comply with our state requirements. MPS is a multicultural, multilingual school district and actively uses this system to communicate in 77 languages.

This initial contract shall run from July 1, 2024 through June 30, 2025 and shall not exceed $155,000.

Budget Codes: OGA-0-0-SSF-IC-ECTS (Language Services).....$155,000.00

Language Line Services, Inc

HUB PARTICIPATION

Required.....N/A

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0

Student Career Awareness Commitment: 0

RFP 1078 Authorization to Extend a Contract with Milwaukee Kickers Soccer Club, Inc. DBA America Scores Milwaukee to Provide Physical Education Services at Elementary/K-8 Schools with No Physical Education Teachers During the 2024-2025 School Year

The Administration is requesting authorization to issue extend a contract to Milwaukee Kickers Soccer Club, Inc. DBA America Scores Milwaukee for $200,000 to provide physical education services to multiple MPS elementary/k-8 buildings during the 2024-2025 school year.

Currently MPS is facing a teacher shortage. The district currently has 7 vacancies in physical education that we have not been able to fill. Most of these are in K-8/elementary settings. MPS issued Request for Proposal 1078 Physical Education Services. This vendor will provide physical activity lessons for students to support classroom teachers as they teach physical education. The vendor will work with schools to create schedules and they will follow district adopted standards and align with district adopted resources. The request for K-8th grade physical education services will be overseen by the curriculum specialist for health and physical education.

The vendor will work with individual schools to create schedules based on the school's physical education schedule and vendor capacity/availability. Classroom teachers will be responsible for grading and being in the classes while the vendor is teaching. The teachers and vendor will work collaboratively to ensure that all students are receiving these physical education services.

The vendor was selected from RFP 1078 which closed on June 1, 2022. The original contract provided for two additional one-year extensions upon the mutual written consent of parties; with a term of September 1, 2022 through August 31, 2023. The contract was subsequently extended for the first additional one-year term, from September 1, 2023 through August 31, 2024. The contract will be extended for the second additional one-year term, from September 1, 2024 through August 31, 2025, under the same terms and conditions as set forth in the original Contract except for those specifically modified in this second extension.

The contract will be for a term of September 1, 2024 through August 31, 2025 and will not exceed $200,000.

Budget Code: 000-0-0-000-BL-ECTS (Blanket)..... $200,000.00

Milwaukee Kickers Soccer Club, Inc. DBA America Scores Milwaukee

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 10 HOURS

RFP 1098 Authorization to Extend contracts with Catapult Learning West LLC, The Owners Group dba Learning Exchange, and Mainstream Development Educational Group for Title IA Services for Non-Public School Students, Title IIA Professional Development Services for Non-Public School Personnel, Title IIIA Services for Non-Public School Students who are English Learners, and Title IVA Student Support/Academic Achievement Services to Non-Public Schools Personnel

The Administration is requesting authorization to extend contracts with Catapult Learning West LLC, The Owners Group dba Learning Exchange, and Mainstream Development Educational Group for Title IA, Title IIA, Title IIIA, and Title IVA services.

MPS is required by federal legislation to provide equitable Title IA services to eligible Milwaukee-resident students in non-public schools, Title IIA professional development services for non-public school personnel, Title IIIA services to eligible non-public school students who are English learners and Title IVA student support services to students in nonpublic schools and professional development services for non-public school personnel.

These vendors were chosen pursuant to RFP 1098. The contracts ran from July 1, 2023 through June 30, 2024 and may be extended for two additional one-year terms. The contracts will now be extended for the first one-year option to extend.

These contracts will run from July 1, 2024 through June 30, 2025.

The contract amounts are based on estimated budget amounts, using a formula determined by federal law and the Wisconsin Department of Public Instruction's guidance. The contracted amount for non-public school services is not to exceed $27,187,522.47 and is available through the following budget codes for the following third-party providers:

Catapult Learning West LLC

Budget Code:		
GOE-0-I-1NS-1S-ECES	INSTRUCTIONAL SERVICES — Title IA	$4,426,017.17
PRT-0-S-1N5-1S-ECTS	FAMILY ENGAGEMENT SERVICES — Title IA	$49,627.24
MSS-0-S-1N5-1S-ECTS	PROFESSIONAL DEVELOPMENT — Title IA	$248,136.19
MSS-0-S-235-1S-ECTS	CONTRACT SERVICES — Title IIA	$411,768.23
GOE-0-I-T35-1S-ECES	CONTRACT SERVICES — Title IIIA	$296,828.62
SFH-0-S-4B5-1S-ECTS	SAFE & HEALTHY SERVICES — Title IVA	$183,325.34
WRE-0-S-4B5-1S-ECTS	WELL-ROUNDED SERVICES — Title IVA	$183,325.34
EUT-0-S-4B5-1S-ECTS	EFFECTIVE USE OF TECH — Title IVA	$40,738.96

The Owners Group dba Learning Exchange

Budget Code:		
GOE-0-I-1NS-1S-ECES	INSTRUCTIONAL SERVICES — Title IA	$14,496,822.87
PRT-0-S-1N5-1S-ECTS	FAMILY ENGAGEMENT SERVICES — Title IA	$162,547.33
MSS-0-S-1N5-1S-ECTS	PROFESSIONAL DEVELOPMENT — Title IA	$812,736.67
MSS-0-S-235-1S-ECTS	CONTRACT SERVICES — Title IIA	$1,167,842.83
GOE-0-I-T35-1S-ECES	CONTRACT SERVICES — Title IIIA	$438,287.86
SFH-0-S-4B5-1S-ECTS	SAFE & HEALTHY SERVICES — Title IVA	$519,940.98
WRE-0-S-4B5-1S-ECTS	WELL-ROUNDED SERVICES — Title IVA	$519,940.98
EUT-0-S-4B5-1S-ECTS	EFFECTIVE USE OF TECH — Title IVA	$115,542.44
	TOTAL:	$18,233,661.96

Mainstream Development Educational Group

Budget Code:		
GOE-0-I-1NS-1S-ECES	INSTRUCTIONAL SERVICES — Title IA	$2,539,562.81
PRT-0-S-1N5-1S-ECTS	FAMILY ENGAGEMENT SERVICES — Title IA	$28,475.15
MSS-0-S-1N5-1S-ECTS	PROFESSIONAL DEVELOPMENT — Title IA	$142,375.74
MSS-0-S-235-1S-ECTS	CONTRACT SERVICES — Title IIA	$179,216.21
GOE-0-I-T35-1S-ECES	CONTRACT SERVICES — Title IIIA	$47,153.08
SFH-0-S-4B5-1S-ECTS	SAFE & HEALTHY SERVICES — Title IVA	$79,789.72
WRE-0-S-4B5-1S-ECTS	WELL-ROUNDED SERVICES — Title IVA	$79,789.72
EUT-0-S-4B5-1S-ECTS	EFFECTIVE USE OF TECH — Title IVA	$17,731.05
	TOTAL:	$3,114,093.48

HUB PARTICIPATION FOR EACH CONTRACT

Required..... 20% STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 600 HOURS

Student Career Awareness Commitment: 10 HOURS

RFP 1111 Authorization to Extend a Contract with Lingua Pros, LLC for Translation Services

The Administration is requesting authorization to extend a contract with Lingua Pros, LLC for translation services. This contractor provides written translation services in a variety of languages to schools and departments across the District.

MPS is a multicultural, multilingual school district. The translation services provided by Lingua Pros, LLC support the District's needs to make sure families of all languages are able to receive information about the District, their schools and their children in the language in which they are most comfortable reading.

This vendor was chosen pursuant to RFP 1111, which closed on April 21, 2023. The Original contract had a term of July 1, 2023 through June 30, 2024 and compensation to not exceed $300,000.00. This contract extension shall be in effect from July 1, 2024, through June 30, 2025 and shall not exceed $300,00.00.

Budget Code:
000-0-0-000-BL-ECTS..(Translation and Interpretation–Lingua Pros, LLC Contract Services)
$300,000.00
PRIME CONTRACTOR INFORMATION.....

Certified HUB Vendor?..... YES

Total # of Employees 6

Total # of Minorities 3

Total # of Women 4

HUB PARTICIPATION .....

Required 20%

Proposed 20%

$ Value N/A

STUDENT ENGAGEMENT (per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

RFP 1111 Authorization to Extend Two Contracts with Lakeside Ventures, Inc. dba International Languages for Translation and Interpretation Services

The Administration is requesting authorization to extend two contracts with Lakeside Ventures, Inc. d/b/a International Languages ("Lakeside") for translation and interpretation services. This contractor provides written translation services in a variety of languages to schools and departments across the District; and oral interpretation for district and school events.

MPS is a multicultural, multilingual school district. The services provided by Lakeside provide the support the District needs to make sure families of all languages are able to receive information about the District, their schools and their children in the language in which they are most comfortable reading and speaking. The interpretation services provided ensure important District events are as inclusive as possible.

This vendor was chosen pursuant to RFP 1111, which closed on April 21, 2023. The original contracts had a term of July 1, 2023 through June 30, 2024. These contract extensions shall be in effect from July 1, 2024, through June 30, 2025. The total cost of the translation services contract in this extension shall not exceed $300,00.00. The total cost of the interpretation services contract in this extension will not exceed $200,000.00.

Budget Code: 000-0-0-000-BL-ECTS...(Translation and Interpretation– Contract Services)...$500,000.00
Lakeside Ventures, Inc. dba International Languages

PRIME CONTRACTOR INFORMATION Certified HUB Vendor?..... Yes

Total # of Employees 59

Total # of Minorities 56

Total # of Women 39

HUB PARTICIPATION

Required 20%

Proposed 20%

$ Value N/A

STUDENT ENGAGEMENT (per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

RFP 1124 Authorization to Contract with Delta-T Group Illinois Inc, Ro Health LLC, N2S Healthcare Staffing Solutions LLC, and Staffing Etc for Nursing Services

The Administration is requesting authorization to enter into four contracts with Delta-T Group Illinois Inc, Ro Health LLC, Staffing Etc, and N2S Healthcare Staffing Solutions LLC, for Nursing Services. These contractors will be used to provide nursing services to students when staff vacancies exist or for short- and long-term employee leaves.

MPS may periodically seek to directly hire contracted staff on a regular, full-time basis.

Each contract will run from August 1, 2024 through July 31, 2025, (the "Initial Term"), with two additional one-year options to extend if certain performance metrics incorporated into each contract are met.

The total cost of each blanket contract was determined based on cost and scoring analysis of each contractor's response to RFP 1124.

Budget Code: NRR-0-0-BDN-DW-ECTS...(Specialized Services – Contracted Services) $1,050,000.00

Contractor	Amount
Delta-T Group Illinois Inc	$400,000.00
Ro Health LLC	$200,000.00
N2S Healthcare Staffing Solutions LLC	$300,000.00
Staffing Etc	$150,000.00

Delta-T Group Illinois Inc

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? ..... No

Total # of Employees ..... NG

Total # of Minorities ..... NG

Total # of Women ..... NG

HUB PARTICIPATION

Required 0%

Proposed ..... N/A

$ Value N/A

STUDENT ENGAGEMENT (HOURS per 12-month period)

Paid Student Employment Hour Commitment:

The paid student employment requirement of this Contract is on a sliding scale based on compensation per 12-month term. More information may be found in the attachments to this item.

RFP 1126 Authorization to Enter into Contracts with MJ Care Inc, The Stepping Stones Group LLC, and Invo Healthcare Associates for Speech Language Pathology Services

The Administration is requesting authorization to enter into contracts with MJ Care Inc, The Stepping Stones Group LLC, and Invo Healthcare Associates for Speech Language Pathology Services. These contractors will be used to provide speech-language services as required by Individual Education Plans when staff vacancies exist or for short- and long-term employee leaves.

Contractors were chosen pursuant to RFP 1126, which closed on April 4, 2024. The contracts will run from July 1, 2024 through June 30, 2025, with the possibility of two, one-year extensions subject to satisfaction of performance metrics.

The contracts MJ Care Inc, The Stepping Stones Group LLC, and Invo Healthcare Associates will not exceed $799,999 in the initial term, allocated as follows:

MJ Care Inc	$366,666.00
The Stepping Stones Group LLC,	$333,333.00
Invo Healthcare Associates	$100,000.00

Budget Code: SPL-0-I-EEN-DW-ECTS (Speech Pathology – Contract MJ Care Inc Services)..... $799,999.00

HUB, COIN, and Student Engagement information may be found in the attachments to this item.

RFP 1133 Authorization to Contract with Playworks Education Energized for Recess Support Services and Professional Development

The Administration is requesting authorization to enter into a blanket contract with Playworks Education Energized (Playworks) for recess support and professional development services. This vendor will be used for the operation and coordination of recess support services targeting K-8th grade for schools in the district that make the decision to order the services.

The recess support services will consist of three components:

Component A: Full-time program staff providing recess support on-site at a single school location.

Component B: Full-time program staff providing recess support and training that is split equally between four school sites in each month.

Component C: Provide professional development on an hourly basis to schools.

Playworks will report to MPS department of Curriculum and Instruction program outputs and deliverables twice during each contract year by March 15th and June 30th.

The vendor was chosen pursuant to RFP 1133, which closed on April 22, 2024. The contract will run from August 1, 2024 through July 31, 2025, (the “Initial Term”), with two additional one-year options to extend if certain performance requirements incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $600,000.00.

Budget Code: 000-0-0-000-BL-ECTS (Varies by location)..... $600,000.00

Playworks Education Energized

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 390

Total # of Minorities 233

Total # of Women 272

HUB PARTICIPATION

Required 2%

Proposed..... 2%

$ Value $8,442 STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 7) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Extend a Contract with EDBLOX, Inc. dba Elevate K12 for Online Instruction with Licensed Wisconsin Teachers

The Administration is requesting authorization to extend a contract with EDBLOX, Inc. d/b/a Elevate K12 to provide licensed Wisconsin teachers for online instruction at the high school level as well as for Early Start middle schools.

Elevate K12 shall provide online teacher coverage for approximately 65 periods for high demand positions within the district. Middle school areas of focus shall include 6-8 mathematics, ELA, science (earth and space, life and physical). High school areas of focus shall include early start in content areas of mathematics, science (physics, biology, chemistry, environmental and physical science), ELA and Special Education.

Instruction shall take place in real time during the instructional day. Elevate K12 shall assign one Operations Manager (OM) for the School District Program held at designated schools. A Virtual Academic Performance Manager (APM) assigned by Elevate K12 shall monitor the performance of the instruction sessions virtually. MPS shall provide one classroom manager to each classroom.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of an emergency need due to an increased number of resignations and openings (Administrative Policy 3.09(7)(E)(1) (c)).

The original contract had a term of August 2, 2022 through July 31, 2023 with two additional one-year extensions upon mutual written consent and if performance metrics were met. The contract was subsequently extended for a second one-year term which ran from August 1, 2023 through July 31, 2024.

This will be the second and final extension of the contract which will run from August 1, 2024 through July 31, 2025, and will not exceed $1,000,000.

Budget Code:GEN-0-I-BDL-DW-ECTS $1,000,000.00

Elevate K12

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value 0

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to enter into Contract with Heritage Inn of Sacramento, LLC dba Wauwatosa Homewood Suites for International Recruit Lodging

The Administration is requesting authorization to enter into a contract with Heritage Inn of Sacramento, LLC dba Wauwatosa Homewood Suites for lodging for international recruits joining the MPS team for FY25. International recruits will be provided with a 21-night stay and no longer than 27 nights per candidate.

The Exception to Bid has been granted on the basis of continuity: The services are needed to maintain continuity and the quantifiable or qualitive savings can be demonstrated to benefit the District (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from July 22, 2024 through December 31, 2024 and shall not exceed $85,000.00.

Budget Code: STF-0-0-ATT-HR-ECTS....(Attract and Retain Staff).....$85,000.00

Heritage Inn of Sacramento, LLC dba Wauwatosa Homewood Suites HUB PARTICIPATION

Required 0%

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Contract with Sunbelt Staffing LLC and Aura Staffing Partners Chicago LLC for Nursing Services

The Administration is requesting authorization to enter into a contract with Sunbelt Staffing LLC and Aura Staffing Partners Chicago LLC for Nursing services. These contractors will be used to provide nursing services to students when staff vacancies exist or for short- and long-term employee leaves.

MPS may periodically seek to directly hire contracted staff on a regular, full-time basis. The Exception to Bid has been granted on the basis of continuity: the services must be provided by this contractor for continuity and the quantifiable or qualitative savings can be demonstrated to benefit the district (Administrative Policy 3.09(7)(E)(1)(b)(l)).

The contracts will run from August 1, 2024 through July 31, 2027.

The total cost of the contract will not exceed $200,000, which reflects an award of $100,000 to Sunbelt Staffing LLC, and $100,000 to Aura Staffing Partners Chicago LLC.

Budget Code: NRR-0-0-BDN-DW-ECTS...(Specialized Services – Contracted Services) $200,000.00

Aura Staffing Partners Chicago LLC

HUB PARTICIPATION

Required 0

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract). For all vendors, the Expenditure Range Student Employment is:

$0 - $49,999 0

$50,000 - $74,999 100

$75,000 - $199,999 200

$200,000 - $399,999 300

$400,000 - $599,999 400

$600,000 - $799,999 600

$800,000 - $999,999 800

$1,000,000 < ..... 900.

Exception Authorization to Purchase from Savvas Learning Company LLC for Precalculus Textbooks

The Administration is requesting authorization to purchase from Savvas Learning Company LLC for precalculus textbooks. These precalculus textbooks offer a comprehensive exploration of graphical, numerical, and algebraic concepts, and will help prepare students for success in higher-level mathematics.

The 2023-2024 textbook adoption committee for precalculus did not result in a satisfactory selection of a text. The solution to maintain continuity is to invest in the 10th edition of the title to replace the 2021 8th edition.

The Exception to Bid has been granted on the basis of continuity: The goods are needed to maintain continuity and the quantifiable or qualitive savings can be demonstrated to benefit the District (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The purchase shall not exceed $52,787.41.

Budget Code: GEN-0-0-INV-DW....(Curriculum & Instruction-System Wide Costs)..... $52,787.41

Savvas Learning Company LLC

HUB PARTICIPATION

Required 0%

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Extend a Contract with Summit Clinical Laboratories LLC, for Temporary Staffing Services

The Administration is requesting authorization to extend a contract with Summit Clinical Laboratories LLC (Summit) for temporary staffing services. Summit will be used to deliver temporary staffing services for non-executive classified positions. Positions include paraprofessionals, and children's' health assistants. Paraprofessionals must hold at least 48 college credits or have successfully passed the parapro assessment before placement in schools.

Due to the district's need to have temporary staffing in place for these critical positions while the recruitment and hiring process is completed, it is necessary to contract with Summit as an additional temporary staffing services vendor.

The exception from the requirement of a competitive procurement process for this contract has been granted on an emergency basis (Administrative Policy 3.09(7)(e)(1)(c)) and based on delivery date as Summit was able to provide able to provide a significant number of temporary staff on short notice.

The original contract had a term of May 1, 2023 through June 30, 2023 with compensation not to exceed $49,999. The contract was extended for the second term of July 1, 2023 through June 30, 2024.This contract extension will run from July 1, 2024 through June 30, 2025. The total cost of the contract extension will not exceed $1,000,000.

Budget Code: GEN-0-I-BDL-DW-ECTS (Contract Services) $1,000,000.00

Summit Clinical Laboratories LLC

HUB PARTICIPATION

Required 0%

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue Purchase Orders to the US Postal Service for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postal Service (USPS) for meter postage throughout the 2024-25 fiscal year.

USPS meter postage is used to fund internal mailroom equipment when MPS weighs and meters mail being processed for distribution.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis that the goods have no available product alternatives and are one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The term shall run from July 1, 2024 through June 30, 2025.

The total cost of goods purchased from USPS will not exceed $221,000.

Budget Code: MAL-0-0-MAL-MM-EPST (Mailroom - Postage) $221,000.00

US Postal Service

HUB PARTICIPATION

Required 0

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue Purchase Orders to the US Postmaster for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postmaster for meter postage throughout the 2024-25 fiscal year.

US Postmaster meter postage is used to fund MPS’s permit imprint, which is a preprint that is overlaid on district mailings and referenced at USPS facilities when weighing and delivering.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis that the goods have no available product alternatives and are one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The term shall run from July 1, 2024 through June 30, 2025.

The total cost of goods purchased from the US Postmaster will not exceed $400,000.

Budget Code: MAL-0-0-MAL-MM-EPST (Mailroom - Postage).....$400,000.00

US Postmaster

HUB PARTICIPATION

Required 0

Proposed.....NA

$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Purchase Order with Vanderbilt University-COMP for Curriculum Materials

The Administration is requesting authorization to enter into a purchase order with Vanderbilt University-COMP for curriculum materials.

Products include elementary and secondary student and leader manuals. Items will be used by the Violence Prevention Program for training teachers throughout the district in effective classroom management practices to support academic instruction. COMP has been used for many years in MPS and this is a continuation and expansion of this work. This requisition also allows the purchase of the new training materials for the updated 10th edition, allowing the facilitators access to the revised facilitator materials.

Effective classroom management helps create a culture of learning. The district uses these materials to train new teachers, teachers who need additional support with classroom management, paraprofessionals who cover classrooms long-term, and any teacher who is interested in expanding their repertoire of management strategies.

The Exception to Bid has been granted on the basis of one-of-a-kind: the goods have no available competitive product alternatives (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The purchase will not exceed $56,010.

Budget Code: DTI-0-S-9F4-DE-ESUP.....$56,010.00

Vanderbilt University-COMP

HUB PARTICIPATION

Required 0

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Contract with Wisconsin Center District (WCD) for Graduation Ceremonies

The Administration is requesting authorization to enter into a contract with Wisconsin Center District (WCD) for in person graduation ceremonies for MPS high schools. WCD will be used to deliver in person graduation

ceremonies for high schools June 16, 2025 thru June 20, 2025. Services include setting up, cleaning, staffing, lighting, video and sound for all ceremonies.

With the ability to accommodate a large number of guests at the ceremony and live stream ceremonies, WCD will host our MPS graduations for our 16 largest high schools with live streaming available through the MPS YouTube channel.

The exception to bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contracts will run from June 16, 2025 thru June 20, 2025 and will not exceed $139,772.

Budget Code: OGA-0-0-ADS-LS-ECTS

(Office of School Administration – Contract Services) ..... `$139,772.00

Wisconsin Center District

HUB PARTICIPATION

Required 0%

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 8) Action on Request to Waive Administrative Policy 3.09(9)(e) to Enter Blanket Purchase Orders for the Mathematics (K-8), Algebra I, Geometry, Algebra II/ Trigonometry, Pre-Calculus, AP Calculus, and AP Statistics Textbook Adoption, and the English as a Second Language Textbook Adoption

Background

RFP 1130 Authorization to Enter into four Blanket Purchase Orders with Curriculum

Associates, LLC , Imagine Learning LLC, MIND Education, and Savvas Learning Company, LLC for the Mathematics (K-8), Algebra I, Geometry, Algebra II/ Trigonometry, Pre-Calculus, AP Calculus, and AP Statistics Textbook Adoption

The Administration is recommending the Board to waive Administrative Policy 3.09(9)(e) three-year term limit and authorize a blanket purchase order with Curriculum Associates, LLC , Imagine Learning LLC, MIND Education, and Savvas Learning Company, LLC for the Mathematics (K-8), Algebra I, Geometry, Algebra II/ Trigonometry, Pre-Calculus, AP Calculus, and AP Statistics materials to be used during the 2024-2032 School Years.

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, a textbooks/instructional materials evaluation committee was formed because of the Board's Action on October 26, 2023, which opened Math categories for selection studies. The committee has completed the necessary studies with respect to Math categories grades K-12.

These contractors were chosen pursuant to RFP 1130, which closed on February 13, 2024.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize purchases for an eight (8) year period which would allow the district to ensure price levels for eight (8) years. Further the Administration is seeking authorization of an amount not to exceed $22,781,714.64 to be distributed across the contractors.

The following table provides information on the amount not to exceed for each particular contract:

Contractor	Amount
Curriculum Associates, LLC	$11,552,123.85
Imagine Learning LLC	$10,059,003.65
MIND Education	$1,083,295.50
Savvas Learning Company, LLC	$87,291.64

For all contractors, the student Engagement information is as follows:

STUDENT ENGAGEMENT (per 12-month contract)

Paid Student Employment Hour Commitment: Sliding scale

Expenditure Range	Student Employment
$0 - $49,999	0
$50,000 - $74,999	100
$75,000 - $199,999	200
$200,000 - $399,999	300
$400,000 - $599,999	400
$600,000 - $799,999	600
$800,000 - $999,999	800
$1,000,000 <	900

Student Career Awareness Commitment: 10 HOURS

Budget Code: GEN-0-0-INV-DW-ECTS (Textbooks) $22,781,714.64

Curriculum Associates, LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....NO

Total # of Employees 2475

Total # of Minorities 757

Total # of Women ..... 1788 HUB PARTICIPATION

Required 0%

Proposed.....N/A

$ Value N/A

Imagine Learning LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....NO

Total # of Employees 2722

Total # of Minorities 657

Total # of Women ..... 1353 HUB PARTICIPATION

Required 0%

Proposed.....N/A

$ Value N/A

MIND Education

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....NO

Total # of Employees 199

Total # of Minorities 58

Total # of Women ..... 117 HUB PARTICIPATION

Required 0%

Proposed.....N/A

$ Value N/A

Savvas Learning Company, LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....NO

Total # of Employees 1673

Total # of Minorities 379

Total # of Women ..... 1091 HUB PARTICIPATION

Required 0%

Proposed.....N/A

$ Value N/A

RFP 1131 Authorization to Enter into a Blanket Purchase Order with Cengage Learning, Inc. dba Infosec for the English as a Second Language Textbook Adoption

The Administration is recommending the Board to waive Administrative Policy 3.09(9)(e) three-year term limit and authorize a blanket purchase order with Cengage Learning, Inc. for English as a Second Language materials to be used during the 2024-2032 School Years.

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, a textbooks/instructional materials evaluation committee was formed because of the Board's Action on October 26, 2023, which opened ESL for selection studies. The committee has completed the necessary studies with respect to ESL grades 9-12.

Contractor was chosen pursuant to RFP 1131, which closed on February 21, 2024.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize purchases for an eight (8) year period which would allow the district to ensure price levels for eight (8) years. Further the Administration is seeking authorization to enter into a blanket purchase order of an amount not to exceed $500,000.00.

Budget Code to be charged:

GEN-0-0-INV-DW-ECTS (Textbooks) $500,000.00

Cengage Learning, Inc. dba Infosec

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? ..... NO

Total # of Employees 3,408

Total # of Minorities 606

Total # of Women 2,281

HUB PARTICIPATION

Required 0%

Proposed ..... N/A

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes the expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will issue the purchase orders as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Administration be directed to postpone the textbook adoption.

Director O'Halloran moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.

Noes — None – 0.

* * * * *

(Item 9) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract and Change Order Recommendation

Professional Services Contract

The contract award recommendations for the June, 2024 Regular Board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

The Administration requests that the Board approve the following professional services contracts:

RFP #21-015 Moving Services – Design & Construction

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Moving Services – Design & Construction.

Selected firms: Ace World Wide Moving & Storage Co., Inc.

Contract Amount: Contracts will be issued on an as-needed basis based on pre-approved rate schedule.

Requested Expenditure Authority: Not to exceed $1,000,000.00 annually.

Contract Period: June 28, 2024 – December 31, 2024

Budget Code: Various

Report of Change Order for Approval

The Administration is reporting to the Board the following change orders in excess of $50,000.00.

Roof Replacement – Rebid

Pulaski High School

Langer Roofing & Sheet Metal, Inc.

345 South Curtis Road, Milwaukee, WI 53214

Total Amount of Change Order: $998,365.00

The project scope is being modified to include the addition of roof sections O, Q, R1, R2 and S. These sections were included in the original scope/bid; however, bids came in over budget and the scope needed to be modified. Because of additional focus on deferred maintenance, the contractor is honoring the original bid and completing the work.

The change order will be funded from account code FAR 00 MMQ PK ECNC (Project No. 2536).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contract:
Total Professional Services Contract Requested = Not to exceed $1,000,000.00 annually
Change Order:
Total Change Order Requested = $998,365.00

Implementation and Assessment Plan

Upon Board approval, the attached Professional Services Contract and Change Order shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached Professional Services Contract and Change Order.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 10) Action on a Request to Approve the Milwaukee Public Schools' Confidentiality Agreement with the Milwaukee Health Department

Background

During the COVID pandemic, Milwaukee Public Schools (MPS) assisted the Milwaukee Health Department (MHD) with tracking and contact tracing the coronavirus in our schools and for students and staff in the city of Milwaukee. We are now asking for the two agencies to formally work together in the Wisconsin Immunization Registry to enter and update immunization data for our students.

This Memorandum of Understanding (MOU) would serve as the written consent for the MHD to enter immunization for MPS students. The information would comply with the requirement in federal and state law and this action would reduce the number of students who are excluded from school in October during immunization exclusion week and their immunization record would be up to date.

The proposed MOU is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.42 - Student Records

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

Committee's Recommendation

Your Committee recommends that the board approve the Milwaukee Public Schools' Agreement with the Milwaukee Health Department to enter and update the immunization records for our students in the Wisconsin Immunization Registry.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 11) Action on Approval of a Request to Apply for Permit and Licensure to Operate a Hospitality and Tourism Food Truck to be created by Bay View High School's NAF Academy

Background

Bay View High School has received a grant from the National Academy Foundation (NAF) to support the creation of a school-based food truck that bridges the school and the community. The purpose of the food truck is to create a work based learning venture when students in the Culinary Arts program can use their culinary skills and learn best practices in business to operate a food truck in Milwaukee.

The goals of the food truck include creating self-sustaining funding through food sales to support the continuing operation and supplies for the food truck. Ultimately, the Bay View Food truck could become an Earn and Learn program with the City of Milwaukee, where all culinary arts students have the opportunity to apply to work for summer employment.

The NAF grant funds cover the equipment needed for the food truck. The school has allocated funds from the FY24 school budget to cover the construction and remodeling of the truck which was donated by the MPS Facilities and Maintenance fleet in the fall of 2023. The construction will be completed this summer by the Facilities and Maintenance dept shops. The city of Milwaukee permit application will be submitted with Board approval with the intent of beginning service at district and community events Fall, 2025.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Committee's Recommendation

Your Committee recommends authorizing the Administration to pursue City Permit and Licensure for the creation of a Hospitality and Tourism Food Truck created by Bay View High School's NAF Academy.

* * * * *

(Item 12) Action on Recommended FY25 Plan of Audits and Report on District Risk-assessment Plan

Annual Plan of Audits

1. Annually, the Board of School Directors adopts an Annual Plan of Audits which identifies audit activities that the Office of Accountability and Efficiency-Audit Services will conduct during the ensuing fiscal year.

2. After the initiated and required audits have been determined, the next step in developing the annual audit plan involves utilizing the results of the District Risk Assessment. Audit Services staff also review Board's proceedings to identify possible audit topics. These audit topics then serve as the basis for drafting the annual audit plan, which provides information on possible audits and anticipated resources required to complete each audit.

3. The proposed FY25 Annual Plan of Audits and District Risk Assessment have been completed and submitted for the Board's review and approval. The plan includes initiated, required and proposed audits. Included with the recommendation is a summary of available days which identifies estimated resource requirements for each audit and shows how available days will be used to support the audit plan.

4. The proposed FY25 Annual Plan of Audits includes audit activities for the Board-approved Audit Services areas, including external audit monitoring and communications to the Board, departmental and program audits, fraud investigations and other reviews, including external audit reviews, and school audits with corresponding days. This year's FY25 Annual Audit Plan includes both cyclic and non-cyclic departmental and program audits. Cyclic departmental and program audits will be scheduled on a recurring basis in high risk/high-impact areas such as accounts payable, payroll, financial reporting, IT Security, among

others. Other program evaluations include reviews of district bilingual programs, FMS billing processes, a follow up review of MPSU program recommendations.

5. Per Board Governance Policy 2.12, Board Audits: Annual Plan and Coordination, audits not ordered in the Audit Plan, but later determined to have major implications to the District, require the Board's approval to amend the annual plan of audits. This policy also provides for the Senior Director of the Office of Accountability and Efficiency to have the authority to approve critical and emergency audits during the year.

The full audit plan is attached to the minutes of your Committee's meeting.

Report on FY25 District Risk Assessment

Per Board Governance Policy 2.12 Board Audits: Annual Plan and Coordination, "the Board shall adopt an audit plan each year." In carrying out audit duties and responsibilities, the Office of Accountability and Efficiency-Audit Services staff shall have full, free, and unrestricted access to all organizational activities, records, property, and personnel relevant to the performance of an audit, review or investigation. The school board, as the community's representatives, is accountable for everything that occurs within a school system. This accountability comes with a considerable amount of risk. This risk must be managed and school boards 1) monitor progress toward their goals and guardrails, and 2) engage auditors to conduct audits. Internal auditing services are called upon by the school board to provide independent risk mitigation oversight for the school board and actionable operations insights for the superintendent and their leadership team. This is accomplished by analyzing, planning, auditing and reporting. Analyzing risk begins with a risk analysis of operational units and functions throughout the organization. Below is a summary of the risk assessment survey process.

This district risk assessment tool has been used since FY16 and has been updated annually to continue to assist Audit Services in identifying risks and prioritizing audit resources.

Audit Services has completed the FY25 risk assessment survey process as a means to help identify, measure, and rank potential audit areas based on the level of risk to the District and as a tool in preparing the FY25 Annual Audit Plan. Risk-assessment questionnaires distributed to 75 office directors, managers and key personnel, in 38 departments, had a 100% return rate.

Of the 75 responses received and a comparison from prior year results identified:

- 75 (100%) were aware of MPS Fraud Reporting Tools;
- Unfortunately, 14 (19%) reported obstacles that would have prevented their departments from performing work tasks, a decrease from 23% in the prior year;
- Staff turnover continued to be a concern with 29 (39%) reporting a change in key personnel a decrease from 44% reported in the prior year; with 14 (19%) indicating this turnover caused a disruption in services;
- 9 (12%) reported a technology upgrade or other operational change, a increase from 9% in the prior year; increasing stability in operations;
- 10 (13%) indicated that they did not have complete written standard operating procedures (SOP) or the SOPs were still being developed for staff to follow, a slight improvement from 14% reported in the prior year;
- 8 (11%) reported theft, fraud, waste or abuse, an increase from 6% in the prior year;
- Audit Services has reviewed the responses and performed an analysis of risk levels to six specific categories -- People, Fraud, Operations, Technology and Systems, Legal, and Financial- to arrive at an overall risk-and-audit priority.

In addition to the risk-assessment results, other factors affecting prioritization include requests from the Board of School Directors, audit resources, prior audit results and whether recommendations have been implemented timely, value-added impact to the organization, and degree of organizational change in the functional area. All of these factors are addressed when devising the recommended audit plan.

A high-risk area does not necessarily mean that an office is managed ineffectively or that it is not functioning properly, but merely indicates that the services or functions are inherently high-risk activities due to large expenditures or revenues, large amounts of cash, public interest, mission-critical operations, or support for other critical internal operations. The overall results identify the areas of activities with the highest risk factors, as described above, that may warrant or benefit from additional management action or standard operating procedures.

The areas of higher risk include the Office of Finance (Financial), Office of Operations (Operations) and the Office of Human Resources (People). Audit resource days have been included in the FY25 Annual Plan of Audits in the higher-risk areas of district operations.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.12 - Board Audits: Annual Plan and Coordination

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee's Recommendation

Your Committee recommends that the Board approve the FY25 Annual Plan of Audits and District Risk Assessment as attached.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 13) Action on a Request for Approval of a Job Description for Chief Auditor

Background

On June 13, 2024, the Milwaukee Board of School Directors approved a Corrective Action Plan as set forth by the Department of Public Instruction. Included in the approved plan was a corrective action to approve a Chief Auditor job description by June 27, 2024.

The Chief Auditor is an exempt position that resides in the Office of Accountability and Efficiency and reports administratively to the Senior Director and functionally to the Board. The full-time position is paid at grade 14 and a range of $99,312 - $144,347. Under the Senior Director, the Chief Auditor is primarily responsible for fiscal, legal, management practices and performance audits of district programs and operations; as well as for planning, organizing, directing and managing a professional staff of auditors and for contracting with outside auditors as necessary.

The full job description is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

Fiscal Impact Statement

The item does not authorize expenditures

Implementation and Assessment Plan

Upon approval of the Board, the Office of Accountability and Efficiency will begin implementation of the position.

Committee's Recommendation

Your Committee recommends that the Board approve the attached job description for the Chief Auditor.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 14) Action on a Request to Approve the Second Amendment to the Lease Agreement with the UW-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE)

Background

In accordance with the Wisconsin Idea, the University of Wisconsin-Madison is committed to Inclusive Excellence. The Precollege Enrichment Opportunity Program for Learning Excellence (PEOPLE), housed in the Division of Diversity Equity and Educational Achievement (DDEEA), is committed to work in partnership with students, parents, public school districts, alumni, corporate, and private donors throughout the state of Wisconsin to expand the pool of students from its target population who qualify for top-ranked universities and UW-System Institutions.

PEOPLE is a precollege pipeline program designed for UW-Madison targeted minority groups and low-income students, most of whom are the first in their families to potentially attend college. Their journey prepares them to be academically and socially prepared to apply, be successfully admitted, and enroll at the UW-System Institution. Students who enroll at UW-Madison may be eligible for a four-year tuition scholarship. PEOPLE accepts highly motivated students into a rigorous program to build and master academic knowledge, build cognitive skills & strategies, build self-management skills, & explore college through experiential learning. The PEOPLE program provides a college prep experience that is experiential and allows students to explore career interests and build the social skills needed to make a successful college transition on a world-class campus.

In exchange for space at Rufus King International Middle School (121 East Hadley St.), PEOPLE plans to serve approximately 400 MPS students through tutoring, academic enhancements, and summer experiences designed to prepare students for post-secondary success at no cost to students or families of MPS. Students will enroll in the program in the beginning of their 9th grade year. Those who enroll in their 8th grade year must attend a PEOPLE partnership high school. Additionally, the PEOPLE program has afterschool college prep sessions that PEOPLE students must attend to receive tutoring, ACT prep, and social skill building at no cost to the district.

In September 2018, the Board entered into a lease agreement with PEOPLE for space at Rufus King International Middle School located at 121 East Hadley Street. In June 2020, the Board entered into the first lease amendment. The Administration is requesting approval of the proposed second amendment to the lease agreement with PEOPLE that will extend the lease term from August 1, 2024, through July 31, 2028, with a lease rate of $1 per year in order to provide space for PEOPLE to further advance its work with Milwaukee Public Schools in providing precollege preparatory services to students that promote growth and create additional opportunities for future success.

The lease documents are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for the lease term is $4.00.

Implementation and Assessment Plan

Upon Board approval, the attached Second Amendment to the Lease Agreement between Milwaukee Public Schools and the University of Wisconsin-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE) shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached Second Amendment to the Lease Agreement between Milwaukee Public Schools and the University of Wisconsin-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE).

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 15) Report with Possible Action on MPS School Nutrition Program

Your Committee reports having received the following report. Although the item was noticed for possible action, no action is required.

Background

School Nutrition Services continues serving MPS students with healthful, nutritious meals. The commitment and focus to improve the quality of meals served to our students remain unchanged during the 2023-24 school year. Approximately 12.5 million meals have been served during the current school year as of May 31, 2024.

School Nutrition Services proudly participates in the USDA's Fresh Fruit and Vegetable Program (FFVP). During the 2023–24 school year, 74 MPS schools were awarded this grant, totaling $1,865,432.

School Nutrition Services has added new menu items to address the needs of our diverse student population. More entrée choices are being offered to all students including a hot vegetarian option daily. The number of pre-packed food items have been reduced and offering students more choices by implementing "offer vs. serve" serving model.

Currently, 55 schools have been transitioned from a pre-pack to a production model kitchen, and up to 10 more schools may switch to production kitchen model by the start of 2024-25 school year.

The equipment replacement project to replace approximately 350 pieces of equipment is ongoing and expected to be completed by September 2024 or sooner.

2023-24 School Year Meal Count

	Summer Program	School Year Meal Count – August to May	
	June – Sept. 2023	*SY 2022-23*	*SY 2023-24*
Breakfast	56,223	4,261,006	4,791,962
Lunch	101,653	6,687,559	7,227,721
Snack	858	365,701	249,803
Dinner	38,871	111,381	284,270
Total	197,605	11,425,647	12,553,756

Fresh Fruit and Vegetable Program

- MPS proudly participates in the USDA's Fresh Fruit and Vegetable Program
- 74 Schools received this grant in 2023-24 School Year

FFVP Allocations	Grant Award
Allocation A	$ 243,317
Allocation B	1,622,115
Total Award Amount	$ 1,865,432

- FFVP grant application for 2024-25 School Year submitted

Food Justice Task Force

• Collaboratively working with student groups like Youth Empowered in the Struggle (YES) and Milwaukee Community Schools Partnership to continuously improve the food quality

• More food choices, including a hot vegetarian entrée option, are offered daily at both elementary and high schools during the 2023-24 school year

• Student engagement and food taste testing will continue in 2024-25 school year

Production Kitchens

• Number of MPS production kitchens:

  • Production kitchens at the end of 2022-23 school year totaled 31

  • Production kitchens at the end of 2023-24 school year totaled 55

  • Currently, there are 55 production kitchens

  • Up to 10 additional schools may transition to a production kitchen by the start of 2024-25 school year

Equipment and Staffing

• Equipment replacement project is on-going to replace approximately 350 pieces of equipment. The project is more than eighty percent complete and is expected to be completed before the start of 2024-25 school year

• Number of vacancies as of May 31, 2024 is 109 (Managers 22; Assistants 87)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 4.05 - School Nutrition Management

Fiscal Impact Statement

N/A

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COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Zombor presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

(Item 1) Action on a Request to Approve Revisions to Administrative Policy 7.38 Balanced Assessment Systems

Background

Per Board Governance Policy 2.11, every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 7.38 and made revisions. It is recommended that the Board approve revisions to this policy as follows:

1) Definition and Purpose

(a) Within school districts, people in different roles need different assessment information at different times and in different forms in order to make decisions. The MPS Balanced Assessment System is designed to match assessment types, purposes, and users to improve data-informed decision making throughout the district.

(b) The Balanced Assessment System will support instructional planning, district- and school-improvement planning, curriculum and program evaluation, district-wide resource planning and decision making, and accountability. The Balanced Assessment System will include national, state, district, school- and classroom-based components. District-level oversight and guidance will be provided to support school staff, and data from ~~common~~ assessments will be stored in the district's data ~~warehouse~~ dashboard. Data elements will be used to support graduation- and promotion-related decisions for individual students. Selected assessment data will also be reported to the public annually in the District Report Card as per Administrative Policy 2.16, District Accountability System, to promote transparency, shared responsibility for student success, and a focus on results.

(c) All students in all schools will participate in the Balanced Assessment System. ~~Exemptions for schools may be permitted in exceptional circumstances on a case-by-case basis.~~ Students with disabilities ~~may~~ participate with designated supports and accommodations or in alternate assessments per the requirements of Individualized Education Plans. ~~Early~~ English ~~language~~ learners may be ~~assessed in their first languages~~ exempt from testing if they have been in the United States less than 12 months and have an English proficiency level of less than two.

(d) The MPS Balanced Assessment System comprises three major components: summative assessments, benchmark assessments, and formative assessments.

(2) Summative Assessments

(a) Summative assessments are used primarily for student, school, and district accountability. They typically include assessments such as end-of-course tests, chapter tests, state assessments, and national assessments such as the National Assessment of Educational Progress (NAEP). Some state and national assessment r~~R~~esults from these assessments are reported publicly to provide to parents and the broader community with information about student, school and district performance and the effects of school- and program-improvement plans.

(b) The district's role in summative assessments is to guide the development of ~~common end-of-course tests and~~ assessments and to coordinate the administration of district, state, and national tests. The district is responsible for reporting the results from state and national assessments in a manner consistent with state and federal guidelines and district policy, ~~including reporting value-added analyses of standardized test data~~. The district will also use the data for district improvement planning, school interventions, and program/policy-evaluation research. The role of school personnel is to administer the summative assessments consistent with Administrative Policy 2.14, Assessment Ethics, and to use the data, as applicable, for grade reporting and school-improvement planning.

(3) Benchmark Assessments

(a) Benchmark assessments are standardized assessments administered ~~three to four times~~ multiple times per year. The purpose of benchmark assessments is as follows:

1. The benchmark assessments will be used ~~to serve~~ as part of the district's universal screening ~~measure~~ process to identify children in need of intervention;
2. T~~t~~hey will inform instruction as much as ~~do~~ formative assessment data do;
3. T~~t~~hey can be used to measure students' responses to school-based interventions;
4. T~~t~~hey can be administered upon entry into the district; ~~and~~
5. T~~t~~hey provide information to monitor and evaluate school and program performance.

(b) The district's role in benchmark assessments is to provide and ~~to~~ score assessments in selected grades and to provide reports to individual students, parents classroom teachers, schools, and the district office. The district is also responsible for providing professional development for learning teams and classroom teachers in interpreting and using benchmark data to monitor performance and ~~to~~ improve instruction. The schools' role is to administer benchmark assessments to all students and to use the data for instructional and school-improvement planning by identifying and intervening with students at risk ~~for~~ of future academic failure.

(4) Formative Assessments

(a) Formative assessment practices are intended to inform instruction; ~~to~~ provide immediate, specific, and descriptive feedback for students; to guide differentiation of instructional practices; and ~~to~~ facilitate students' goal setting and self-assessment. Typically, these assessments are not graded. Formative assessments shall be used across all content areas and all grades within the district. Data from these informal assessment strategies ~~are not~~ may be reported to the district.

(b) Formal assessment for progress monitoring is required with all students who receive additional educational supports and interventions. Progress monitoring is used to assess academic performance, ~~to~~ quantify rate of improvement or responsiveness to instruction, and ~~to~~ evaluate the effectiveness of instruction or intervention. Progress-monitoring procedures permit ongoing decision making and adjustment of interventions when needed, thereby increasing the likelihood of helping students acquire new skills, knowledge, or improved functioning. Progress monitoring occurs frequently throughout the course of the intervention/support, and data are routinely analyzed by staff so that adjustments can be made. These data will be available to the district.

(c) The district's role in formative assessments is to provide grade-level standards/learning targets, sample assessments of those targets/standards, grade-level exemplars of student work, progress-monitoring tools, and professional development for educators. The schools' role is to implement formative assessment practices, score assessments, analyze data within the learning team/collaborative teacher teams, and use the data to inform instruction and monitor the efficacy of interventions.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.38 - Balanced Assessment Systems

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon board approval, the Office of Board Governance will make and publish revisions to Administrative Policy 7.38.

Committee's Recommendation

Your Committee recommends that the board approve the revisions to Administrative Policy 7.38 Balanced Assessment Systems. Your Committee further recommends that the policy be modified to require that a list of current assessments and their descriptions be posted on the district website.

Director Garcia moved to return this item to Committee. The motion passed, the voate being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.
Noes — None – 0.

(Item 2) Action on a Request to Approve Revisions to Administrative Policy and Procedure 7.26 Textbook/Instructional Materials Adoption

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The Administration recommends revisions to Administrative Policy 7.26 and Administrative Procedure 7.26 to uniform all textbook/material adoptions proposed by the district, to clarify the process that must be followed and to include the guidelines that will be followed by Procurement.

Additional language was added to ensure that the vendor understands and commits to the Spanish language requirements before submitting materials. Furthermore, additional language was included to ensure that evaluation criteria specific to English Learners (ELs) and bilingual program requirements are part of the overall criteria.

Administrative Policy 7.26
Textbooks/Instructional Materials Adoption

(1) The Board shall consider all matters pertaining to the instructional programs, provided in the district, including courses of study, textbooks, and other instructional materials used in the schools. Instructional materials include, but are not limited to, electronic resources (e-books) or other technology and manipulative materials.

(2) Other specific guiding principles to be considered are:

a. materials' alignment to adopted standards and graduation requirements;

b. alignment to district literacy and language-development goals;

c. availability of aligned materials for Pre-K use;

d. availability of high-quality materials for use in bilingual classrooms (e.g., Spanish-language versions of the same content, quality, and rigor);

e. availability of resources to support differentiated instruction, including aligned, targeted interventions, where appropriate; and

f. to the extent possible and appropriate, representation in content and illustrations of the diversity of district's students, families, and communities and freedom from discrimination on the grounds of gender, age, race, religion, culture, ethnicity, nationality, language, orientation, and disability, etc.

(3) Per the U.S. Department of Justice and the U.S. Department of Education districts have an obligation to provide the resources necessary to effectively implement Language Instruction Educational Programs (English as a Second Language and Bilingual Education) for English Learners.

a. To this end, all adopted materials for mathematics, science, social studies, and areas within literacy must also be available in Spanish, one of the languages of instruction in the bilingual program, at the same quality and rigor of editions in English. If the chosen vendor(s) does not have the Spanish counterpart there are two options:

i. The vendor(s) commit(s) to providing the district with the selected materials in Spanish by the end of the school year in which the adoption was set to begin. Materials include both physical and digital versions as well as all supporting interactive activities, videos, assessments, graphic organizers, etc. Translations cannot rely on Google Translate.

ii. For areas within literacy (reading, writing, spelling, handwriting), funds must be set aside for the Department of Bilingual Multicultural Education to secure appropriate materials, in English and/or Spanish, for this student population. This process is exempted from purchasing and bidding requirements outlined in Administrative Policy 3.09. Once the appropriate materials have been selected, the Department of Bilingual Multicultural Education can enter a purchase requisition to provide the vendor(s) with a purchase order.

b. Requests for proposals (RFP) of materials for mathematics, science, and social studies must include the following statement.

i. Vendors submitting materials in response to this RFP, grades K-12 and including Advanced Placement courses, must provide those materials with 100% parity in Spanish for bilingual program schools, not through a Google translation. All components must be digitally and physically available in Spanish (e.g., student edition, teacher edition, graphic organizers, videos, assessments, online interactive games and activities, additional resources, etc.) by the end of the school year in which the adoption is set to begin.

c. Requests for proposals (RFP) within literacy (reading, writing, spelling, handwriting) must include the following statement.

i. Vendors submitting materials in response to this RFP, grades K-12 and including Advanced Placement courses, are encouraged to also submit materials that are authentically developed in Spanish. Vendors that have editions only in one language (English and Spanish) can make submissions as well. All submissions will be considered equally. Materials submitted in Spanish have all components digitally and physically available in Spanish (e.g., student edition, teacher edition, graphic organizers, videos, assessments, online interactive games and activities, additional resources, etc.) at the time of submission.

d. Additionally, instructional materials must be differentiated to support English Learners who are on a range of English proficiency. This item must be included in the evaluation criteria.

(4) Once the RFP process opens, there shall be no communication with vendors.

~~(3) After the procedures for the adoption of textbooks/instructional materials, which are subject to Board approval, have been followed, textbooks/instructional materials shall be selected by the Board for adoption. When the Board has adopted any textbooks/instructional materials for use in the schools, these shall not be changed for eight years thereafter.~~

(5) When a subject area is to be opened for adoption, a textbooks/instructional materials-evaluation committee of teachers shall be established to study and evaluate available materials and to make recommendations to the superintendent concerning textbooks/instructional materials adoptions for the subject area.

(6) When a subject area is to be opened for adoption, an invitation to participate in an advisory capacity shall be extended to all Milwaukee Public Schools parents. In addition, community organizations from various 6

locations in the city shall be invited to send parent representatives to special events. The group of advisors shall reflect ethnic and gender diversity and shall represent various locations of the city and the different school levels and programs. The advisory group shall also include appropriate representation for students with disabilities. An invitation to participate in this process shall be extended to all Milwaukee Public Schools parents. In addition, community organizations such as the city-wide PTA, La Causa, United Community Center, and Urban League shall be invited to send parent representatives.

(7) The parental advisory group for textbooks/instructional materials evaluation shall serve as an advisory — not a decision-making — body that will make recommendations, encourage brainstorming, and provide opportunities for parental involvement. It shall facilitate communication between and among the parents and parent organizations district-wide and serve as a forum for sharing innovations and culturally relevant best practices. Curriculum specialists shall review the findings and recommendations of the parent advisory group for textbooks/instructional materials evaluation prior to the Administration's recommendation of textbooks/instructional materials to the Board for adoption.

(8) Copies of the textbooks/instructional materials under consideration for adoption shall be made available for Board members, parents, and community members to review.

(9) Recommendations for textbooks/instructional materials adoptions shall be made in accordance with the following protocol:

(a) The textbooks/instructional materials evaluation committee shall present the recommendations for textbooks/instructional materials adoptions to the superintendent in a confidential report.

(b) After considering the confidential report and recommendations from each textbooks/instructional materials evaluation committee, the superintendent shall make his/her recommendation to the Board at a regular meeting of the Board . Final action on the textbooks/instructional materials adoption shall be taken within a timeframe that allows textbooks/instructional materials to be implemented at the beginning of the following school year.

(c) After the request for proposals process (RFP) closes, only Procurement staff may communicate with vendors.

(10) After the procedures for the adoption of textbooks/instructional materials, which are subject to Board approval, have been followed, textbooks/instructional materials shall be selected by the Board for adoption. When the Board has adopted any textbooks/instructional materials for use in the schools, these

shall not be changed for eight years thereafter.

Administrative Procedure 7.26

Textbooks/Instructional Materials Adoption

The following procedures shall be employed relative to textbooks/instructional materials adoptions.

(1) Opening Subject Areas for Textbooks/Instructional Materials Adoption

(a) In order to provide for a systematic re-evaluation of current textbooks/instructional materials needs as adoptions near expiration, the Superintendent shall report the subject areas, along with the titles of the textbooks/instructional materials for which adopted textbooks/instructional materials have been in use seven years or more and may be discontinued at the end of the following school year. The Superintendent's report shall include recommendations for each of the subject areas listed with respect to the budget process and:

- subject areas to be opened for textbooks/instructional materials adoption
- subject areas in which textbooks/instructional materials adoption is to be discontinued at the end of the following school year and no new adoption made.

(b) In addition to the recommendations concerning textbooks/instructional materials currently in use, the Superintendent may recommend opening for adoption study any subject areas in which no textbooks/instructional materials adoption is in effect but in which an adoption is considered desirable.

(c) Immediately following the Board's action, the Superintendent or his or her designee shall notify each principal of the action taken. Principals shall notify all teachers concerned which subject areas are open for textbooks/instructional materials adoption.

(d) Also following the Board action, a designated member of the Superintendent's staff shall notify the publishers of textbooks/instructional materials in the subject areas opened for adoption by the Board and through this official correspondence invite publishers to file samples of texts and related instructional materials with the Department of Curriculum and Instruction.

(2) Nomination of Textbooks/instructional materials Evaluation Committees

(a) Upon notification of the opening of a subject area for textbooks/instructional materials adoption, there shall be ample opportunity for teachers and other staff members to be nominated for, or to express interest in serving on, the textbooks/instructional materials evaluation committee for the subject area.

(b) Nominations for and expressions of interest in serving on textbooks/instructional materials evaluation committees will be obtained through a form provided by the designated member of the Superintendent's staff.

(c) In elementary schools, a faculty may nominate members of its own group or staff members from other schools, or it may offer no nominations if it so chooses.

(d) In secondary schools, the same provisions will apply at the departmental level.

(e) Principals and supervisors may submit nominations.

(f) Individual staff members may express an interest in serving on textbooks/instructional materials evaluation committees.

(g) All committees must include bilingual, immersion, English as a Second Language, and special education teachers.

(3) Appointment of Textbooks/instructional materials Evaluation Committees

(a) Textbooks/instructional materials evaluation committees shall be appointed by the Superintendent or his or her designee. In making the appointments, the Superintendent shall be guided by, but not limited to, the list of nominations for, and individual expressions of interest in serving on, the textbooks/instructional materials evaluation committee. In appointing textbooks/instructional materials evaluation committees, the Superintendent shall be guided by the following factors:

1. Relative to nominees: experience, appointment to the professional staff, qualifications in subject area and/or grade level, and recommendations.
2. Relative to composition of the committee: city-wide representation, charter school representation, representation of all levels concerned, including bilingual, immersion,

English as a Second Language, and special education representation, when a series is under consideration, and gender and ethnic balance on each committee as far as possible.

(b) Optimally, a textbooks/instructional materials evaluation committee will comprise approximately 12 members, at least three-fourths of whom will be teachers.

(4) Responsibilities and Procedures of the Textbooks/instructional materials Evaluation Committees

(a) The textbooks/instructional materials evaluation committee shall study and evaluate available materials and make recommendations to the Superintendent concerning the subject area concerned.

(b) Each textbooks/instructional materials subject committee shall elect its own chairperson and shall determine its own methods of procedure, except as herein stated.

(c) The curriculum specialists ~~textbooks/instructional materials evaluation committee~~ shall establish criteria by which the available materials are evaluated. A written copy of these criteria shall be placed on file in the Department of Curriculum and Instruction. The criteria used for selection should be made known to the publishers' representatives.

(d) Evaluation criteria must include the following items in addition to culturally responsive and content-specific descriptors.

1. Instructional materials are differentiated to support English Learners who are on a range of English proficiency.
2. Materials attend to oral language development.
3. All components (100% parity) of materials are available in Spanish (e.g., student edition, teacher edition, assessments, graphic organizers, videos, online interactive games and activities, additional resources, etc.).
4. The Spanish used is free of errors and reflects authentic Spanish language usage

(e) The curriculum specialists ~~textbooks/instructional materials evaluation committee~~ shall solicit reactions and assistance regarding the subject areas under consideration from staff personnel concerned through appropriate avenues, such as:

1. announcements to all schools, inviting written reactions and suggestions;
2. meetings with department chairpersons concerned as a staff group;
3. meetings with various curriculum committees concerned;
4. meetings with curriculum councils;
5. meetings with various subject-matter consultants as desired, including reading specialists;
6. meetings with publishers' representatives;
7. open meetings with personnel concerned; and
8. balloting by teachers concerned on a city-wide basis.

(f) It is the responsibility of every member of the committee to collectively ensure that the evaluation is conducted in an impartial, objective and professional manner, and that the same level of effort is extended to the evaluation of all proposals being reviewed. Therefore, the textbooks/instructional materials evaluation committee is bound by the district's ethics policy and abides by the responsibilities outlined below.

1. Committee members should independently and thoroughly review the materials prior to an evaluation team committee meeting. Each member must preliminarily score the proposals in all areas prior to the committee meeting.
2. At the evaluation team committee meeting, all members are to have a robust discussion about the proposals to ensure they are fully evaluated from many perspectives. Each committee's chair must ensure that each committee member participates in the discussions. The committee must discuss all areas to be evaluated. Once full discussion has taken place, individuals may adjust their preliminary scores based on the discussion.
3. To preserve the integrity of the evaluation process, the following rules of confidentiality must be observed:
   - Committee members must not communicate with others outside of the evaluation committee on the nature or content of the materials, deliberations, vendor presentations, or individual opinions about the vendor.
   - Committee members must not communicate with vendors about this project outside of any scheduled and sanctioned evaluation activity.
4. Individuals may not participate as a member of this committee if:

- they, or a member of their immediate family has, a financial interest pertaining to this procurement;
- they received a gift or gratuity of a value over $25.00 from any vendor in the last year; and
- they, or a member of their immediate family has, received payment from any vendor for work performed in the last 18 months.

(g) After the textbooks/instructional materials evaluation committee has studied and evaluated the available materials as indicated above, the committee shall determine ~~by secret ballot of its membership~~ the recommendations to be made to the Superintendent. The textbooks/instructional materials evaluation committee may exercise the following options in its recommendations to the Superintendent:

1. Recommend single, dual, or multiple adoptions to meet the varying needs of students and the needs of the instructional program;
2. Recommend no adoption for a designated subject area if the instructional program would be served better by listing acceptable s textbooks/instructional materials on an open list for selection and use by the various schools;
3. Recommend the use of other materials and media in addition to, or in lieu of, a regularly adopted text.

(f) Each textbooks/instructional materials evaluation committee shall keep a record (file) of proceedings and communications involved in the adoption process. This record, which shall include written analyses of the available material given consideration in the adoption and the basis for recommendations made to the Superintendent, shall be forwarded to the Superintendent together with the recommendations for the subject areas.

(g) Each textbooks/instructional materials evaluation committee shall be provided with sufficient opportunities to accomplish the evaluation and recommendation for selection of a textbooks/instructional materials adoption. These opportunities may include credit for work performed outside of the regular school day or the regular school year and/or released time in certain instances.

(5) Recommendations for Textbooks/instructional materials Adoptions

(a) The textbooks/instructional materials evaluation committees shall present the recommendations for textbooks/instructional materials adoptions to the Superintendent in confidential reports.

(b) After considering the confidential report and recommendation from each textbooks/instructional materials evaluation committee, the Superintendent shall make his/her recommendations to the Board at a regular meeting of the Board. Final action on textbooks/instructional materials adoption shall be taken within a timeframe that allows the adoption of the textbooks/instructional materials to be implemented at the beginning of the following school year.

(6) Communications with Publishers

(a) As per Administrative Policy 3.09, the purchase of professional services or goods valued at $50,000 or more, where performance of the services require creative and individual talents, scientific knowledge, special skills or training, artistic or professional skills, or is of a technical or experimental nature, the method of source selection shall be a competitive sealed proposal ("RFP" or "RFB") whose procedural formality may consider the anticipated amount, with less formality at lower dollar amounts, and higher formality at higher dollar amounts. The process is handled through the MPS Procurement Department in conjunction with the sponsoring department.

(b) From the time a bid or RFP is issued until a final award is made, vendors or their lobbyists are not permitted to have any communications with any District employees, officials, or members of the Board of School Directors regarding any bid or RFP other than through the designated contact person identified in the bid or RFP, or through testimony at public hearings.

(c) Vendors are expressly prohibited from offering gratuities of any kind, including meals, gifts, and trips, to officers, employees, or agents of MPS. Vendor incentives should be expressed in terms of quality, service, and price in their quotations. Violation of these conditions will constitute immediate disqualification from contract award.

(d) All procurements must fully comply with Administrative Policies 3.10, Historically Underutilized Business Program, and 3.13, Communities in Need initiative, which ensure competitive price quotations and participation by certified Historically Underutilized Businesses, COIN-certified individuals, and MPS students

(e) During the time in which the textbooks/instructional materials evaluation committees are being nominated, appointed, and organized, ~~a designated member of the Superintendent's staff~~ the Procurement Department shall communicate with the various publishers for the purpose of gathering all materials, price quotations, etc. for use by the textbooks/instructional materials evaluation committees. These materials, quotations, and correspondence are to be held on file by the Department of ~~Curriculum and Instruction~~ Procurement for use by the textbooks/instructional materials evaluation committees.

(f) Publishers' representatives shall not be permitted to solicit individual teachers, school leaders or other district administrative staff concerning a textbooks/instructional materials adoption in any school during the period of time a subject is opened for adoption, or to invite any teacher to a publisher-sponsored social event. ~~This rule does not apply to presentations of reference or library books.~~

(g) During preliminary screening, Sponsors, in collaboration with Procurement, confirm that vendors have not expressed disagreement with Spanish language requirements outlined in Administrative Policy 7.26. Vendors who are not in agreement with this requirement are to be disqualified and will not move forward to the committee for evaluation. Vendors moving forward to committees understand that they will be held to one of the statements below which will be included in their contract. The bilingual curriculum specialist is to be informed about vendors moving forward to committee.

1. For materials in the areas of math, science, and social studies: All components, at 100% parity and not through a Google translation, must be digitally and physically available in Spanish (e.g., student edition, teacher edition, graphic organizers, videos, assessments, online interactive games and activities, additional resources, etc.) by the end of the school year in which the adoption is set to begin.
2. For vendors who submit materials in Spanish within areas of literacy: All components must be digitally and physically available authentically in Spanish (e.g., student edition, teacher edition, graphic organizers, videos, assessments, online interactive games and activities, additional resources, etc.) at the time of submission

(h) After preliminary screening of the materials submitted by all publishers, the publishers' representatives of companies whose books are to be given further consideration by a textbooks/instructional materials evaluation committee may be given an opportunity to present their materials before a scheduled meeting of the committee concerned. Procurement shall coordinate any presentations for committees.

(7) Alterations or Revisions to Textbooks/instructional materials

(a) When any alterations or revisions shall have been made in any textbooks/instructional materials adopted in the Milwaukee Public Schools, the publishers shall send the Superintendent two copies of the altered or revised textbooks/instructional materials with marginal notes for approval if the publisher desires to furnish it in place of the adopted edition without an increase in price. In the event that the Superintendent approves, the revised textbooks/instructional materials may be used. Full credit allowance shall be given by the publisher if the old and the new books/instructional material(s) cannot be used side by side.

(b) No substitutions or revisions not in the nature of mere corrections shall be permitted, except by vote of the Board, and any unauthorized substitutions in the future shall, when discovered, give cause for either cancellation of the adoption by the Board or the return of such substituted textbooks/instructional materials, whether used or unused, to the publishers with a debit memo for the full cost of the books/instructional materials. In no event shall the use of a revised textbook/instructional material be considered as a new adoption or in any way extend the original adoption period.

(8) Printing, Mailing, and Other Expenses

Any expenses incurred by textbooks/instructional materials adoption committees (printing, mailing of forms, and other necessary expenditures) shall be borne by the Board.

(9) Textbooks/instructional materials Evaluation Criteria

~~(a) General criteria for textbooks/instructional materials evaluation are provided to the textbooks/instructional materials evaluation committees. These criteria are:~~

- ~~consistency with K-12 teaching and learning goals;~~
- ~~appropriate career information;~~
- ~~promotion of critical thinking;~~
- ~~recency of edition;~~
- ~~absence of sexism;~~

- ~~quality of binding;~~
- ~~multi-ethnic approach, including aligned materials for use in Spanish/bilingual classrooms that are comparable in content, quality, and rigor to those materials produced in English;~~
- ~~quality of cover;~~
- ~~freedom from bias;~~
- ~~clarity of format;~~
- ~~relevancy to curriculum;~~
- ~~durability of paper;~~
- ~~currency of material;~~
- ~~cost;~~
- ~~accuracy of material;~~
- ~~organization;~~
- ~~readability;~~
- ~~teaching aids;~~
- ~~author's qualifications; and~~
- ~~bibliography~~

~~(b) In addition, each textbooks/instructional materials evaluation committee will develop its own specific criteria applicable to the subject area under consideration.~~

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.26 - Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revision to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve revisions to the Administrative Policy and Procedure 7.26 Textbook/Instructional Materials Adoption. Your Committee further recommends an additional modification to Section (4) that clarifies that Procurement staff are allowed to communicate with vendors.

Approved with the roll call vote to approve the balance of the Commitees' reports.

* * * * *

(Item 3) Action on a Request to Revise Administrative Policies 6.34 and 8.48 on Acceptable Use Relative to Artificial Intelligence

Background

Milwaukee Public Schools acknowledges that technology is ever-changing and has a tremendous impact on our global society, local community, and classrooms. Artificial intelligence (AI), including generative forms of AI, is becoming more a part of our everyday lives. Generative AI tools present exciting opportunities for education including personalizing learning experiences, offering targeted support, and automating administrative tasks. It is our responsibility to educate and train students to utilize generative AI in an ethical and educational way. Updating our staff and student acceptable use policies and providing

guidance on the use of generative AI allows us to begin integrating AI responsibly and effectively within our schools.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.48 - Student Internet Safety Acceptable Use Policy (AUP)

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will make and publish the revised policy.

Committee's Recommendation

Your Committee recommends the Board approve action on a request to Revise Administrative Policies 6.34 and 8.48 on Acceptable Use Relative to Artificial Intelligence. Your Committee further recommends that the Administration bring forth a policy on Artificial Intelligence relative to district curriculum.

Approved with the roll call vote to approve the balance of the Commitees' reports.

* * * * *

(Item 4) Action on a Request to Approve Revisions to Administrative Policy 7.23 Intramural Programs

Background

The Administration recommends revisions to Administrative Policy 07.23: Intramural Programs to align more appropriately to the current structure of the district's offerings of organized sports at the elementary and middle school levels. The proposed revisions are as follows:

Administrative Policy 7.23
~~Intramural~~ Youth Sports Programs

(1) The Board believes that school-based sports constitute a part of the total ~~school program~~ educational experience. Accordingly, an ~~intramural~~ youth sports program, ~~as an outgrowth of physical education~~, shall be offered to elementary and middle school students to provide opportunities ~~for students~~ to compete in organized athletic activities ~~at their own levels of ability~~ with their grade level peers. Competition may take place within each school as well as on a city-wide basis, at the direction of the principal and the Department of Recreation and Community Services. .

~~(2) To the extent possible, the intramural program shall be conducted throughout the schools, with no selection criteria except for students under mandates of the Wisconsin Interscholastic Activities Association. The major thrust of the program shall be at the middle school level.~~

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.18 - Co-curricular and Interscholastic Programs

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 07.23: Intramural Programs.

Approved with the roll call vote to approve the balance of the Commitees' reports.

* * * * *

(Item 5) Action on a Request to Approve Revisions to Administrative Policy 7.24 Adult Enrichment Programs

Background

The Administration recommends revisions to Administrative Policy 07.24: Adult Enrichment Programs to align more appropriately to the current fee structure of the district's adult enrichment activities managed by the Department of Recreation and Community Services. Proposed revisions are as follows:

Administrative Policy 7.24
Adult Enrichment Programs

(1) The Board recognizes that it has an educational responsibility to the entire community. To the extent possible, ~~adult~~ enrichment programs ~~and courses~~ shall be provided to meet the needs and ~~special~~ interests of adults.

(2) ~~The various programs~~ Programs shall be supported by a combination of registration fees ~~and~~ materials fees and the Extension Fund. Activity fees are based on the Department of Recreation and Community Service's cost recovery program and are updated every two years. Fee increases cannot exceed $3 per activity during each biennial update. ~~recreation and extension funds. Specific recreation fees shall be determined by the Administration on the basis of instructional and materials costs, with the fee schedule approved by the Board.~~

(3) All adult enrichment programs shall be administered through the Department of Recreation and Community Services. ~~Division of Community Recreation.~~

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.18 - Co-curricular and Interscholastic Programs

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

The recommendation is that the Board approve the revisions to Administrative Policy 07.24: Adult Enrichment Programs.

Approved with the roll call vote to approve the balance of the Commitees' reports.

* * * * *

(Item 6) Action on a Request to Approve Revisions to Administrative Policy 7.11 Reading

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The Administration recommends revisions to Administrative Policy 7.11: Reading to add language consistent with ACT 20.

(1) Future Reading Adoptions

(a) Future reading adoptions for elementary schools should reflect the district's reading curriculum and research findings and provide choices, allowing schools to select from a recommended list of programs, materials, and approaches.

(b) The adopted reading program or materials should reflect the district's reading curriculum, developed by a broad base of school staff.

(2) Assessment of Progress

~~(a) Assessment of students' reading progress should place less emphasis on assessment of isolated skills and integrate reading, writing, thinking, speaking, and listening, including formal and informal measures in accordance with the district's assessment policy.~~

~~(b) The district should move towards a program which:~~

- ~~places less emphasis on assessment of isolated skills~~
- ~~integrates reading, writing, thinking, speaking and listening~~
- ~~emphasizes independent reading of a variety of reading materials.~~

All grades K4-3 students must be annually assessed in early literacy skills using the fundamental skills screening assessment selected by the Wisconsin Department of Public Instruction. Students enrolled in four-year-old kindergarten must be assessed at least two times per year on phonemic awareness and letter sound knowledge. Students in five-year-old kindergarten through 3rd grade must be assessed three times per year on phonemic awareness, decoding skills, alphabet knowledge, letter sound knowledge, and oral vocabulary.

The first test should happen within 45 calendar days of the school year's start, the second in the middle of the term, and the third 45 days before the end of the school year. Students identified as "at-risk", scoring below the 25th percentile on the screener, must be administered a diagnostic reading assessment within 10 days after the reading readiness screener and no later than the 2nd Friday of November.

Additionally, it is required that students identified as "at-risk" are given a personal reading plan that includes specific early literacy skill deficiencies, goals and benchmarks to measure progress, plan for monitoring progress, interventions and services that will be provided, the programming using science-based early reading instruction that will be used by staff to provide reading instruction to the student. If a student is suspected of having dyslexia, a diagnostic reading assessment must also be administered within 20 days of the request.

All assessment results and personal reading plans must be provided to parents/guardians. Additionally, the district's policy on promotion must include reading achievement criteria for promoting students from third grade to fourth grade

(3) Third-Grade Reading

All elementary schools shall be held accountable for all their children being able to read on grade level by the third grade.

Services and support are required for students struggling with reading but the policy does not compel schools to retain students in third grade who are reading below grade level. The following should be provided to students who have a personal reading plan in place in third grade but have not completed the plan:

(1) intensive instructional services;

(2) progress monitoring;

(3) supports to remediate identified areas of deficiency; and

(4) an intensive summer reading program every summer until the student scores at grade level in reading.

Students in a bilingual program will perform based on biliteracy trajectories, which account for their holistic performance in each language.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.11 - Reading

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommend that the Board approve the revisions to Administrative Policy 7.11 Reading.

Approved with the roll call vote to approve the balance of the Commitees' reports.

* * * * *

(Item 7) Action on a Request to Approve Revisions to Administrative Policy 6.31 Professional Research Activities - Certificated Staff

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The Administration recommends revisions to Administrative Policy 6.31 Professional Research Activities - Certificated Staff, to update alignment to the district mission, vision and priorities. Additionally, researchers will not directly solicit school leaders for participation. Participation in research is always voluntary in schools or other district facilities. The proposed revisions are as follows:

Administrative Policy 6.31
Professional Research Activities — Certificated Staff

(1) Research to be conducted in the schools should be appropriate and should not interfere with the major functions of the school. Using time of teachers and students in any research activity is an investment ~~by the school system which should increase effectiveness of the educational effort~~ and should promote and generally adhere to the district's mission and vision as expressed through the administration's priorities and goals.

(2) Requests involving research projects to be conducted in the Milwaukee Public Schools shall be reviewed for appropriateness by the Division of Research and Evaluation. ~~Following this review, the researchers must contact principals of selected schools to solicit participation in their investigations.~~

(3) School participation is always voluntary. The participation of staff members and students within participating schools district facilities is also voluntary.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.31 - Professional Research Activities - Certificated Staff

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 6.31 Professional Research Activities - Certificated Staff to the Board.

Approved with the roll call vote to approve the balance of the Commitees' reports.

* * * * *

(Item 8) Action on a Request to Approve Revisions to Administrative Policy and Administrative Procedure 6.17 Personal Property Loss: Staff

Background

The Administration recommends revisions to Administrative Policy and Administrative Procedure 06.17, Personal Property Loss: Staff, to provide clarity regarding the process and circumstances under which compensation may be provided for lost or damaged personal belongings during work duties.

The proposed revisions are as follows:

Administrative Policy 6.17: Personal Property Loss: Staff

~~Board employees shall be reimbursed against loss or damage incurred to personal property used in the course of employment. Reimbursement shall be subject to conditions established by the Administration.~~ Board employees may receive limited compensation for loss or damage incurred to personal belongings utilized during and for work duties. Such compensation is contingent upon the terms outlined in Administrative Procedure 6.17.

Administrative Procedure 6.17: Personal Property Loss: Staff

~~The Board is contractually obligated to reimburse employees against loss or damage incurred to personal property used in the course of employment. Through the arbitration process, that obligation has recently been interpreted and clarified. While any dispute over this language is subject to grievance procedure, the following guidelines are provided for the protection of employees and the protection of the Board.~~ Board employees may receive limited compensation for loss or damage incurred to personal belongings utilized during and for work duties

(1) Most, if not all, of the equipment and materials used in the course of employment are available through Milwaukee Public Schools(MPS). Before personal property is used, employees should contact the building administrator. It is the administrator's responsibility to see that these items are made available.

(a) Equipment and material generally available through MPS is listed below. This list is not exhaustive. Prior to utilizing personal property, the building administrator should be contacted about any item not listed. Needs should be anticipated to give the building administrator enough advance notice to obtain the items for classroom use.

• Desktop computer
• Laptop computer
• Computer printer
• Copier/Fax machine
• Overhead projectors
• Smartboard
• Two-way radio or classroom phone
• LCD Data projector
• Computer speakers
• Headsets
• Television set
• DVD/VCRVD/VCR

(~~2~~b) If the item is not available through ~~Milwaukee Public Schools~~(MPS), and it is necessary to use personal property, the building administrator must be notified to make special arrangements for securing the property from theft or damage, especially in areas with limited security ~~must be informed so that special arrangements, if necessary, can be made to secure the property from theft or damage. (This is especially vital in schools where classroom security is questionable.)~~

(2) Jewelry or cash will not be reimbursed under any circumstances

(3) Valuable personal property (e.g., equipment and materials which are prone to theft or damage) may not be left in the building overnight, unless secured and approved by the building administrator. ~~the summer.~~ Summer school, ~~summer~~ construction and repair projects, and other public access to ~~the schools~~ MPS buildings make security of personal property difficult. Persistence in leaving personal property at MPS buildings may limit an employee's right to reimbursement of loss or damaged personal property ~~at school over the summer will give rise to allegations of employee negligence.~~

(4) Personal belongings ~~property~~ left in ~~automobiles~~ vehicles ~~is~~ are not included ~~covered~~ for reimbursement under the Personal Property Loss ~~reimbursement~~ Policy and are not eligible for compensation. ~~nor is it compensable, with the exception of those items specifically mentioned in a contract.~~

(5) Theft, damage, or vandalism to personal vehicles is not a covered loss under the Personal Property Loss Policy.

(~~5~~6) The contractual reimbursement limit is up to ~~$150~~ $400 per incident; therefore, even if the item is reimbursable, any value over ~~$150~~ $400 will be the employee's loss and the employee assumes the risk of using such property. In addition, the more valuable the property, the greater the degree of care the employee must show in securing the item to avoid allegations of negligence.

(7) For reimbursement, the employee must submit a "Report of Personal Property Loss" (form). This form can be found on the employee web portal. Forms must be filled out completely and legibly and sent directly to the Department of Procurement & Risk Management. The original receipt must be submitted (copies and handwritten receipts are not acceptable). If the original receipt cannot be obtained, replacement receipts will be considered.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.17 - Personal Property Loss: Staff

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board of Governance will make and publish revisions to the policy and procedure.

Committee's Recommendation

Your Committee recommends the Board approve action on a request to Revise Administrative Policy and Administrative Procedure 06.17 Personal Property Loss: Staff, striking the word "contractual" from [former] Section (5).

Approved with the roll call vote to approve the balance of the Commitees' reports.

* * * * *

(Item 9) Action on a Request to Reaffirm Administrative Policy 6.32 Pepper Spray: Use of

Background

The Administration recommends that Administrative Policy 6.32, Pepper Spray: Use of, be reaffirmed.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.32 - Pepper Spray: Use of

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon Board approval, Administrative Policy 6.32 Pepper Spray: Use of, will remain as written.

Committee's Recommendation

Your Committee recommends reaffirmation of Administrative Policy 6.32 Pepper Spray: Use of.

Approved with the roll call vote to approve the balance of the Commitees' reports.

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Your Committee presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Report with Possible Action on Milwaukee Public Schools Department of Recreation and Community Services.

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The Milwaukee Public Schools Department of Recreation and Community Services (Milwaukee Recreation) was established in 1911 to enrich the lives of Milwaukee's youth, teens, adults, and seniors through recreational and educational opportunities.

Throughout the years, the department has worked to position itself as a leading provider of community recreation services. A team of 105 full-time employees and nearly 1,600 part-time employees hired annually as instructors, leaders, field attendants, umpires, and referees work to program more than 100 schools and community locations on an annual basis.

Primary functions of the department include Before & Afterschool Programs; Citywide Programs; Youth Sports & Interscholastic Athletics; Playgrounds & Community Centers; and Operations. During the winter/spring of 2024, Milwaukee Recreation provided multifaceted programming for individuals of all ages throughout the city of Milwaukee.

Mission, Vision, Values

Mission

To enrich and strengthen the community through memorable recreational and educational experiences for people of all ages and abilities.

Vision

To be the leading provider of high quality and affordable recreation and community services in Milwaukee.

Values

The following are the core values that drive the work and interactions with the team and customers:

Equity - Ensuring access to recreation services for all.

Accountability - Taking individual and collective responsibility.

Memorable Experiences - Creating special, distinctive recreation experiences.

Professional Staff - Employing staff who possess the core competencies of the department.

Quality Service Delivery - Exceeding customer expectations through responsive and respectful service delivery.

Sense of Community - Providing services that encourage personal connections and relationships.

Collaboration and Partnerships - Fostering and maintaining partnerships with individuals and organizations that benefit the community

Programs & Services

- After school programs
- Citywide programs
- Elementary, middle- and high school sports
- Playgrounds and community centers
- Recreation operations
- 97 full-time staff
- 1600+ part-time staff

Youth Sports School-Based Leagues

237 Fall Teams (2023)

(2018 = 214; 2019 = 210; 2020 = Covid; 2021 = 145; 2022 = 193)
Elementary & Middle School:
- Coed Cross Country (MS)
- Coed Flag Football (Elem. & MS)
- Girls Basketball (Elem. & MS)
- Coed Soccer (Elem.)
- Coed Volleyball (Elem.)

454 Winter Teams ('23-'24)

(2018-19 = 380; 2019-20 = 334; 2020-21 = Covid; 2021-22 = 321; 2022-23 = 370)
Elementary & Middle School:
- Boys/Coed Basketball (Elem. & MS)
- Coed/Girls Volleyball (Elem. & MS)
- Coed Cheerleading (Elem. & MS)
- Coed Indoor Soccer (Elem. & MS)

242 Spring Teams (2024)

(2019 = 181; 2020 = 186; 2021 = Covid; 2022 = 159; 2023 = 205)
Elementary & Middle School:
- Coed/Girls Soccer (Elem. & MS)
- Coed Softball (Elem. & MS)
- Coed T-Ball (Elem.)
- Coed Track & Field (MS)
- Coed Tennis (MS)

Youth Sports Special Events

- City-wide Girls Basketball Tournament – 13 teams
- Cheer Showcase – 14 Teams
- City-wide Co-ed Volleyball Tournament – 38 teams
- March of Champions Tournament – 72 Teams across three divisions
- Ultimate Sports Day
    - Partnership with MYSA
    - 13 sports/244 Registrations

Challenges/Opportunities

Challenges:

- Facility Space/Facility Updates
- Part-time staffing
- Growing officiating/coaching pools
- Practice space for schools
- Student transportation (games/practices)

Opportunities:

- Sports standards for all schools (min. 1 sport/season)
- Growth of high school student workers
- School allocations for equipment & uniforms
- Greater synergy between elementary/middle schools and HS athletic programs

On the Horizon

- Online student registration for youth sports
- New sports league opportunities (MS Boys Volleyball, MS Golf, MS Kickball, and Elem. Tennis)

- Development of school-based sports guidebook
- Partnerships with local youth sports organizations to host coaching and athlete developmental clinics
- Strengthen relationship between Youth Sports and High School Athletics

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 9.04 - Community Involvement in Decision Making

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 2) Report with Possible Action on MPS Alumni Engagement

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Milwaukee Public Schools alumni have made a significant impact on our community and the world around us. The MPS Alumni Association works to connect, organize, and support our former students in their professional endeavors. The Department of Strategic Partnerships and Customer Service works to keep MPS alums informed about work being done in our schools, our community, and provide opportunities for alumni to socialize and network. Across the district, MPS high schools have formed school-based associations and foundations to foster pride, loyalty, and a lifelong commitment to their school while encouraging continued relationships among graduates.

MPS Alumni

• The MPS Alumni Association works to connect, organize, and support our former students in their professional endeavors, and help them stay connected to our schools and community, while providing opportunities to socialize and network.

• MPS high schools also have school-based associations and foundations that foster pride, loyalty, and a lifelong commitment to our schools while encouraging continued relationships among graduates.

Alumni Engagement Goals

•Strengthen alumni connections and networking
•Foster engagement to support ongoing student success
•Invite partnerships to support district efforts
•Acknowledge the personal and professional achievements of alumni •Mobilize alums to serve as champions in the community

Alumni Communication Tools

- Alumni Hub webpage offers up to date information relevant to MPS alumni
- Hero's Among Us
- Alumni Spotlights
- Alumni Owned Business Directory
- Alumni Newsletter
- MPS Alumni Facebook Page

Alumni Associations and Events

- Association Meet and Greets
- Reunions
- Business Meetings
- Mentoring/Volunteer Opportunities
- Campus Clean-ups
- Donations-MPS Foundation
- Central Office Display Case

Plans to Grow Alumni Connections

- Increase visibility to attract more alumni
- Continue to bridge the relationship with MPS Foundation to increase alumni giving and stewardship
- Capture new high school and college graduates to better maintain life-long connections with the district
- Create an alumni center to house valuable memorabilia
- Increase mentorship and volunteerism

Strategic Plan Compatibility Statement

Alumni Engagement Goals
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

None

Implementation and Assessment Plan

None

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(Item 3) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

LRE Report

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the

regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

Indicator #1 Graduation Rates
Indicator #2 Drop-Out Rates
Indicator #3 Assessments
Indicator #4 Suspension/Expulsion
Indicator #5 Educational Placement Ages 6-21
Indicator #6 Educational Placements Ages 3-5
Indicator #7 Preschool Outcomes
Indicator #8 Parent Involvement
Indicator #9 Inappropriate Identification in Special Education
Indicator #10 Inappropriate Identification in Specific Disabilities Categories
Indicator #11 Timely Evaluation
Indicator #12 Preschool Transition Part C, Part B
Indicator #13 Transition Goals Ages 16 and over
Indicator #14 Post School Outcomes
Indicator #15 Resolution Sessions
Indicator #16 Mediation
Indicator #17 State Systemic Improvement Plan

LRE for Higher Outcomes

As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports to the Administration bi-annually, students who are receiving special education services in the least restrictive environment. The Department of Specialized Service's plan is to educate students with disabilities, in accordance with their individual education program (IEP), in the regular education environment with their non-disabled peers.

LRE Data

Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provide each school district with the target in each of the following categories:

Indicator 5A Percent of students ages 6 through 21 with IEPs who are served inside the regular class 80% or more of the day

Indicator 5B Percent of students ages 6 through 21 with IEPs who are served inside the regular class less than 40% of the day

Indicator 5C Percent of students ages 6 through 21 with IEPs who are served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS's LRE data-relative services to the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have an IEPs, including speech and language services. The attached reports include the district's information as well as each school's percentage.

State of Wisconsin Target	5 A:	5B:	5 C:
	70.00%	7.90%	0.95%
MPS May 2023	87.25%	11.46%	0.17%
MPS September 2023	87.37%	11.10%	0.16%
MPS October 2023	87.62%	11.12%	0.15%
MPS November 2023	87.73%	11.07%	0.17%
MPS December 2023	87.81%	11.06%	0.15%
MPS January 2024	87.76%	11.15%	0.15%
MPS February 2024	87.94%	11.03%	0.16%
MPS March 2024	88.09%	11.07%	0.15%
MPS April 2024	88.06%	11.06%	0.14%
MPS May 2024	88.12%	10.97%	0.14%

School Counts

Indicator 5 Totals by School	Code A		Code B		Code C		Total
School	Count	%	Count	%	Count	%	Count
ACAD OF ACCELERATED LEARNING	50	64.10%	28	35.90%	0		78
ALBA	79	100.00%	0		0		79
ALCOTT SCHOOL	55	94.83%	3	5.17%	0		58
ALLEN-FIELD SCHOOL	112	94.92%	6	5.08%	0		118
ALLIANCE SCHOOL	46	93.88%	3	6.12%	0		49
ASSATA HS	12	100.00%	0		0		12
AUDUBON HS	98	77.78%	28	22.22%	0		126
AUDUBON TECH & COMM CTR MS	79	82.29%	17	17.71%	0		96
AUER AVENUE SCHOOL	30	100.00%	0		0		30
BANNER PREP SCHOOL OF MILW	16	100.00%	0		0		16
BARBEE MONTESSORI SCHOOL	44	95.65%	2	4.35%	0		46
BARTON SCHOOL	57	100.00%	0		0		57
BAY VIEW HS	189	86.70%	29	13.30%	0		218
BAY VIEW MONTESSORI SCHOOL	50	100.00%	0		0		50
BETHUNE ACADEMY	84	87.50%	12	12.50%	0		96
BRADLEY TECHNOLOGY AND TRADE	166	93.79%	11	6.21%	0		177
BROWN STREET SCHOOL	59	100.00%	0		0		59
BROWNING SCHOOL	49	89.09%	6	10.91%	0		55
BRUCE SCHOOL	39	100.00%	0		0		39
BRYANT SCHOOL	36	70.59%	15	29.41%	0		51
BURBANK SCHOOL	86	77.48%	25	22.52%	0		111
BURDICK SCHOOL	76	95.00%	4	5.00%	0		80
CARMEN HS SOUTH CAMPUS	33	100.00%	0		0		33
CARMEN NORTHWEST CAMPUS	82	100.00%	0		0		82
CARMEN SOUTHEAST CAMPUS	75	100.00%	0		0		75
CARSON ACADEMY	60	98.36%	1	1.64%	0		61
CARVER ACADEMY	55	100.00%	0		0		55
CASS STREET SCHOOL	48	100.00%	0		0		48
CLARKE STREET SCHOOL	39	100.00%	0		0		39
CLEMENS SCHOOL	49	85.96%	8	14.04%	0		57
CLEMENT AVENUE SCHOOL	55	100.00%	0		0		55
CONGRESS SCHOOL	85	80.19%	21	19.81%	0		106
COOPER SCHOOL	56	84.85%	10	15.15%	0		66
CRAIG MONTESSORI SCHOOL	25	100.00%	0		0		25
CURTIN LEADERSHIP ACADEMY	49	100.00%	0		0		49
DOERFLER SCHOOL	93	100.00%	0		0		93
DOUGLAS MS	25	100.00%	0		0		25
EIGHTY-FIRST STREET SCHOOL	53	67.09%	26	32.91%	0		79
ELM CREATIVE ARTS SCHOOL	45	100.00%	0		0		45
EMERSON SCHOOL	39	90.70%	4	9.30%	0		43

Indicator 5 Totals by School	Code A		Code B		Code C		Total
School	Count	%	Count	%	Count	%	Count
ENGLEBURG SCHOOL	54	63.53%	31	36.47%	0		85
FAIRVIEW SCHOOL	100	82.64%	21	17.36%	0		121
FERNWOOD MONTESSORI SCHOOL	76	100.00%	0		0		76
FIFTY-THIRD STREET SCHOOL	73	87.95%	10	12.05%	0		83
FOREST HOME AVENUE SCHOOL	121	76.58%	37	23.42%	0		158
FRANKLIN SCHOOL	41	60.29%	27	39.71%	0		68
FRATNEY SCHOOL	43	100.00%	0		0		43
GAENSLEN SCHOOL	205	69.73%	89	30.27%	0		294
GARLAND SCHOOL	81	100.00%	0		0		81
GOLDA MEIR SCHOOL	93	97.89%	2	2.11%	0		95
GOODRICH SCHOOL	49	76.56%	15	23.44%	0		64
GRANDVIEW HS	23	100.00%	0		0		23
GRANT GORDON LEARNING CENTER	0		0			0	0
GRANT SCHOOL	58	95.08%	3	4.92%	0		61
GRANTOSA DRIVE SCHOOL	65	70.65%	27	29.35%	0		92
GREEN TREE PREPARATORY AC.	51	98.08%	1	1.92%	0		52
GREENFIELD SCHOOL	88	93.62%	6	6.38%	0		94
GROPPI HS	31	93.94%	2	6.06%	0		33
HAMILTON HS	189	75.60%	60	24.00%	1	0.40%	250
HAMPTON SCHOOL	35	83.33%	7	16.67%	0		42
HAROLD S. VINCENT SCHOOL OF AGRICULTURAL SCIENCE	90	75.00%	30	25.00%	0		120
HARTFORD UNIVERSITY SCHOOL	62	100.00%	0		0		62
HAWLEY ENVIRONMENTAL SCHOOL	57	100.00%	0		0		57
HAWTHORNE SCHOOL	53	100.00%	0		0		53
HAYES BILINGUAL SCHOOL	102	91.89%	9	8.11%	0		111
HIGHLAND COMMUNITY SCHOOL	81	100.00%	0		0		81
HI-MOUNT SCHOOL	28	100.00%	0		0		28
HMONG AMERICAN PEACE ACAD	75	100.00%	0		0		75
HOLMES SCHOOL	56	100.00%	0		0		56
HONEY CREEK SCHOOL	46	77.97%	13	22.03%	0		59
HOPKINS LLOYD SCHOOL	26	100.00%	0		0		26
HUMBOLDT PARK SCHOOL	94	100.00%	0		0		94
I.D.E.A.L	54	100.00%	0		0		54
JACKSON SCHOOL	41	95.35%	2	4.65%	0		43
KAGEL SCHOOL	31	77.50%	9	22.50%	0		40
KEEFE AVENUE SCHOOL	26	100.00%	0		0		26
KILBOURN SCHOOL	42	100.00%	0		0		42
KING ES	46	100.00%	0		0		46
KING IB HS	118	78.67%	32	21.33%	0		150
KING IB MS	46	100.00%	0		0		46
KLUGE SCHOOL	68	87.18%	10	12.82%	0		78
LA CAUSA CHARTER SCHOOL	71	100.00%	0		0		71
LAD LAKE SYNERGY	9	100.00%	0			0	9

Indicator 5 Totals by School	Code A		Code B		Code C		Total
School	Count	%	Count	%	Count	%	Count
LAFOLLETTE SCHOOL	38	88.37%	5	11.63%	0		43
LANCASTER SCHOOL	33	94.29%	2	5.71%	0		35
LINCOLN AVENUE SCHOOL	67	98.53%	1	1.47%	0		68
LINCOLN CENTER OF THE ARTS	68	100.00%	0		0		68
LONGFELLOW SCHOOL	116	84.67%	21	15.33%	0		137
LOWELL SCHOOL	30	100.00%	0		0		30
MACDOWELL MONTESSORI SCHOOL	120	96.00%	4	3.20%	1	0.80%	125
MADISON ACADEMIC HS	118	86.13%	19	13.87%	0		137
MANITOBA SCHOOL	70	76.09%	18	19.57%	4	4.35%	92
MAPLE TREE SCHOOL	24	96.00%	1	4.00%	0		25
MARSHALL HS	143	66.82%	70	32.71%	1	0.47%	214
MARYLAND AV MONTESSORI	72	100.00%	0		0		72
MATC EMERGING SCHOLARS PROGRAM	3	100.00%	0			0	3
METCALFE SCHOOL	52	100.00%	0		0		52
MILW ACAD OF CHINESE LANG	56	100.00%	0		0		56
MILW CO YOUTH EDUC CENTER	7	100.00%	0			0	7
MILW COLLEGE PREP - 36 ST	39	100.00%	0		0		39
MILW COLLEGE PREP - 38 ST	55	100.00%	0		0		55
MILW COLLEGE PREP - LLOYD ST	52	100.00%	0		0		52
MILW COLLEGE PREP - NORTH	57	100.00%	0		0		57
MILW ENVIRONMENTAL SCIENCES	27	100.00%	0		0		27
MILW EXCELLENCE CHARTER	34	100.00%	0		0		34
MILW FRENCH IMMERSION SCHOOL	34	97.14%	1	2.86%	0		35
MILW GERMAN IMMERSION SCHOOL	46	90.20%	5	9.80%	0		51
MILW HS - ARTS	115	71.43%	46	28.57%	0		161
MILW PARKSIDE SCHOOL	121	81.21%	28	18.79%	0		149
MILW SCHOOL OF LANGUAGES	88	61.54%	55	38.46%	0		143
MILW SIGN LANGUAGE SCHOOL	65	91.55%	6	8.45%	0		71
MILW SPANISH IMMERSION SCHOOL	61	82.43%	13	17.57%	0		74
MILWAUKEE VIRTUAL EDUCATION PROGRAM	5	100.00%	0			0	5
MITCHELL SCHOOL	110	100.00%	0		0		110
MORGANDALE SCHOOL	92	98.92%	1	1.08%	0		93
MORSE MS	59	84.29%	11	15.71%	0		70
NEESKARA SCHOOL	68	86.08%	11	13.92%	0		79
NEXT DOOR FOUNDATION	0		0			0	0
NINETY-FIFTH STREET SCHOOL	51	94.44%	3	5.56%	0		54
NORTH HS	80	83.33%	16	16.67%	0		96

Indicator 5 Totals by School	Code A		Code B		Code C		Total
School	Count	%	Count	%	Count	%	Count
NOVA HS	21	100.00%	0		0		21
OBAMA SCTE	167	87.89%	22	11.58%	1	0.53%	190
PARKVIEW SCHOOL	48	97.96%	1	2.04%	0		49
PRATT SCHOOL	50	98.04%	1	1.96%	0		51
PROJECT STAY HS	22	100.00%	0		0		22
PULASKI HS	184	87.20%	27	12.80%	0		211
REAGAN HS	126	92.65%	9	6.62%	1	0.74%	136
RILEY DUAL LANGUAGE MONTESSORI SCHOOL	30	100.00%	0		0		30
RIVER TRAIL SCHOOL OF AGRICULTURAL SCIENCE	75	90.36%	8	9.64%	0		83
RIVERSIDE UNIVERSITY HS	150	66.37%	76	33.63%	0		226
RIVERWEST SCHOOL	58	98.31%	1	1.69%	0		59
ROGERS STREET ACADEMY	76	96.20%	3	3.80%	0		79
ROOSEVELT MS	54	100.00%	0		0		54
SHALOM HS	17	100.00%	0		0		17
SHERMAN SCHOOL	42	95.45%	1	2.27%	1	2.27%	44
SIEFERT SCHOOL	27	100.00%	0		0		27
SOUTH ACCELERATED ACADEMY	10	100.00%	0		0		10
SOUTH DIVISION HS	124	72.09%	48	27.91%	0		172
SOUTHEASTERN EDUCATION CENTER	5	100.00%	0			0	5
SPED - SERVICES	7	53.85%	0		6	46.15%	13
STARMS DISCOVERY SCHOOL	52	100.00%	0		0		52
STARMS EARLY CHILDHOOD	20	100.00%	0		0		20
STORY SCHOOL	38	100.00%	0		0		38
STUART SCHOOL	45	100.00%	0		0		45
THOREAU SCHOOL	59	93.65%	4	6.35%	0		63
THURSTON WOODS SCHOOL	45	91.84%	4	8.16%	0		49
TOWNSEND STREET SCHOOL	40	100.00%	0		0		40
TRANSITION HS	30	100.00%	0		0		30
TROWBRIDGE SCHOOL	37	86.05%	6	13.95%	0		43
VICTORY SCHOOL	43	100.00%	0		0		43
VIEAU SCHOOL	134	100.00%	0		0		134
VINCENT ACCELERATED ACADEMY	13	100.00%	0		0		13
WASHINGTON - DTC	0		9	100.00%		0	9
WEDGEWOOD PARK SCHOOL	84	88.42%	11	11.58%	0		95
WESTSIDE ACADEMY	33	100.00%	0		0		33
WHITMAN SCHOOL	61	78.21%	17	21.79%	0		78
WHITTIER SCHOOL	20	100.00%	0		0		20
WHS OF INFORMATION TECHNOLOGY	78	86.67%	12	13.33%	0		90
WIS CONSERVATORY LIFELONG LRNG	60	89.55%	7	10.45%	0		67
ZABLOCKI SCHOOL	65	100.00%	0		0		65
Grand Total:	9802	88.12%	1306	11.74%	16	0.14%	11124

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.01 - Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Report with Possible Action on the Deaf and Hard of Hearing (D/HH) Task Force

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

At the April 20, 2023 Board Meeting, Resolution 2223R-018 by Directors Peterson and Herndon on the creation of a D/HH Task Force for major review of MPS's D/HH program was approved. It was further recommended that the Administration provide regular reports to the board during meetings of the Committee on Student Achievement and School Innovation (SASI), beginning on June 8, 2023. It was further recommended that the Administration provide regular reports to the board. The June 13, 2024 report to SASI includes an overview of the task force's meeting schedule, subcommittee breakdown, and progress thus far.

Two Goals/Phases

Goal/Phase 1

- To survey key stakeholders (parents, students, staff, Deaf community)
- To conduct a thorough review of
  - o Current state of the MPS D/HH program and of other programs around Wisconsin and the country
  - o Current Deaf education research

Goal/Phase 2

- To develop recommendations for future programming

Obstacles

- Survey creation and distribution to all stakeholders outlined in the resolution has been challenging
  - o Question selection
  - o Formatting
  - o Considerations for messaging
- Participation has slowed over the past couple of months in particular

Early Outcomes

- Phase 1 is nearly complete . . .

• Surveys
o Distributed on 5/28/24
- Parents of current and former D/HH students (going back four years)
- MPS teachers and interpreters
- University staff
- Speech and language pathologists
- Paraprofessionals
- Audiologists
- Psychologists and social workers

Plan for Fall

• Resuming full task force meetings in September
• Analysis of gathered research, program information, and survey results
• Shifting to Phase 2 and recommendations.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

The fiscal impact will be estimated in the full plan and reported back to the Board after completion of the review.

Implementation and Assessment Plan

N/A

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(Item 2) Report with Possible Action on Equity End-of-Year Report June 2024

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The MPS framework to equity is aligned to Administrative Policy 1.06, Equity in MPS; Administrative Procedure 1.06, Efforts to Achieve Equity; and the MPS Five Priorities for Success. This framework is flexible and adaptable to meet all students', staff members', and families' diverse equity, access, and inclusion needs.

The Equity End-of-Year Report reflects highlights of the student-centered work that has been engaged in collaboratively by the departments and/or areas within the departments of Black and Latino Males Achievement (BLMA), Positive Behavioral Interventions and Supports (PBIS), Restorative Practices (RP), Gender and Identity Inclusion (GII), and Equity, Access, and Inclusion. In addition, examples of student-centered equity efforts in the Office of Academics, Office of School Administration, Office of Finance, and Office of Human Resources are highlighted to reflect the continuous growth and development of cross-departmental collaborations to increase student, family, and staff engagement, value student voice, provide leadership building experiences, promote academic achievement, expand, deepen, and diversify learning and enrichment opportunities, and support students' and families' diverse cultural and linguistic needs and interests.

Definitions

Equity is defined as an allocation of district resources, supports, and opportunities that is based on the needs of students and staff.

Equity lens is defined as a point of view used to acknowledge the disparities that impact historically marginalized groups and to identify priorities based on the areas of greatest needs. These needs will drive district priorities for the most equitable distribution of resources, supports, and opportunities.

Culturally responsive practices are defined as beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students' lived experiences and learning styles to ensure student achievement.

Academic Highlights

Student-Centered Literacy and Numeracy Activities

- Poetry Showcase
- Seal of Biliteracy
- Music
- Central Reads
- In-class numeracy Counting Collections modeling
- Virtual learning opportunities

Supporting Data

• Over 150 students across all grade levels submitted original poems for the second Poetry Showcase. Selected poems were presented in person or virtually in English and Spanish.

• Over 200 seniors from 12 high schools representing 15 languages pursued the Seal of Biliteracy. The languages are American Sign Language, Burmese, Chin, French, German, Hmong, Igbo, Karen, Lao, Maay Maay, Rohingya, Somali, Spanish, Swahili, and Twi.

• Ninety-two percent of students had music classes, and 90 schools had new musical instruments. Currently, 122 music staff members serve schools. Over 400 students performed at the Wisconsin State Music Association Solo and Ensemble event, with more than 100 students advancing to perform at the state competition. At the 50th Biennial Music Festival, over 5,000 students performed as part of a vocal or instrumental group.

• A total of 3,360 K5–grade 5 students who were enrolled in 17 schools received enriched and enhanced literacy instruction from their classroom teachers who participated in Central Reads professional development opportunities.

• Over 4,600 pre-K–grade 2 students in 64 schools benefited from in-classroom modeling of the Counting Collections curriculum by the mathematics team.

• This year, 98 K4–grade 5 students, 159 grades 6–8 students, and 616 grades 9–12 students were enrolled in the district's MPS Virtual Program (MVP). Also this year, 75 participating seniors graduated from the MPS Virtual Program.

• Over 100 students in grades 5–12 were enrolled in the Milwaukee Virtual Education Program (MVEP). Middle and high school dual-enrollment courses were available.

College and Career Readiness Highlights

Student-Centered Opportunities

- Grade 8 high school selection fair
- STEM
- College and community connections
- Financial Literacy
- College tours
- Summer Academy

Supporting Data

• All grade 8 students in the district attended the high school selection fair.

• All students had opportunities to participate in the Career and Technical Education STEM Partners Showcase and/or MPS STEM Fair. In total, 114 students in K–grade 12 representing 38 schools participated in the CTE STEM Partners Showcase, and 592 students in K–grade 12 representing 49 schools participated in the STEM Fair.

• High school students had opportunities to participate in credit-bearing college courses, internships, apprenticeships, work-study, ROTC, school-to-work, and other pre-graduation opportunities.

• All high schools offered personal finance courses. Currently, 121 sections of personal finance are offered to students. Extended learning opportunities include Reality Check Day, Stock Market Game, Finance and Investment Bowl, Family Financial Literacy Night, and Financial Literacy Month.

• College tours were planned to meet the diverse needs of students, especially those who are students of color and/or first-generation college attendees. Over 4,000 students have participated in a variety of in-state and out-of-state college tours.

• Summer Academy provides academic and enrichment opportunities to elementary, middle, and high school students. In 2023, over 2,700 students completed courses, 36 students earned college credit, 145 students graduated, students completed 171 courses in Virtual Night School, and students participated in a variety of extended learning adventures that included topics such as archaeology, paleontology, farm life, arts-integrated activities, gardening, and culinary arts.

Social and Emotional Learning Highlights

Multi-Tiered System of Support

- Black and Latino Male Achievement
- Success Center
- Positive Behavioral Interventions and Supports
- Mental health and Wellness

Supporting Data

• Through its mentoring support, Black and Latino Male Achievement served 13 schools and 220 students. Thirteen schools and 40 students participated in ambassador opportunities, 16 schools and 320 students benefited from being a part of the buddies initiative, and 240 students at 6 schools participated in the Manhood Development Academy.

• Individualized academic and social-emotional support was offered at the Success Center to over 120 students in grades 3–12, representing over 60 schools.

• Positive Behavioral Interventions and Supports is implemented schoolwide in all 156 schools in differentiated ways to build and sustain relationships and culture and climate. Staff members engaged 1,357 students in Brain Breaks, 1,446 students in engagement opportunities, and 450 students in the 5:1 strategy. Over 4,670 students received Tier 2 support, and over 470 students received Tier 3 support.

• A variety of programs support social-emotional learning and mental health and wellness. These programs include Second Step taught at all schools with K4–grade 8 students. The School Community Partnership for Mental Health (SCPMH) provides a range of services from licensed clinicians. As of April this year, 539 students attending 38 schools received individual therapy. For six schools participating in MPS RISE efforts, students have become mindful mentors and/or learned how to implement the Zones of Regulation curriculum.

Strategies and Supports for Students Highlights

Enrichment/Student Voice Activities

- Gender and Identity Inclusion: LGBTQ+ and Girls of Color
- Community Learning Centers
- Passport to Summer Reading
- Student Leadership Summit
- Advanced learning camps

Supporting Data

• Gender/Sexuality Alliances are active in over 40 schools, and through the Open Books Donation Initiative, 135 schools received LGBTQ-inclusive books. • Fifteen schools launched the Girls of Color Pilot Partnership Program, over 300 students participated in Denim Day, 20 schools engaged in the Girls on the Run program, and over 200 students attended the movie The Color Purple and the play Khloe's Beautiful Blues.

• Community Learning Centers served 4,887 students in K4–grade 12 at 41 schools throughout the 2022–23 school year and 3,094 students at 39 sites in summer 2023. Educational, recreational, and social

activities included academic enrichment, youth development, college and career readiness, social and emotional learning, technology, performing and visual arts, recreation, and family engagement.

• Passport to Summer Reading was piloted in summer 2023. Over 100 books were distributed to families. This summer, from June to August, the first 25 families to attend may pick up a free picture book from designated locations such as Juneteenth Celebration on King Drive, Summerfest, and Gee's Clippers. Each book includes a QR code that links to a video of the book being read aloud.

• Over 380 students in grades 6–12, representing over 20 schools, participated in the annual fall and/or spring Student Leadership Summit. Students identified a problem of practice and made recommendations based on input from their peers.

• In the fall and spring, over 100 students in K–grade 5 representing 20 schools participated in advanced learning camps. A two-week advanced learning summer camp is held for 60 students in grades 1–5.

Equity, Access, and Inclusion Additional Highlights

Restorative Practices

Over 4,750 contacts were made with students in 5 schools that receive direct coaching from restorative practices practitioners four days per week. In addition, over 330 students in 19 additional schools engaged in restorative practices.

ACCESS for English Language Learners

Seventy-five schools had 95% or higher student test participation. MPS 2024 Districtwide Spelling Bee Finals Students in grades 3–10 submitted 92 designs for the T-shirt design contest.

Thirty-eight schools, grades 3–10, engaged in the spelling bee; participants included 280 first-place finalists and second-place alternates. Over 1,000 attended in person, and over 180,000 viewed TMJ4 or MPS livestreams.

Student-Created Equity Evaluation Tool/Research 101 Pilot

Students and supporting staff attended two virtual and one in-person meeting to learn research methods and practices and to develop their research question to evaluate equity at their school. Students engaged in a literature review to build their background knowledge and compare insights. Findings and recommendations were shared at their school and the Equity Summit.

Eighteen students from 4 high schools led this work, and over 130 students completed surveys to contribute to the research and evaluation process. Three Marquette University graduate students enrolled in the Capstone course visited school teams and served as the pilot-year external evaluators.

Cantos de las Américas
Montessori 50th Anniversary Celebration
Dr. Martin L. King Jr. Speech, Writing, and Art Contests
Superintendent's Student Advisory Council
Food Justice Task Force
First Nations Studies
Milwaukee Direct Admit for high school juniors
DPI Five-Year Equity Evaluation community meetings
Five-Year Strategic Plan survey and community meetings
UNSIL World Fair
Refugee and Immigrant Family Community Resource Fair
Heritage Month recognitions and celebrations
LEGO® League Competition

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 1.06 - Equity in MPS

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to CESA #1, WASB, and the Head Start Policy Council.

* * * * *

(Item B) Monthly Report of the President of the Milwaukee Board of School Directors

Effective and Efficient Operations

- Accountability, Finance and Personnel Meeting
- CAP Team Meetings (23)
- Meeting with Mayor Johnson
- Board Clerk Interviews
- Special Board Meetings (5)
- LRP Meeting
- Regular Board Meeting
- Council of Great City Schools Meeting

Student, Parent, and Community Engagement

- Carmen Playfield Ribbon Cutting

* * * * *

ITEMS DEFERRED

The Board resumed its consideration of Item 3 of the Reports and Communications from the Board Clerk, Action on a Request to Retire to Closed Session to Confer with Legal Counsel Relative to Litigation in Which the Board is or is Likely to Become Involved.

Director O'Halloran, moved to retire to closed session pursuant to Wisconsin Statute 19.85(1)(g) to confer with legal counsel. The motion passed, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.
Noes — None – 0.

The Board retired to closed session at 6:26 p.m.

The Board adjourned from the closed session at 7:41 p.m., taking no action.

JILL M. KAWALA
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 15, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 2:33 p.m.

Present — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen (3:10 p.m.), Zombor, and President Herndon — 8.
Absent and Excused— None.

The Secretary read the following call of the meeting:

July 11, 2024

To the Members of the Board of School Directors:

At the request of President Marva Herndon, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at https://mpsmke.com/boardcast.

SPECIAL BOARD MEETING
2:30 P.M., MONDAY, JULY 15, 2024

1. Consideration of and Possible Action on the Appointment of an Interim Superintendent of Schools
2. Consideration of and Possible Action on the Appointment of Dr. Tina Owen-Moore to the Position of Board Clerk/Director, Office of Board Governance
3. Consideration of and Possible Action on a Settlement Agreement

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

Relative to Items 1 and 2, the Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

With respect to Item 2, the Board may also retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(e) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified business, whenever competitive or bargaining reasons require a closed session.

With respect to Item 3, the Board may retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g), the Board may retire to a closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

The Board may return to open session to take action on matters introduced in closed session, or the Board may adjourn from the closed session.

JILL M. KAWALA
Interim Board Clerk

(Item 1) Consideration of and Possible Action on the Appointment of an Interim Superintendent of Schools

Background

The Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The Board may return to open session to take action on matters introduced in closed session, or the Board may adjourn from the closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

The recommendation is that the Board retire to closed session for consideration of this item.

* * * * *

(Item 2) Consideration of and Possible Action on the Appointment of Dr. Tina Owen-Moore to the Position of Board Clerk/Director, Office of Board Governance

Background

The Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and pursuant to Wisconsin Statute 19.85(1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified business, whenever competitive or bargaining reasons require a closed session.

The Board may return to open session to take action on matters introduced in closed session, or the Board may adjourn from the closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

The recommendation is that the Board retire to closed session for consideration of this item.

* * * * *

(Item 3) Consideration of and Possible Action on a Settlement Agreement

Background

Under the provisions of Wisconsin Statute 19.85(1)(g), the Board may retire to a closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

The Board may return to open session to take action on matters discussed in closed session or to continue with its agenda, or, the Board may retire from closed session.

Strategic Plan Compatibility Statement

Goal 3
Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

The recommendation is that the Board retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g).

Director Siemsen moved to consider the three items in closed session, pursuant to Wis. Stat. 19.85(1)(c),(e), and (g). The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes – None. – 0.

The Board retired to closed session.

Director Jackson left the closed session at 4:45 p.m.

The Board returned to open session at 7:06 p.m.

On the question of the appointment of an Interim Superintendent of Schools, the Board took no action.

On the question of the appointment of Dr. Tina Owen-Moore to the position of Board Clerk/Director, Office of Board Governance, Director O'Halloran moved approval of the appointment and of the employment agreement with Dr. Tina Owen-Moore. The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None. – 0.

On the question of the settlement agreement, Director O'Halloran moved to appove a settment agreement relative to DPI Case # LEA-23-0016 / DHA DPI-23-0018. The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None. – 0.

The Board adjourned at 7:09 p.m.

JILL M. KAWALA
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 25, 2024

Regular meeting of the Board of School Directors called to order by President Herndon at 5:33 p.m.

Present — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Zombor, and President Herndon — 7.
Absent and Excused — Director Siemsen – 1.

Before commencing with the items on the agenda, President Herndon asked for a moment of silence to commemorate the passing of the following members of the MPS community:

- Zane Adams, a K5 student from Maple Tree
- Robert Berndt, a retired school engineer from Victory
- Latonia Ford, a teacher and Elm Creativ Arts School
- Grace Giuffre, a retired foord service assistant form Bruce School
- Mary Kroll, a retired paraprofessional from the Academy of Accelerated Learning
- Barbara Martinko, a retired teacher from Marshall High School
- Michael Shokatz, a retired logistics coordinator
- John Theilmann, a substitute teacher
- Charlotte Trimborn, a retired school secretary from Bradley Technical & Trade High School
- Theodore Tyrrell, a retired teacher from Engleburg School
- Cloria Wheeler, a retired parental involvement specialist rom Congress School
- Carlos Whiting, a system-wide teacher

* * * * *

APPROVAL OF MINUTES

The minutes of the June 2024 will be presented in August.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

Mr. Galvan gave his remarks.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Consideration of, and Possible Action, on the Appointment of Eduardo Galvan to the Position of Interim Superintendent

Background

Pursuant to Wisconsin Statutes 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and pursuant to Wisconsin Statute 19.85(1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified business, whenever competitive or bargaining reasons require a closed session for consideration of this item.

Recommendation of the Office of Board Governance

That the Board determine how it wishes to proceed

Items 1-3 considered together.

* * * * *

(Item 2) Consideration of, and Possible Action to Contract for Superintendent Search Services

Background

The resignation of Dr. Keith Posley became effective June 30, 2024. The Board may engage the services of a search firm to facilitate the search for the next Superintendent of Schools.

The Board may retire to closed session to consider this item, pursuant to Wisconsin Statute 19.85(1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified business, whenever competitive or bargaining reasons require a closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

3.02 - Role of the Superintendent

Recommendation of the Office of Board Governance

That the Board retire to closed session for consideration of this item.

Items 1-3 considered together.

* * * * *

(Item 3) Consideration of and Possible Action on, a Settlement Agreement

Background

Under the provisions of Wisconsin Statute 19.85(1)(g), the Board may retire to a closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

The Board may return to open session to take action on matters discussed in closed session or to continue with its agenda, or, the Board may retire from closed session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

1.18 - Legal Representation

Recommendation of the Office of Board Governance

The recommendation is that the Board retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g).

Items 1-3 considered together.

Director O'Halloran moved to retire to closed session pursuant to Wisconsin Statutes 19.85(1)(c), (e), and (g) for consideration of

Item 1, the Appointment of Eduardo Galvan to the Position of Interim Superintendent;

Item 2, consideration of contracting for Superintendent Search Services

Item 3, possible action on a settlement agreement

The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Zombor, and President Herndon — 6.
Noes – Director Jackson – 1.

The Board retired to closed session at 5:49 p.m. The Board returned to open session at 7:32 p.m.

On the question of the appointment of Eduardo Galvan to the position of Interim Superintendent of Schools, Director O'Halloran moved to approve an employment contrac with Eduardo Galvan to serve as the Interim Superintendent. The motion prevailed, the voate beiogn as follows:

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Zombor, and President Herndon — 5.
Noes – Directors Jackson and Loenard – 2.

The Board took no action the question of contracting for superintendent search services.

On the question of a settlement agreement, Director O'Halloran moved to approve a settlement agreement relative to ERD Case CR201801853. The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Zombor, and President Herndon — 7.
Noes – None – 0.

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(Item 4) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

Discussion of the impact of the implementation of policies proposed in "Project 2025 - The Presidential Transition Project, Chapter 11, Department of Education."

"Federal education policy should be limited and, ultimately, the federal Department of Education should be eliminated."

"Transfer Title I, Part A, which provides federal funding for lower income school districts, to the Department of Health and Human

Services, specifically the Administration for Children and Families. It should be administered as a no-strings-attached formula block grant." Turning Title I into a block grant, rather than a formula grant, would end the current targeted support for students most challenged by the barriers related to poverty.

"Restore revenue responsibility for Title I funding to the states over a 10-year period." Translation: Within ten years end federal level funding for Title I, which supports students challenged by poverty. The State of Wisconsin does not currently have a comprehensive policy to support students challenged by poverty in its public schools.

Local and State level updates will be provided as warranted.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Initiated by the Administration

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE. The following report includes activities from late June through mid-July.

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District’s financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

Accountability and Efficiency Services

Between June 15, 2024, and July 13, 2024, Accountability and Efficiency Services completed one constituent inquiry and three information requests. The OAE also satisfied one impartial hearing officer (IHO) request and completed three special projects.

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP was approved by the Board on June 13, 2024 and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

During this reporting period, Contract Compliance Services (CCS) staff members focused on our Student Engagement Programming.

CCS is excited to continue extending summer internship sponsorship for Milwaukee Public Schools high school students.

Ten student interns underwent interviews across diverse industries within the fields of administrative services, architectural services, construction, environmental services, sanitation services, and urban agriculture. Four students were hired.

CCS remains committed to fostering collaborations with departmental and internal sponsors, actively working toward establishing further internships and work-based learning opportunities for our high school students.

Contract Compliance Services continues to support the District's implementation of Administrative Policies 3.10 and 3.13.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period include:

- Audit Completions and Activities
- Two School Audits Issued
- Retire Health and Life Insurance Benefits Audit Issued
- One Special Investigative Report issued
- One Special Review Issued
- FY25 Risk Assessment and Analysis Completed
- FY25 Annual Audit Plan Completed
- Corrective Action Plan development and assistance provided to External Consultant Todd Gray

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

No student expulsion reports were presented this month.

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REGULAR ITEMS OF BUSINESS

In accordance with Board Rule 1.09, Regular Items of Business, the Board gave public hearing on all regular items of business, below, which replaced the reports of the Standing Committees at the Board's regular July 2024 meeting.

(Item 1) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Initiated by the Administration

Appointment Lists

Recommended Administrative Appointments

(5)(nr)	Natalie Collins	Director I – Research, Assessment & Data	Schedule 03, Range 14A
		Office of the Chief of Academics	$151,530
(2)(nr)	Ralphael Brown	Principal I, K-8 Hopkins	Schedule 03, Range 13T
		Office of the Chief of School Administration	$125,945
(3)(r)	Keith Omdahl	Principal I, K-6 Keefe	Schedule 03, Range 13T
		Office of the Chief of School Administration	$115,732
(2)(r)	Reshunda Stephens	Assistant Principal, Congress	Schedule 03, Range 10C
		Office of the Chief of School Administration	$105,109
(2)(r)	Rickey Gray	Supervisor I, Building Operations	Schedule 03, Range 09A
		Office of the Chief of School Administration	$91,713
(5)(nr)	Joseph Sardina	Assistant Principal III – Riverside High School	Schedule 03, Range 12C
		Office of the Chief of School Administration	$90,000
(5)(nr)	Lauren Wilsens	Coordinator III – School Performance	Schedule 03, Range 08A
		Office of the Chief of Communication & School Performance	$82,961
(5)(nr)	Jinna Lusty	Coordinator III – School Performance	Schedule 03, Range 08A
		Office of the Chief of Communication & School Performance	$82,961
(4)(nr)	Perry Perkins	Coordinator II, Recreation – Pool Operations	Schedule 03, Range 07A
		Office of the Chief of Operations	$80,754
(5)(r)	Kevin Raymer	Analyst II – Facilities & Maintenance	Schedule 03, Range 06A
		Office of the Chief of Operations	$73,491
(5)(r)	Elizabeth Muhammad	SPED Supervisor, Itinerant	Schedule 03, Range 09C
		Office of the Chief of Academics	$73,463
(2)(r)	Christian Danson	Associate II, Recreation – Youth Sports	Schedule 03, Range 04A
		Office of the Chief of Operations	$63,943
(2)(r)	Deronda Mosby	Safety Technician I	Schedule 03, Range 03A
		Office of the Chief of School Administration	$55,993

Recommended Administrative Reassignments.

(5)(nr)	Suzanne Gahan	Principal on Special Assignment, K-8 – Thoreau Elementary Office of the Chief of School Administration	Schedule 03, Range 13T $143,371
(2)(nr)	Kellie Carson	Assistant Principal I – Thurston Woods Elementary Office of the Chief of School Administration	Schedule 03, Range 10C $112,862
(5)(r)	Virginia Lynch	Assistant Principal III – Audubon High School Office of the Chief of School Administration	Schedule 03, Range 12C $111,440
(2)(r)	Tecy Yarn	Assistant Principal I – Starms Discovery Learning Center Office of the Chief of School Administration	Schedule 03, Range 10C $110,189
(5)(nr)	Kari Prosper	Assistant Principal I – Siefert Elementary Office of the Chief of School Administration	Schedule 03, Range 10C $107,937

Recommended Administrative Appointments – Corrective Action Plan

(5)(r)	Kim-Lien Callies	Business Specialist I (effective 7/8/2024) Office of the Chief of Finance	Schedule 03, Range 08A $119,591
	Previous position	*Coordinator III, Financial Planning & Budget*	*$91,862*

Recommended Appointment of the Office of Accountability & Efficiency

(5)(r)	Paul Geib	Chief Auditor Office of Accountability & Efficiency	Schedule 03, Range 14A $143,264

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(nr)	Todd Gray	Interim CFO Office of the Chief of Finance 06/27/24 to 09/27/24	$100.00
(2)(nr)	Debra Rash	Employment Relations Specialist Office of the Chief of Human Resources 07/14/24 to 01/14/25	$55.00
(5)(r)	Sandra Schroeder	Project Manager & Site Coordinator Office of the Chief of School Administration 07/01/24 to 12/31/24	$40.00
(2)(r)	Peggie Swift	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	$40.00
(5)(nr)	Margie Hood	ESSER Project Manager Office of the Chief of Academics 06/14/24 to 09/30/24	$40.00
(5)(r)	Paul Kobza	Duplication Operator II Office of the Chief of School Administration 06/03/24 to 08/31/24	$35.00
(6)(nr)	Jessica Willis	College and Career Readiness Office of the Chief of Academics 07/01/24 to 07/26/24	$35.00
(5)(nr)	Colleen Munch	Transformative Reading Instruction (TRI) Coach Office of the Chief of School Administration 08/12/24 to 01/27/25	$35.00
(5)(r)	Danielle Barrett	Project 521 Grant Coordinator Office of the Chief of Academics	$35.00

		07/01/24 to 12/31/24	
(5)(r)	Angela McManaman	School Website Project Office of Communications and School Performance 07/01/24 to 09/27/24	$35.00
(5)(r)	Brett Fuller	ESSER Reporting Office of the Chief of Academics 06/14/24 to 09/30/24	$30.00
(4)(r)	Millary Albaladejo	Alumni Coordinator Office of the Chief of Academics 07/01/24 to 12/31/24	$30.00
(2)(r)	Annette Fayne	Administrative Assistant III/Board Proceedings/Verbatims Office of the Board of Governance 06/11/24 to 12/31/24	$27.86
(5)(r)	Charla Reetz	Social Emotional Learning Office of the Chief of School Administration 06/10/24 to 12/10/24	$26.33
(5)(r)	Julie Kenney	Cellphone, Monitoring, Outside, Exits Office of the Chief of School Administration 08/26/24 to 01/23/25	$25.00
(2)(r)	Ericka Cook	Cellphone, Monitoring, Outside, Exits Office of the Chief of School Administration 08/29/24 to 01/23/25	$25.00
(5)(r)	Brenda Martinez	Secretary Support Office of the Chief of School Administration 07/22/24 to 01/21/25	$23.75

R	Resident
Nr	Non-resident
1	Native American
2	African American
3	Asian/Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Administration's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Director O'Halloran moved to approve the Administration's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Zombor, and President Herndon — 7.
Noes – None – 0.

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(Item 2) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action Report

Initiated by the Administration

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
	NEW HIRES		
2 Xymarus Grant	Building Service Helper I	06/10/2024	$17.17/hr
2 Kevin Roberts	Building Service Helper I	06/10/2024	$19.46/hr
4 Carlos Roman	Boiler Attendant Trainee	06/03/2024	$44,563.25
7 Imanuel Hall-Kneemiller	Coop Student	06/17/2024	$12.21/hr
5 Jonathan Saunders	IT Service Technician	06/18/2024	$60,321.52
2 Octavia Williams	Payroll Assistant I	06/24/2024	$44,892.30
5 Mustafa Almaliky	Youth Apprentice	06/03/2024	$7.50/hr
5 Henry Argeropoulos	Youth Apprentice	06/03/2024	$7.50/hr
5 Thomas Custer	Youth Apprentice	06/03/2024	$7.50/hr
4 Benicio De La Cruz	Youth Apprentice	06/03/2024	$7.50/hr
2 Sharmia Evans	Youth Apprentice	06/03/2024	$7.50/hr
3 Le Lar	Youth Apprentice	06/03/2024	$7.50/hr
2 Nakayla McCauley	Youth Apprentice	06/03/2024	$7.50/hr
3 Jasmin Moua	Youth Apprentice	06/03/2024	$7.50/hr
3 Shajidah Osman	Youth Apprentice	06/03/2024	$7.50/hr
4 Aaliyah Perry	Youth Apprentice	06/03/2024	$7.50/hr
5 Myles Pointer Mace	Youth Apprentice	06/03/2024	$7.50/hr
5 Owen Puskar	Youth Apprentice	06/03/2024	$7.50/hr
2 Lyric Snow	Youth Apprentice	06/03/2024	$7.50/hr
5 Matthew Spirewka	Youth Apprentice	06/03/2024	$7.50/hr
5 Liam Sucharda	Youth Apprentice	06/03/2024	$7.50/hr
2 Bryson Taylor	Youth Apprentice	06/03/2024	$7.50/hr
3 Juliet Vang	Youth Apprentice	06/03/2024	$7.50/hr
2 Amarion Walter	Youth Apprentice	06/03/2024	$7.50/hr
2 Daviahn Wendt	Youth Apprentice	06/03/2024	$7.50/hr
2 Aaliyah Woods	Youth Apprentice	06/03/2024	$7.50/hr
	REHIRES		
2 Noel Patterson	Food Service Assistant	06/03/2024	$18.72/hr
2 Marquis Harris	Payroll Assistant I	06/24/2024	$44,892.30
4 Jenna Valdez	Youth Apprentice	06/03/2024	$7.50/hr

Certified Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

4,r	Alba,Carlos	01/BA	$54,768.58	8/27/2024
	ENGLISH			

3,nr	Banerjee,Reema CAT MATH HIGH	01/MA	$71,332.40	8/27/2024	
5,r	Gioia,Timothy EDUCATIONAL OPERATIONS	01/BA	$52,827.70	8/27/2024	
5,r	Kirschbaum,Adam ENGLISH	01/BA	$52,827.70	8/27/2024	
5,r	Kish,John J SCIENCE	01/MA	$98,937.66	8/27/2024	

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
Teachers	4	1	0	0	1	1	3	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	4	1	0	0	1	1	3	0	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave March 2024:		
Maria De Los Angeles Flores Garcia	Out Of Assignment	March 21, 2024
Illness Leave June 2024:		
Milo Hill	Franklin School	June 6, 2024
Personal Leave March 2025:		
Nancy Martinez	Kagel School	March 17, 2025

Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Other Dist	0.9	2	Leana Alvarez	Teacher	Greenfield	06/13/2024
Personal	4.9	5	Jennifer Andresen	Teacher	Gaenslen	06/13/2024
Personal	0.9	4	Rebecca Arrichiello	Teacher	Maryland	06/14/2024
Retire	18.0	5	Barbara Barnes	Manager II	Central Svcs	07/18/2024
Other Work	1.2	3	Eden Belacas	Teacher	Pulaski	05/29/2024
Personal	2.9	5	Brianna Bennett	Speech Path	MSOL	05/23/2024
Retire	28.8	5	Elisabeth Biersack	SST	Sherman	09/05/2024
Other Work	11.8	6	Olivia Blain	Counselor	MacDowell	05/23/2024
Personal	0.9	5	Krista Boyce	Teacher	Grant Gordon	06/14/2024
Other Dist	0.6	2	Philip Bransdorf	Teacher	Bryant	07/18/2024
Other Dist	3.9	5	Carley Braun	Teacher	Manitoba	06/14/2024
Retire	28.9	5	Jeffrey Callesen	Teacher	Cass	08/26/2024
Retire	38.9	5	Joan Casey	Teacher	Central Svcs	06/13/2024
Retire	14.8	5	Kenneth Cooley	Teacher	Riverside	05/24/2024
Personal	11.5	2	Natyra Crawford	Counselor	JMAC	06/26/2024

Other Dist	1.9	4	Mary Crespo Ortiz	Secretary I	Spanish Imm	08/09/2024
Retire	15.9	2	Dreanna Cummings	Teacher	Thoreau	07/31/2024
Personal	8.3	4	Santiago Diez	Psych	Hayes	06/18/2024
Personal	2.0	2	Maxwell Dodd	Teacher	Audubon MS	06/19/2024
Personal	9.9	5	Abigail Felten	Teacher	Central Svcs	05/23/2024
Personal	1.9	5	Abigail Foote	Teacher	Riverside	05/24/2024
Personal	4.9	5	Virginia Fox	Teacher	Elm	06/13/2024
Personal	0.5	2	Kendrick Gibson	Teacher	Keefe	06/14/2024
Personal	2.8	5	Mackenzie Glazewski	Teacher	HS of the Arts	05/22/2024
Other Work	6.4	5	Micho Gruichich	Teacher	Hamilton	06/26/2024
Retire	38.8	4	Lorena Gueny	Director I	Central Svcs	08/02/2024
Other Dist	10.7	2	Sabrena Henderson	Teacher	Emerson	06/13/2024
Other Dist	18.8	2	Dominica Herron	Teacher	Washington	05/24/2024
Personal	3.9	5	Milo Hill	Teacher	Franklin	06/13/2024
Retire	35.1	2	Rosalyn Hoskins	Teacher	Elm	06/14/2024
Personal	5.4	4	Raquel Jackson	Teacher	Longfellow	06/14/2024
Personal	0.9	5	Abigail Jankowski	Teacher	Curtin	06/14/2024
Personal	25.7	2	Belinda Johnson	Teacher	Central Svcs	06/14/2024
Other Dist	3.9	2	Cristin Jones	Psych	Metcalfe	05/29/2024
Other Dist	9.9	5	Megan Knoll	Teacher	Parkside	06/13/2024
Personal	5.9	5	Kyrstin Kohnke Lor	Teacher	Rogers Street	06/14/2024
Retire	10.5	6	James Korsi	Teacher	Meir	05/02/2024
Retire	37.9	5	Martha Kreitzman	Chief	Finance	06/13/2024
Retire	28.9	5	Frank Lammers	Principal	German Imm	06/30/2024
Retire	35.0	5	Susan Lieven	Teacher	German Imm	10/11/2024
Personal	24.2	2	Toilisa Mark	AP	Washington	05/14/2024
Personal	1.8	5	Jordan Meyers	Coord II	Recreation	07/19/2024
Personal	3.9	5	Hodna Nuernberg	Teacher	French Imm	06/14/2024
Personal	6.6	7	Liznette Ortiz Alicea	Teacher	Fratney	06/13/2024
Other Work	5.9	5	Jane Peppey	Teacher	Central Svcs	05/23/2024
Other Dist	0.9	5	Robert Piekenbrock	Teacher	Goodrich	06/30/2024
Personal	0.5	4	Katherine Polster	Teacher	MACL	06/14/2024
Personal	5.9	5	Claire Prewitt	Teacher	Audubon HS	05/24/2024
Other Dist	5.0	5	Nicole Price	Teacher	Meir	06/29/2024
Retire	27.5	2	Paula Ramseur Williams	Counselor	Central Svcs	06/30/2024
Personal	1.9	3	Mitchell Richard	Teacher	53rd Street	06/13/2024
Other Dist	0.5	4	Casimir Riley	Teacher	Central Svcs	06/01/2024
Personal	11.6	2	Cedric Roberts	Teacher	River Trail	06/30/2024
Personal	11.4	2	Danyell Rodgers	Teacher	Audubon MS	05/24/2024
Personal	1.9	4	Margyam Rodriguez Valladares	Nurse	Central Svcs	05/29/2024
Other Dist	9.3	5	Katherine Ruchalski	Teacher	Pulaski	06/25/2024
Retire	13.2	5	Kathy Schwartz	Teacher	Kagel	08/18/2024
Other Dist	22.9	5	Joy Simmons	SLP	Gaenslen	06/13/2024
Personal	3.9	5	Angela Sterling	Teacher	Allen Field	06/14/2024
Other Dist	7.2	2	Chermond Thomas	Teacher	Hamilton	07/19/2024
Personal	2.9	2	Lakia Thomas	Teacher	WCLL	05/24/2024
Personal	7.4	5	Anthony Totoraitis	Assoc II	Recreation	06/15/2024
Retire	27.5	5	Marc Wannenmacher	Teacher	Central Svcs	06/13/2024
Personal	0.9	5	Deborah Way Salinas	Teacher	Riley	06/13/2024
Other Dist	1.9	5	Ellen Wertz	Teacher	Rufus King HS	05/23/2024
Retire	27.8	2	Ronald Williams	Teacher	Meir	09/08/2024

Classified Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	31.6	5	Thomas Alexander	Engineer II	Siefert	08/03/24
Retire	18.4	4	Mary Baumann	Para	Lincoln Ave	6/13/24
Persona	2.4	5	Eric Benson	Service Tech	Central Services	5/23/24
Other Dist	25.7	2	LaQueesha Blockton	Para	Starms	06/18/2024
Personal	1.2	2	Eunicia Bowie	Para	Grantosa	05/23/2024
Retire	33.4	2	Vanessa Brackinridge	FSA	Washington	08/31/2024
Other Work	31.8	2	Sabrina Brooks	Para	Bay View	06/07/2024
Personal	4.3	2	Janika Brown	Safety Asst	School Safety	04/24/2024
Personal	0.7	2	Raivaughn Clark	Safety Asst	School Safety	06/11/2024
Personal	0.7	2	DeAmayiah Clayhiggs	Para	Roosevelt	05/29/2024
Personal	1.3	4	Michelle Davila	Para	Hayes	06/13/2024
Personal	0.7	2	Dariana Davis	Safety Asst	School Safety	05/23/2024
Personal	0.5	2	Manisha Dotson James	Para	Thurston Woods	05/09/2024
Retire	11.9	2	Beverly Driver	Insulat Chg	Physical Plant Ins	01/03/2025
Personal	4.8	5	Emily Ernest	Para	Franklin	06/14/2024
Personal	1.0	5	Alina Freund	Para	German Imm	07/19/2024
Retire	25.2	5	Tamara Gibbs	Secretary I	Hartford	06/22/2024
Personal	4.6	2	Kash Graham	Para	Bradley Tech	05/17/2024
Retire	14.9	5	Cindy Hartzheim	CHA	Morgandale	06/24/2024
Personal	1.2	5	Courwyn Hill	IT Tech	Central Svcs	05/27/2024
Retire	25.3	2	Debra Johnson	CHA	French Imm	06/12/2024
Personal	1.0	2	Shanila Johnson Gilmore	BSH I	Parkside	06/05/2024
Retire	24.8	2	Rosemary Jude	CHA	Riverside	05/25/2024
Retire	14.0	5	Daniel Kadlec	Engineer I	Greenfield	08/29/2024
Personal	8.0	2	Jessica Lindner	Safety Asst	School Safety	05/06/2024
Other Work	0.9	2	Wesley Love	Para	Engleburg	06/14/2024
Retire	28.1	5	Stacey Manske	Kit Mgr III	MACL	08/09/2024
Other Work	5.0	2	Brooksie McWilliams	Para	Manitoba	07/03/2024
Other Work	28.6	4	Carmen Mitchell	Secretary I	Gaenslen	07/18/2024
Personal	1.6	2	Jasen Moore	Secretary I	Ronald Reagan	05/29/2024
Other Work	1.7	4	Roselia Navarro	Secretary	Vieau	05/10/2024
Other Work	4.3	4	Ketzel Ortiz Ortega	FSA	Parkside	05/29/2024
Personal	0.7	5	Abbey Pahlisch	Para	Neeskara	06/14/2024
Personal	0.5	2	Jasmine Porter	Para	Washington	05/24/2024
Personal	1.1	5	Edward Prasser	Engineer	Facilities & Maint	06/28/2024
Other Work	0.4	2	Marleny Richiez Valdez	Para	Greenfield	07/04/2024
Personal	0.5	1	Diana Rodriguez Vertiz	Para	Greenfield	06/26/2024
Personal	2.3	5	Ashlen Salman	Para	Fairview	06/16/2024
Personal	0.7	2	Laneya Tate	Para	Barton	06/11/2024
Personal	0.7	4	Peighten Thompson	Para	Burbank	06/13/2024
Retire	24.8	2	Jeanette Turner	Kitchen Mgr Keefe	06/14/2024	
Personal	10.3	2	Candice Vales	Para	Elm	06/12/2024

Retire	11.6	5	Marc Weins	Para	Honey Creek	06/13/2024
Personal	1.0	2	Brittany Williams Taylor	BSH I	Clarke	07/01/2024
Personal	11.0	2	Shakyna Winters	Enroll Asst I	Central Svcs	07/05/2024

Other District – 16 (Classified 1 – Certificated – 15)
Other Work – 11 (Classified 7 – Certificated – 4)
Personal – 57 (Classified 25 – Certificated – 32)
Retirement – 28 (Classified 12 – Certificated – 16)

Monthly Personnel Report

The Affirmative Action monthly report was provided under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Administration's Recommendation

That the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Director O'Halloran moved to approve the Administration's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Zombor, and President Herndon — 7.
Noes – None – 0.

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of $25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Budget Transfers; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations.

Initiated by the Administration

Purchases

Cooperative Authorization to Issue a Purchase Order to Bruins Montessori Int'l for Montessori Materials

The Administration is requesting authorization to issue a purchase order to Bruins Montessori Int'l for Montessori materials for MacDowell Montessori School and Riley Dual language Montessori School.

These purchases will be made under the respective cooperative agreement listed for each. Precise materials are at the heart of Montessori education. While most Montessori material is similar in style, the actual dimensions vary from one manufacturer to another. The conformity of the parts to accomplish the expected

outcomes is important. Even more important is replacing with like parts as most manufacturers are not interchangeable. The materials must be consistent and therefore, must all be purchased from the same vendor.

This purchase is made under the Waco Independent School District Agreement #21-1200.

The total cost will not exceed $97,853.50

Budget Code: GEN-0-0-INV-DW-ESUP (Curriculum & Instruction - Purchases).... $97,853.50

Bruins Montessori Int'l

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

AEPA LLC IFB 022-G Authorization to Issue a Blanket Purchase Order with CDW Government for Electronic Supplies

The Administration is requesting authorization to issue a blanket purchase order with CDW Government, LLC ("CDW") for various electronic supplies that are not currently covered under existing contracts. Categories of supplies that will be provided under this blanket agreement include, but are not limited to:

Audio/Visual Equipment and Accessories

Computer/Tablet Accessories

Memory/System Components

Cables

Document Scanners

Ink and Toner

This purchase order is issued pursuant to the cooperative Association of Educational Purchasing Agencies ("AEPA") IFB 022-G Technology Catalog Contract.

This blanket purchase order will run from August 1, 2024 through February 28, 2026. The total cost of materials purchased under this contract will not exceed $500,000.

Budget Code: Varies by location ordering goods..... $500,000.00

CDW Government, LLC

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 18-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

NASPO ValuePoint Contract Authorization to Issue a Blanket Purchase Order with General Communications, Inc. for Kenwood Handheld Two-Way Radios with Programming

The Administration is requesting authorization to issue a blanket purchase order with General Communications, Inc. to provide replacement digital handheld radios and parts as needed to all MPS schools and departments.

The District previously replaced analog radios with new digital radios to allow schools to have much greater signal strength in school buildings, greater level of reliability, clarity of communication as well as using a technology that will be supported moving forward. The digital radios allow school staff to communicate with others on school premises in support of activities such as sporting events, bus arrival and departures, recess communications and other related needs. This blanket purchase order will allow continued support with programming and replacement parts as needed.

This purchase order is placed pursuant to the NASPO ValuePoint Contract #505ENT-O22-SAFETYCOMM-03 with the State of Wisconsin.

The blanket purchase order will run from August 1, 2024 through July 31, 2027. The total cost of the blanket purchase order will not exceed $300,000.00.

Budget Code: 000-0-0-000-BL-ECTS.....$300,000.00

General Communications Inc.

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to Issue a Purchase Order to Hand2Mind, Inc for Mathematics Manipulative Kits for Use with the i-Ready Classroom Mathematics for Grades Kindergarten – Grade 5

The Administration is requesting authorization to issue a purchase order to Hand2Mind, Inc. for 1,102 classroom mathematics manipulative kits and 1,272 individual mathematics manipulative kits.

The manipulative kits provide the required manipulatives to be used with the newly adopted i-Ready Classroom Mathematics for Grades Kindergarten to Grade 5. Each Kindergarten-Grade 5 classroom Kindergarten-Grade 5 will receive a custom manipulative kit and individual kits will be provided for special educators to use for specialized instruction.

Mathematics manipulatives are crucial for our elementary students as they provide concrete, hands-on experiences that make abstract concepts more tangible and understandable. They help students develop a deeper conceptual understanding by allowing them to visualize and physically manipulate mathematical ideas, fostering better retention and comprehension. Additionally, manipulatives support differentiated learning, enabling students with diverse learning styles and abilities to engage with and grasp mathematical concepts effectively.

This purchase impacts approximately 1,800 teachers and 27,000 K-Grade 5 students.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of the TIPS Cooperative Agreement 220802.

The total cost will not to exceed $428,162.17

Budget Code: GEN-0-0-INV-DW-ESUP (Curriculum & Instruction - Purchases)....
$428,162.17

Hand2Mind, Inc.

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to Issue a Purchase Order to Heutink USA, Inc. DBA Nienhuis-Montessori USA, Inc. / Tout About Toys, Inc. for Montessori Materials

The Administration is requesting authorization to issue a purchase order to Heutink USA, Inc. DBA Nienhuis-Montessori USA, Inc. / Tout About Toys, Inc. for Montessori materials for Lloyd Barbee Montessori School, Bay View Montessori School, Craig Montessori School, Fernwood Montessori School, Maryland Avenue Montessori School, MacDowell Montessori School and Riley Dual Language Montessori School. Precise materials are at the heart of Montessori education.

While most Montessori material is similar in style, the actual dimensions vary from

one manufacturer to another. The conformity of the parts to accomplish the expected outcomes is important. Even more important is replacing with like parts as most manufacturers are not interchangeable. The materials must be consistent and therefore, must all be purchased from the same vendor.

This purchase is made under the U.S General Services Administrative Cooperative Agreement 47QSMA23D08QQ.

The total cost will not exceed $229,926.18.

Budget Code: GEN-0-0-INV-DW (Curriculum & Instruction - Purchases).... $229,926.18

Heutink USA, Inc. DBA Nienhuis-Montessori USA, Inc. / Tout About

Toys, Inc.

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to Extend the Blanket Purchase Order with Hudl for Subscription Services

The Administration is requesting authorization to extend the blanket purchase order with Hudl for subscription services. Hudl subscriptions fulfill an ongoing need for game film breakdown, practice planning, and opponent scouting for all scheduled athletic contests. In addition, these subscriptions allow student-athletes from fifteen MPS high schools to provide collegiate scouts with individualized game highlights for potential scholarship opportunities.

The high schools using these services are Bay View High School, Lynde and Bradley Technology and Trade, Alexander Hamilton High School, Edward A. MacDowell Montessori (Juneau), Rufus King International High School, Milwaukee Marshall High School, North Division High School, Barack Obama School of

Career & Technical Education, Casimir Pulaski High School, Ronald Reagan College Preparatory High School, Riverside University High School, Milwaukee High School of the Arts, Milwaukee School of Languages, Harold S. Vincent School of Agricultural Science, and Washington High School of Information Technology.

This purchase is made under the Allied States Cooperative (ASC) 20-7373.

The blanket purchase extension will run from August 1, 2024 through July 31, 2025, and the total cost of goods purchased under this agreement shall not exceed $97,000.00.

Budget Code: 000-0-0-0BL-ECTS (budget code varies by location) $97,000.00

Hudl

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

TIPS Authorization to Issue a Purchase Order to Lexia Learning Systems, Inc. for LETRS Literacy Training for Administrators

The Administration is requesting authorization to issue a purchase order to Lexia Learning Systems, Inc. for LETRS literacy training for administrators.

The new reading legislation, Act 20, requires individuals employed as kindergarten through third grade teachers, including reading teachers, special education teachers, and teachers of multilingual learners, to begin receiving specific professional development training in science-based reading instruction by July 1 2025.

Language Essentials for Teachers of Reading and Spelling (LETRS) training is professional learning that provides educators with deep knowledge in the science of reading by teaching the skills needed to master the fundamentals of reading instruction.

The training includes live facilitation, access to an online learning platform, as well as a printed manual to help deepen educators' understanding of content based on the Science of Reading. Content is broken down into short sessions and can be applied immediately. Self-paced learning allows educators to choose when they access and how long they spend in the course.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Agreement #210301.

The subscription will run from September 27, 2024 through September 26, 2026 and the total cost will not exceed $1,347,410.00.

Budget Code: SDV-0-S-9C5-CI-ECTS .....$ 1,347,410.00

Lexia Learning Systems

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to Issue a Purchase Order to N2Y LLC for a Unique Learning System Agreement for Educational Services

The Administration is requesting authorization to issue a purchase order to N2Y LLC for a "Unique Learning System", a comprehensive, modified curriculum for students with significant intellectual disabilities who participate in a curriculum based on Wisconsin Essential Elements. This curriculum encompasses all academic areas for grades 1 through 12: literacy; math; science; and social studies.

The Unique Learning System provides differentiated learning materials with adapted methods for instruction so students participate in rigorous daily classroom instruction similar to that of their non-disabled peers. The activities include visual representations onscreen, hearing text-to-speech as selected text is read aloud, hands-on learning with experiments and written expression opportunities. The Unique Learning System includes a standards-based set of interactive tools specifically designed for students with disabilities to access the general curriculum. All materials, licenses and on-line access for the proposed product are included in this purchase.

This purchase is made under the Allied States Cooperative EXC Region 10 Contract #19-7335.

The total cost of goods purchased from n2y will not exceed $246,170.05

Budget Code: SSU-O-A-IF4-DW-ECTS (IDEA - Contracted Services).....$ 246,170.05

N2Y LLC

HUB PARTICIPATION

Required 0%

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed $25,000.

Contract: C031058

Froedtert Health Inc.

On June 1, 2023, the Milwaukee Board of School Directors and Froedtert Health Inc entered into Professional Services Contract number C031058 (“Contract”), with a term of June 1, 2023, through May 31, 2024, for preplacement physical exams and drug testing of potential employees of MPS. 0n May 30, 2024, a Request to Change Contract (RCC) was submitted to extend the contract for another year June 1, 2024, through May 31, 2025, and to add funds of $49,999.

Original Contract Amount:.....$ 49,999.00

RCC 5/10/2024 Year 2.....49,999.00

Ending amount: .....$ 99,998.00

Contract: C030690

Aura Staffing Partners Chicago

On July 1, 2022, the Milwaukee Board of School Directors and Aura Staffing Partners Chicago entered into Professional Services Contract number C030690 (“Contract”), with a term of August 1, 2023, through July 31, 2024, for nursing services when staff vacancies exist.. On August 16, 2022, a Request to Change Contract (RCC) was approved to extend the contract for an additional term August 1, 2023, through July

31, 2024. On June 7, 2024, an RCC was approved to add funds of $34,860.00 to support contracted services.

Original Contract Amount: $300,000.00

RCC 6/7/2024 ..... 34,860.00

Ending amount: $334,860.00

Contract: C030041

Sunbelt Staffing LLC

On August 1, 2021, the Milwaukee Board of School Directors and Sunbelt Staffing Partners Chicago entered into Professional Services Contract number C0300410 (“Contract”), with a term of August 1, 2021, through July 31, 2022, for nursing services when staff vacancies exist.. On July 28, 2022, the Board approved the contract extension for a term of August 1, 2021, thought July 31, 2023, with compensation not to exceed $400,000. On June 7, 2024, a Request to Change Contract (RCC) was approved to add funds of $29,670.89 to support contracted services.

Original Contract Amount: $200,000.00

Extension (Years 2&3)..... 400,000.00

RCC 6/7/2024 ..... 29,670.89

Ending amount: $629,670.89

Contract: C031821

Wisconsin Center District

On August 31, 2023, the Milwaukee Board of School Directors and Wisconsin Center District entered into Professional Services Contract number C031821 (“Contract”), with a term of October 1, 2023, through May 23, 2024, for the Biennial Music Festival. On June 11, 2024, a Request to Change Contract (RCC) was approved to increase the contract by $99,536.68 for increased services such as sound and lighting as well as labor not included in the original estimate. This was the 100th celebration so was much larger than in the past requiring additional services.

Original Contract Amount: ..... $ 190,002.34

RCC 6/11/2024 ..... 99,536.68

Ending Amount..... $ 289,539.02

Contract: C031447

Vidcruiter Inc

On August 1, 2023, the Milwaukee Board of School Directors and Vidcruiter Inc entered into Professional Services Contract number C031447 (“Contract”), with a term of August 1, 2023m through July 31, 2024, for tools to manage interviews that capture real time scoring. On June 20, 2023, a Request to Change Contract (RCC) was approved to extend the contract from July 1, 2023, through June 30, 2024. On June 21, 2024, an RCC was approved to extend the contract for an additional term from July 1, 2024, through June 30, 2025, with funds of $34,500.00.

Original Contract Amount: ..... $ 45,000.00

RCC 6/21/2024 ..... 34,500.00

Ending Amount..... $ 79,500.00

Contract: C031825

Scholaro Inc.

On July 21, 2023, the Milwaukee Board of School Directors and Scholaro Inc entered into Professional Services Contract number C031825 (“Contract”), with a term of July 21, 2023, through June 30, 2024, to provide authentication, translation and evaluation of high school transcripts in different languages to English. On March 13, 2024, a Request to Change Contract (RCC) was approved to add additional funds to

cover services. On June 20, 2024, an RCC was approved to extend the contract for an additional term from July 1, 2024, through June 30, 2025, with funds of $40,000.00.

Original Contract Amount:.....$ 40,000.00

RCC 3/13/2024.....20,000.00

RCC 6/20/2024.....40,000.00

Ending Amount.....$100,000.00

Monthly Financial Reports

The report on revenues and expenses; monthly expenditure control report; the report on budget transfers; the report on contracts awarded with a value under $50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Academy Of Accelerated Learning	AAL Community PTA	400.00	Teacher Recognition
Alcott School	Michael B Elton	1,000.00	Golf Club
Allen-Field School	Box Tops for Education	1.50	General School Supplies
Bay View High School	Wisconsin Retired Educators Association Foundation	250.00	Humans of Bay View Project
Bay View Montessori School	Kathleen Mohr	100.00	Art and Craft Supplies
Bay View Montessori School	Bay View Neighborhood Association	500.00	General School Supplies
Browning School	First Stage Theatre	1,620.00	6 Bus Reimbursement for First Stage Field Trips
Bruce School	Gloria Turner	100.00	Staff Appreciation
Burbank School	Marianne Robbins	900.00	Literacy Summer Slide Curriculum
Carver Academy	Box Tops for Education	10.40	General School Supplies
Cass Street School	United Way	1,055.92	
Clemens School	Anonymous	2.00	PBIS Donation
Clemens School	Box Tops for Education	7.60	General School Supplies
Clemens School	* Garry Lawson	1,000.00	Teacher Appreciation Week
Clement Avenue School	Box Tops for Education	25.50	General School Supplies
Clement Avenue School	Anonymous	70.00	Donations collected at Gallery Night
Clement Avenue School	Clement Ave School PTO	514.00	Support Green Team
Fratney Street School	Berenice Martinez	131.00	Field Trips
German Immersion School	Cyle W Schneider	100.00	MGIS Chess Supplies
German Immersion School	UW Milwaukee	4,900.00	Leading Math Project
King High School	United Way of Greater Milwaukee & Waukesha County	587.25	General School Supplies
King High School	Anonymous	3,375.00	RKHS Students Attending Alabama/Georgia HBCU Tour
King High School	Anonymous	145.00	RKHS Choral Class

Location	Donor	Amount	Gift or Purpose
Maryland Avenue Montessori School	Anonymous	20.00	General School Supplies
Meir School	Harley-Davidson	2,500.00	Harley-Davidson Robotics
Neeskara School	Alice Pugh	50.00	Field Trip Room 210
Pulaski High School	Gadzuric Foundation, Inc.	600.00	Help Student with Purchase of Prom Tickets
Vieau School	Green Bay World Champions	900.00	School Library
Vincent High School	* Harold S. Vincent Alumni Association	1,500.00	
Wedgewood Park School	Landmark Credit Union	500.00	General School Supplies
	Total Monetary Donations	*22,865.17*	
Non-Monetary Donations			
Allen-Field School	DonorsChoose	208.57	Keep Focus and Snack On
Bay View High School	DonorsChoose	814.43	Make Yourself Comfortable
Browning School	DonorsChoose	339.36	Perfect Play Doh
Burdick School	DonorsChoose	447.15	Books
Carver Academy	DonorsChoose	533.13	Food, Clothing & Hygiene
Craig Montessori School	DonorsChoose	349.26	Books
Craig Montessori School	DonorsChoose	423.34	Let's Get Organized
Craig Montessori School	DonorsChoose	562.77	Continent Explorers
Craig Montessori School	DonorsChoose	602.02	Reading Nooks, Desks & Storage
Doerfler School	DonorsChoose	209.41	A Mouse Pad - Not a Lily Pad
Doerfler School	DonorsChoose	223.30	Let's Go Fly a Kite
Doerfler School	DonorsChoose	278.32	It's Music To My Ears
Doerfler School	DonorsChoose	287.38	Paper & Plastic
Doerfler School	DonorsChoose	385.04	Reading Nooks, Desks & Storage
Doerfler School	DonorsChoose	391.23	Let's Get Growin'
Doerfler School	DonorsChoose	568.46	Noteworthy Notes
Doerfler School	DonorsChoose	687.63	Books
Doerfler School	DonorsChoose	844.51	Books
Doerfler School	DonorsChoose	1,540.96	Food, Clothing & Hygiene
Dr. B Carson Academy of Science	DonorsChoose	199.08	Awesome Authors
Dr. B Carson Academy of Science	DonorsChoose	314.02	Growing Green Thumbs
Engleburg School	DonorsChoose	395.84	Food, Clothing & Hygiene
Fifty-Third Street School	DonorsChoose	643.50	Tiger Store Prizes
Forest Home Avenue School	DonorsChoose	533.71	Food, Clothing & Hygiene
Forest Home Avenue School	DonorsChoose	608.30	Super Stem Project
Forest Home Avenue School	DonorsChoose	651.49	Instructional Technology
Forest Home Avenue School	DonorsChoose	763.81	Let's Search For Books
Fratney Street School	DonorsChoose	317.93	Morning Choice Steam Bins
Gaenslen School	DonorsChoose	208.38	Reading Materials Needed
Gaenslen School	DonorsChoose	225.24	Classroom Basics
Gaenslen School	DonorsChoose	226.31	Math Materials Needed
Gaenslen School	DonorsChoose	318.61	Notebooks Needed
Gaenslen School	DonorsChoose	793.87	Quality Tables for Quality Work

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	197.31	Learning Activities for All
Goodrich School	DonorsChoose	207.75	Snacks 'till the End
Goodrich School	DonorsChoose	233.00	TpT for You and for Me
Goodrich School	DonorsChoose	254.08	Snacks, Snacks and More Snacks
Goodrich School	DonorsChoose	258.93	Food, Clothing & Hygiene
Goodrich School	DonorsChoose	334.50	TPT Shopping Spree
Goodrich School	DonorsChoose	536.64	Lego Club (Round 2)
Goodrich School	DonorsChoose	842.28	E is for Earth Day
Goodrich School	DonorsChoose	1,021.15	Kindergarten Rocks
Grant School	DonorsChoose	344.22	A Little Bit of This and That
Hartford University School	DonorsChoose	262.73	Designing an Airplane
Hawthorne School	DonorsChoose	1,194.13	Supplies for Success
Hayes Bilingual School	DonorsChoose	272.72	Classroom Basics
Hi-Mount School	DonorsChoose	284.25	End of the Year Extravaganza
Holmes School	Jane Turner	500.00	Target and Walmart Gift Cards
Kilbourn School	DonorsChoose	291.16	Basic Supplies Needed Please
Kilbourn School	DonorsChoose	297.15	Educational Kits & Games
Kilbourn School	DonorsChoose	391.25	Reading Nooks, Desks & Storage
King High School	DonorsChoose	156.36	Art Supplies
Kluge School	DonorsChoose	272.95	Ink Me With Your Best Shot
Kluge School	DonorsChoose	363.69	Growing A Bigger Garden
Kluge School	DonorsChoose	377.05	Let's Get Growing
Kluge School	DonorsChoose	614.69	Flexible Seating
Lloyd Barbee Montessori	DonorsChoose	181.24	Art Supplies
MacDowell Montessori	DonorsChoose	339.02	Educational Kits & Games
MacDowell Montessori	DonorsChoose	501.88	Primary Maker Space Tools
Manitoba School	Office Depot	1,281.91	Office Depot E-Gift Card
Maple Tree School	DonorsChoose	239.02	My Students Love Play-Doh
Maple Tree School	DonorsChoose	430.39	Stem in K5
Marshall High School	DonorsChoose	252.78	Lab Equipment
Marshall High School	DonorsChoose	295.27	Life Skills Using Baking
Meir School	DonorsChoose	1,694.67	Mind and Space
Milwaukee County Youth Education Center	DonorsChoose	238.77	Jail Is My Other Word for Home
Milwaukee High School of the Arts	DonorsChoose	2,302.46	Reading Nooks, Desks & Storage
Milwaukee School of Languages	DonorsChoose	525.99	Hygiene Project
Mitchell School	DonorsChoose	333.89	Flexible Seating
Mitchell School	DonorsChoose	545.50	Homework Incentives
Morgandale School	DonorsChoose	166.44	Worm Composting
Morgandale School	DonorsChoose	567.27	Essential Supplies
Neeskara School	DonorsChoose	376.35	Getting Back to the Basics
Ninety-Fifth Street School	DonorsChoose	134.45	Graduation Gowns #3
Ninety-Fifth Street School	DonorsChoose	166.32	Outdoor Learning

Location	Donor	Amount	Gift or Purpose
Ninety-Fifth Street School	DonorsChoose	221.31	Books for Outdoor Classroom
Ninety-Fifth Street School	DonorsChoose	222.57	Basic Supplies to Finish Strong
Ninety-Fifth Street School	DonorsChoose	241.84	Let's Learn Outside
Ninety-Fifth Street School	DonorsChoose	249.25	PreK Is Learning Outside
Ninety-Fifth Street School	DonorsChoose	255.52	Brain Fuel
Ninety-Fifth Street School	DonorsChoose	310.25	Outdoor Sensory Bins
Ninety-Fifth Street School	DonorsChoose	344.61	STEM to START the Year
Ninety-Fifth Street School	DonorsChoose	1,200.43	Cabinet for Storage
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Briggs and Stratton LLC	500.00	School Supplies
Pulaski High School	DonorsChoose	236.68	Classroom Basics
Pulaski High School	DonorsChoose	294.96	Writing for All
Pulaski High School	DonorsChoose	306.27	Backpacks and Fidgets
Riverwest Elementary	DonorsChoose	201.81	Personal Hygiene Books
Siefert School	DonorsChoose	150.23	STEM Structures
Spanish Immersion School	DonorsChoose	468.40	Toro Closet
Story School	DonorsChoose	240.31	Always Have Your Math Notebook
Story School	DonorsChoose	470.48	Instructional Technology
Townsend School	DonorsChoose	283.84	Computers & Tablets
Trowbridge School	DonorsChoose	131.50	TpT is Awesome
Trowbridge School	DonorsChoose	142.18	We Need Pencils
Trowbridge School	DonorsChoose	149.93	Math Fluency Can Be Fun
Trowbridge School	DonorsChoose	150.15	Quiet Independent Workspace
Trowbridge School	DonorsChoose	160.55	Books
Trowbridge School	DonorsChoose	222.01	Books
Trowbridge School	DonorsChoose	227.77	Better Signage for Library
Trowbridge School	DonorsChoose	357.42	Secure Chromebook Storage
Trowbridge School	DonorsChoose	406.86	Books
Victory School	DonorsChoose	486.89	Room for Everyone
Vieau School	DonorsChoose	241.27	STEM in Kindergarten
Vieau School	DonorsChoose	305.37	Classroom Basics
Vieau School	DonorsChoose	352.53	Refresh, Renew, Restock
Vieau School	DonorsChoose	418.98	Measure Me
Vieau School	DonorsChoose	539.72	Fresh Start to the New Year
William Cullen Bryant School	DonorsChoose	489.77	Educational Kits & Games
William Cullen Bryant School	DonorsChoose	527.25	Headphones For All
William Cullen Bryant School	DonorsChoose	669.26	Indoor Recess Fun and Snacks
Wisconsin Conservatory	DonorsChoose	234.46	The T in STEM for My Students
Zablocki School	DonorsChoose	320.95	Art Supplies
Zablocki School	DonorsChoose	349.51	Sports & Exercise Equipment
	Total Non-Monetary Donations	*49,061.06*	
	Total Value of Donations	*71,926.23*	

Location	Donor	Amount	Gift or Purpose
	** Donations from MPS Alumni*	*2,500.00*	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Administration's Recommendation

The Administration recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Director Gokalgandhi moved to approve the Administration's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Zombor, and President Herndon — 6.
Noes – Director Jackson – 1..

* * * * *

(Item 4) Action on the Award of Professional Services Contracts

Initiated by the Administration

Background

The Administration recommends that the Board approve the following professional services contracts:

Cooperative Authorization to Enter into a Contract with Imagine Learning LLC for Instructional Services

The Administration is requesting authorization to enter into a contract with Imagine Learning LLC for instructional services. Contractor will be used to deliver instructional services for approximately 840 K4-12th grade students enrolled in the virtual program established for the 2024-25 school year.

Imagine Learning LLC is a provider of K-12 curriculum and blended learning solutions. In addition to their credit recovery options, currently being utilized by the district for students in grades 9-12, Imagine Learning Inc offers an extended catalog of courses aligned to Wisconsin State Standards for students in grades K4-12th grade.

Their personalized learning approach allows for maximum flexibility for the virtual student with a blend of synchronous and asynchronous instruction and support. Imagine Learning LLC utilizes Wisconsin certified teachers and offers multiple layers of support including special education and translation services to ensure effective online learning.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Contract #230105.

This contract will run from August 1, 2024 through July 31, 2025, and the total cost of the contract in the extension year will not exceed $2,500,000.

Budget Code: GEN-0-0-SSF-LS-ECTS (Office of School Administration) $2,500,000.00

Imagine Learning LLC

HUB PARTICIPATION

Required.....NA

Proposed .....NA

$ Value 0

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 900 HOURS

Student Career Awareness Commitment: 20 HOURS

RFP 1075 Authorization to Enter into Contracts with Five Community-Based Organizations to Operate Thirty-Nine Community Learning Centers Locations during the 2024-25 School Year

The Administration is requesting authorization to enter into contracts with five community-based organizations (CBOs) to operate thirty-nine (39) Community Learning Centers (CLCs) during the 2024-25 school year. The CBOs provide fiscal administration for its respective CLC sites, hires and evaluates CLC staff and assists day school in developing extended-day academic, recreational and parent/family programming.

These agreements are funded by a combination of grant funds awarded to the District by the Wisconsin Department of Public Instruction (DPI) and District Extension funds. Upon Board approval, the Administration may enter into contracts with five Community-Based Organizations to provide 21st Century Community Learning Centers.

These community-based organizations were chosen pursuant to RFP 1075: Before and After School Recreational Providers, which closed on August 8, 2022.

The Administration recommends contracts run from August 1, 2024 through June 30, 2025. The total cost of each contract and the associated budget codes. The total of all contracts will not exceed $4,739,250.00, and will be distributed amongst the CLCs as follows:

Boys & Girls Clubs of Greater Milwaukee.....$3,728,500.00

Children Outing Association dba COA Youth Family Centers $520,250.00

Silver Spring Neighborhood Center, Inc.....$134,250.00

America Scores Milwaukee dba Milwaukee Kickers Soccer Club, Inc.....$218,500.00

Journey House, Inc.....$137,750.00

Budget Code:

DTI-X-X-XXX-XX-ECTS (DPI Grant Funds).....$4,289,250.00

CSV-0-0-CNR-XX-ECTS (Extension Funds) $450,000.00

Community Learning Centers (CLC) Participation Requirements (All Entities)

HUB PARTICIPATION

Required 10%

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Administration's Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Director Gokalgandhi moved to approve the Administration's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Zombor, and President Herndon — 7.
Noes – None – 0.

* * * * *

(Item 5) Action on the Award of Exception-to-Bid Contracts

Initiated by the Administration

Background

Exception Authorization to Issue a Purchase Order to Alison's Trading Corp dba Alison's Montessori and Educational Materials for Montessori Materials

The Administration is requesting authorization to issue a purchase order to Alison's Trading Corp dba Alison's Montessori and Educational Materials for Montessori materials for Lloyd Barbee Montessori School, Bay View Montessori School, Craig Montessori School, Fernwood Montessori School, Maryland Avenue Montessori School, MacDowell Montessori School and Riley Dual Language Montessori School.

Precise materials are at the heart of Montessori education. While most Montessori material is similar in style, the actual dimensions vary from one manufacturer to another. The conformity of the parts to accomplish the expected outcomes is important. Even more important is replacing with like parts as most manufacturers are not interchangeable. The materials must be consistent and therefore, must all be purchased from the same vendor. Due to the precise nature of the materials, we are requesting this purchase be approved.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The total cost will not exceed $77,810.84

Budget Code: GEN-0-0-INV-DW-ESUP..... (Curriculum & Instruction - Purchases)....$77,810.84

Alison's Trading Corp dba Alison's Montessori and Educational Materials HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Contract with Cooperative Education Service Agency #1 (CESA #1) to Provide Educational Coaching

The Administration is requesting authorization to enter into a contract with Cooperative Education Service Agency #1 (“CESA #1”), for professional learning and educational coaching. The contractor shall provide a total of 351.5 full days of services to Milwaukee Public Schools between August 1, 2024 through June 30, 2025.

As part of the "Every Student Succeeds Act" Milwaukee Public Schools is required to implement evidence-based strategies in all Comprehensive Support and Improvement schools (CSI) and/or our Additional Targeted Support and Improvement (ATSI) schools to improve instructional practice and improve student outcomes.

A high-quality professional learning strategy requires that schools implement evidence-based professional learning for staff in content knowledge and instructional practices. The professional learning must be aligned to curriculum, assessments and standards focusing on a topic for a minimum of 50 hours over time. Authentic experiences should be provided where teachers can collaborate and struggle through issues related to implementing the new information into their practice. All professional learning needs measurable outcomes for learning, implementation and student learning. Ongoing supports must be evident such that staff are provided coaching, mentoring, observations and feedback to successfully implement their learning.

Part of this strategy includes a robust coaching component. CESA #1 will be contracted to provide coaching professional learning and side-by-side coaching to teachers and district instructional coaches to effectively implement and support the district-wide and school-based professional learning work in the district. This work will be aligned to the Ambitious Instruction: Accelerating Learning framework. CESA #1 will also provide ongoing school-based coaching support and guidance to designated school staff in specific high-needs schools. A specific need for classroom management support will also be integrated in CSI and ATSI schools with the highest needs.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract comply with an established MPS standard and meet the quality required as per the Department of Public Instruction (Administrative Policy 3.09(7)(e)(1)(b)(v) and 3.09(7)(e)(1)(b)(vi)).

This contract will run from August 1, 2024 through June 30, 2025, with a one-year option to extend. The total cost of the contract in the Initial Term will not exceed $562,400.

Budget Code: SDV-0-S-3Z5-DW-ECTS (Contract Services) $562,400.00

Cooperative Education Service Agency #1

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Extend a Contract with GPS Education Partners, Inc., to Provide Alternative Education Programming

The Administration is requesting authorization to extend the contract with GPS Education Partners, Inc. (“GPS”) to provide alternative education programming. The Contractor will provide enrollment for up to thirty (30) MPS eleventh and twelfth-grade students in the Contractor’s fully immersive, work-based

educational GPSED Program. The program is a comprehensive education and career training program that utilizes the Contractor's partnerships with manufacturing businesses, as well as businesses from the construction and automotive sectors, to execute the program.

Students who complete the program will earn a full high school diploma from MPS while being prepared for continuing education and career pathways in manufacturing, construction, or automotive. Through the program, students will participate in the GPS Youth Apprenticeship Program. The majority of students will gain paid work experience at

a manufacturing company and earn portable industry-recognized credentials through the Manufacturing Skills Standards Council. The remainder of students will gain paid work experience in construction or automotive and will earn related industry-recognized credentials. GPS and MPS will work together to identify, recruit, and select students from MPS high schools for the program.

This will be an ongoing partnership, providing a stable and reliable educational option for MPS students and is subject to an annual review to ensure the program continues to meet the needs of the students and MPS. Notification of termination of the partnership for the coming year must be given by March 31st of the year prior to the fall start of new classes.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are considered one-of-a-kind and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The initial term of the contract ran from August 1, 2023 through July 31, 2024, and provided for two additional one-year extensions upon mutual written consent. The term of the contract extension will run from August 1, 2024 through July 31, 2025, and will not exceed $135,000.00.

Budget Code: GOE-0-I-1T4-EO-ECTV $135,000.00

GPS Education Partners, Inc.

HUB PARTICIPATION

Required 0%

Proposed 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue Purchase Orders to Milwaukee County Transit System for Bus Passes

The Administration is requesting authorization to issue purchase orders to the Milwaukee County Transit System for bus passes and tickets throughout the 2024-2025 school year.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are considered one-of-a-kind and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

These bus passes and tickets are provided to students for various school activities. The total cost of these purchases will not exceed $2,100,000.

Budget Code: STP-0-0-TRS-DW-EPPT (Pupil Transportation) $2,100,000.00

Milwaukee County Transit System

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? ..... NA

Total # of Employees ..... NA

Total # of Minorities ..... NA

Total # of Women ..... NA

HUB PARTICIPATION

Required.....NA

Proposed .....NA

$ Value .....NA

STUDENT ENGAGEMENT (per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 20 HOURS

Exception Authorization to Enter into a Blanket Contract with Natures Classroom Institute for the Provision of Montessori Camp Services

The Administration requests authorization to enter into a blanket contract with Natures Classroom Institute for the provision of Montessori sleep-away camp services to Montessori schools throughout the District. A blanket contract was previously issued for this vendor which expires August 31, 2024. Continued usage of this vendor has driven the need for another district-wide contract.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv).

The contract will run from September 1, 2024 through August 31, 2027. The total cost of the contract will not exceed $250,000.

Budget Code: 000-0-0-000-BL-ECTS.....$250,000.00

Natures Classroom Institute

HUB PARTICIPATION

Required 0%

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue a Purchase Order to NCS Pearson, Inc. for GED Vouchers

The Administration is requesting authorization to issue a purchase order for GED vouchers from NCS Pearson, Inc. The district intends to acquire approximately 3,240 vouchers. These vouchers are to be utilized in the Alternative Education Program, GED Option 2, and are of three types: practice, initial, and retake. GED Ready vouchers from Pearson VUE are necessary for students to take the GED tests required for graduation under the GED Option #2 program.

The exception from the requirement of a competitive procurement process for this purchase has been granted on the basis that the purchase of the goods is considered one-of-a-kind; Pearson VUE is the sole source provider for these vouchers. In addition, the Pearson VUE Test Delivery System for GED testing only accepts vouchers exclusively created and sold by Pearson VUE (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The total cost of the purchase of GED vouchers shall not exceed $88,560.00.

Budget Code: GED-0-I-SRT-DW-ECTV $88,560.00

NCS Pearson, Inc.

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value $0

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter a Contract with Truescreen, Inc., for Criminal Background Screenings

The Administration is requesting authorization to enter into a contract with Truescreen, Inc., ("Truescreen") to provide continued criminal background screening for applicants, student teacher/field placement students, volunteers, and vendors.

Truescreen has provided criminal background check screening services to the District since 2013. The services provided by Truescreen have increased capacity, efficiency, and accuracy in processing criminal background checks. Truescreen conducts a nationwide search and a sex offender search. Truescreen's web-based platform is integrated with the District's applicant tracking system so that criminal background checks can be requested with little to no manual intervention.

The district has historically provided this service internally through the Office of Human Resources. The District has and will continue to absorb the cost of criminal background checks on applicants for employment with the district and volunteers. Currently, the District bills colleges/universities and vendors for background checks conducted.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The initial contract term will run from August 1, 2024 through July 31, 2025 and will not exceed $300,000.

Budget Code:

BGC-0-0-EMB-HR-ECTS (Employment Benefits – Contract Services) ..... $ 300,000.00

Truescreen, Inc.

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Administration's Recommendation

The Administration recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Director O'Halloran moved to approve the Administration's recommendation with the exception of the request to authorize a contract with CESA 1. The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Zombor, and President Herndon — 7.
Noes – None – 0.

* * * * *

(Item 6) Action on Request to Waive Administrative Policy 3.09(9)(e) and Enter into Contracts with Airoldi Brothers, Inc. and United Healthcare Services, Inc.

Initiated by the Administration

Background

RFP 945 Authorization to Extend a Contract with Airoldi Brothers, Inc for Leasing of Refrigerated Trucks

The Administration is requesting the Board waive Administrative Policy 3.09(9)(e) three-year term limit and extend a contract with Airoldi Brothers, Inc. to lease up to seven refrigerated trucks and one van. The trucks and van will be used by School Nutrition Services to deliver pre-packed meals from central kitchens to schools across the district in a timely manner.

Contractor was chosen pursuant to RFP 945, which closed on June 5, 2017. The original contract provided for four one-year options to extend if certain performance objectives were met. Based on the Contractor's achievement of performance metrics, the parties now mutually agree to extend the Contractor for an eighth additional one-year term.

The request to waive administrative policy and issue the contract for a seventh extension or eighth year is that the manufacturer needs up to twelve months to build new vehicles. There are supply chain issues with chassis, body, and refrigeration units. The Contractor and MPS are also near finalizing the Contract for RFP 1096 after nearly one year of negotiations. RFP 1096 will supply MPS with newer truck models focused on improved safety features. Therefore, we are requesting to extend the current contract to continue using the existing vehicles.

This contract extension will run from September 1, 2024 through August 31, 2025 and will not exceed $350,000.

Budget Code: LNC-0-0-LNH-NU-ESDF...(Food Service Storage and Delivery) $350,000.00

Airoldi Brothers, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 154

Total # of Minorities 46

Total # of Women 15

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

RFP 1134 Authorization to Contract with UnitedHealthcare Services, Inc. (UHC) for Health Savings Account Administration (HSA)

The Administration is requesting authorization to enter into a contract with UnitedHealthcare Services, Inc. for administration of the Health Savings Account. The district partnered with Brown & Brown (Benefit Consultants) to develop and evaluate RFP 1134 for the administration of the Health Savings Account for employees enrolled in the High Deductible Health Plan (HDHP). The HSA is an individual account that employees use to pay any out of pocket medical or prescription drug expenses. UHC proposal provided the least disruption to employees and their dependents.

Contractor was chosen pursuant to RFP 1134, which closed on March 25, 2024.

The Administration is requesting the Board waive Administrative Policy 3.09(9)(e) term limit for reason of cost savings as pricing would remain firm for five years. The contract will run from January 1, 2025 through December 31, 2027, (the "Initial Term"), with one two-year option to extend if certain performance metrics incorporated into the contract are met.

There is no cost to the district for this contract.

Budget Code: DWC-0-0-EMB-DW-EMDI (Employee Benefits Medical Insurance) $0.00

UnitedHealthcare Services, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 2,768

Total # of Minorities 435

Total # of Women 1,461

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

RFP 1135 Authorization to Contract with UnitedHealthcare Services, Inc. (UHC) for Administration of the Medicare Advantage Plan for Retirees

The Administration is requesting authorization to enter into a contract with UnitedHealthcare Services, Inc. (UHC) for the administration of the district's fully insured Medicare Advantage Plan. The district partnered with Brown & Brown (Benefit Consultants) to develop and evaluate RFP 1135 for the administration of the Medicare Advantage Plan. Contracting with UHC would allow for a smooth transition for retirees that move from the UHC commercial plans to Medicare eligibility at which time they would get enrolled in the Medicare Advantage Plan. UHC proposal provided the least disruption to current retirees and their dependents.

UHC is offering a 13% premium reduction in the first year compared to the current year's rate.

Contractor was chosen pursuant to RFP 1135, which closed on March 25, 2024.

The Administration is requesting the Board waive Administrative Policy 3.09(9)(e) term

limit for reason of cost savings as pricing would remain firm for five years. The contract will run from January 1, 2025 through December 31, 2027, (the "Initial Term"), with one two-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $56,465,000, which approximately 4% of this amount is paid by retirees through a deduction from their state or city pension benefits.

Budget Code: DWC-0-0-EMB-DW-EMDI (Employee Benefits Medical Insurance) $56,465,000.00

UnitedHealthcare Services, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 251

Total # of Minorities 106

Total # of Women 166

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student Employment Hour Commitment: 100 HOURS Student Career Awareness Commitment: 10 HOURS

RFP 1137 Authorization to Contract with UnitedHealthcare Services, Inc. (UHC through Optum Rx) for Prescription Drug Administration

The Administration is requesting authorization to enter into a contract with UnitedHealthcare Services, Inc. (through OptumRx) for prescription drug administration. The district partnered with Brown & Brown (Benefit Consultants) to develop and evaluate RFP 1137 for the administration of the prescription drug plan for employees enrolled in the EPO, PPO and HDHP. UHC proposal provided the least disruption to employees and their dependents.

This contract has a carve-in approach, which provides a positive member experience in that the UHC claims representative/clinical disease management team will be able to view all the employees medical and pharmacy claims information within the same system.

Contractor was chosen pursuant to RFP 1137, which closed on March 25, 2024.

The Administration is requesting the Board waive Administrative Policy 3.09(9)(e) term limit for reason of cost savings as pricing would remain firm for five years. The contract will run from January 1, 2025 through December 31, 2027, (the "Initial Term"), with one two-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $305,000.

Budget Code: DWC-0-0-EMB-DW-EMDI (Employee Benefits Medical Insurance) $305,000.00

UnitedHealthcare Services, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 2,768

Total # of Minorities 435

Total # of Women 1,461

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student Employment Hour Commitment: 100 HOURS Student Career Awareness Commitment: 10 HOURS

RFP 1138 Authorization to Contract with UnitedHealthcare Services, Inc. (UHC) for Administration of the District's Health Plans

The Administration is requesting authorization to enter into a contract with UnitedHealthcare Services, Inc. (UHC) for the administration of the district's self-funded health plans. The district partnered with Brown & Brown (Benefit Consultants) to develop and evaluate RFP 1138 for the administration of the self-funded Exclusive Provider Organization (EPO), Preferred Provider Organization (PPO) and High Deductible Health Plan (HDHP). UHC proposal offered the lowest claims cost and provider discounts with no disruption to employees and their dependents. UHC also provided competitive costs for the administration and disease management programs.

There are annual performance guarantees, quarterly rebates as well as an implementation credit for each year of the contract that would be paid to MPS by UHC.

Contractor was chosen pursuant to RFP 1138, which closed on March 25, 2024.

The Administration is requesting the Board waive Administrative Policy 3.09(9)(e) term limit for reason of cost savings as pricing would remain firm for five years. The contract will run from January 1, 2025 through December 31, 2027, (the "Initial Term"), with one two-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $16,000,000.

Budget Code: DWC-0-0-EMB-DW-EMDI (Employee Benefits Medical Insurance) $16,000,000.00

UnitedHealthcare Services, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 251

Total # of Minorities 106

Total # of Women 166

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Administration's Recommendation

The Administration recommends that the Board authorize the request to waive Administrative Policy 3.09(9)(e) and authorize the contracts as set forth in the attachments to this item.

Director Garcia moved to approve the waiver of policy and to approve Administration's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Zombor, and President Herndon — 6.
Noes – Director Jackson – 1.

* * * * *

(Item 7) Action on a Request to Approve the Seventh Amendment to the Lease Agreement with Banner Day Learning Corp. at the 35th Street School Property Located at 3517 West Courtland Avenue

Initiated by the Administration

Background

Milwaukee Public Schools and Banner Preparatory School of Milwaukee (Banner Prep) have a long-standing relationship. Banner Prep was established in the fall of 2006 to provide a continuum of services for students who have been expelled through a Central Services hearing process. The mission of Banner Prep is to provide an alternative small school setting for secondary-level students when academic and/or behavioral issues have become major barriers in a student's success in school.

In June 2018, the Board entered into a lease agreement with Banner Prep for a portion of the 35th Street School property located at 3517 West Courtland Avenue. In June 2019, the Board authorized a lease amendment that extended the lease term through June 30, 2020. In June 2020, the Board authorized another lease from July 1, 2020 through June 30, 2021. In June 2021, the Board authorized another lease term from July 1, 2021 through June 30, 2022. In June 2022, the Board authorized another lease term from July 1, 2022 through June 30, 2023. In June 2023, the Board authorized another lease term from July 1, 2023 through June 30, 2024. In March 2023, the Board authorized another lease term from July 1, 2023 through June 30, 2024. Banner is expanding its enrollment with students from Southeastern that recently dissolved. The Administration is requesting approval of the proposed seventh amendment to the lease agreement with Banner Day Learning Corp. that will extend the lease term from August 1, 2024, through June 30, 2025, which aligns with the term of the current partnership contract with Banner Prep.

Lease Term: August 1, 2024 through June 30, 2025

The lease rent revenue shall be as follows:

August 1, 2024 - June 30, 2025 = $134,852.00

The draft lease and related documents were provided under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

Admin Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for lease term is $134,852.00

Implementation and Assessment Plan

Upon Board approval, the attached Seventh Amendment to the Lease Agreement with Banner Day Learning Corp. will be executed.

Administration's Recommendation

The Administration recommends that the Board approve the Seventh Amendment to the Lease Agreement with Banner Day Learning Corp.

Director O'Halloran moved to approve the Administration's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Zombor, and President Herndon — 7.
Noes – None – 0.

* * * * *

(Item 8) Action on a Request to Approve the Third Amendment to the Lease Agreement with Lit'l Scholars Day Care at the Thurston Woods Campus Located at 3320 West Wren Avenue

Initiated by the Administration

Background

Milwaukee Public Schools and Lit'l Scholars Day Care have a long-standing relationship with the District and began leasing space to Lit'l Scholars Day Care in May 1996. Lit'l Scholars Day Care serves children from 6 weeks to 12 years of age. Current enrollment at the day care is approximately 30 children.

Lease Term: September 1, 2024, through August 31, 2025
The lease rent revenue shall be as follows:
September 1, 2024 – August 31, 2025 = $44,751.20
The draft lease and related documents were provided under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

Admin Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for lease term is $44,751.20.

Implementation and Assessment Plan

Upon Board approval, the attached Third Amendment to the Lease Agreement with Lit'l Scholars Day Care for the Thurston Woods Campus Property Located at 3320 West Wren Avenue will be executed.

Administration's Recommendation

The Administration recommends that the Board approve the Third Amendment to the Lease Agreement with Lit'l Scholars Day Care at the Thurston Woods Campus Located at 3320 West Wren Avenue.

Director O'Halloran moved to approve the Administration's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Zombor, and President Herndon — 7.
Noes – None – 0.

* * * * *

(Item 9) Action on a Request to Waive Administrative Policy 9.12 and to Extend the Contract with Next Door Foundation, Inc. for Next Door Charter School for One Year

Initiated by the Administration

Background

Next Door Charter School (Next Door) was established as a non-instrumentality charter school beginning with the 2006-2007 school year and is located at 2545 North 29th Street and 5310 W. Capitol Drive. The contract is for up to a maximum of 208 full-time-equivalent (FTE) pupils in grade K4.

Next Door's mission is to support the intellectual, spiritual, and emotional development of children so that they can become self-sufficient, contributing members of the community. Next Door's vision is to support the development of young children so that they may become confident, independent, and pro-social learners.

On November 17, 2022, Administration received a request to modify grades and notified MPS of the non-renewal of the charter school contract at the conclusion of the 2023-24 school year.

On June 21, 2024, Administration received notification of a request to waive Administrative Policy 9.12 and to extend the current contract for one-year for the 2024-25 school year for a max of 208 FTE pupils in grade K4. The decision for non-renewal was made under previous leadership of Next Door Charter School. Next Door values its partnership with MPS. The new leader intends to use the additional year to efficiently and thoughtfully continue its continuity of service to MPS.

The letter of request and a draft contract were provided under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement:

Admin Policy 9.12 - Charter Schools

Fiscal Impact Statement

This will be a part of the FY25 budget process.

Implementation and Assessment Plan

Upon the Board's approval, the contract will be effective for the 2024-2025 school year. Administration will conduct the charter school renewal during the 2024-25 school year.

Administration's Recommendation

The Administration recommends that the Board waive Administrative Policy 9.12 and approve the one-year extension with Next Door Foundation, Inc. for Next Door Charter School.

Director O'Halloran moved to waive Administrative Policy 9.12 and to approve the Administration's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Zombor, and President Herndon — 7.
Noes – None – 0.

* * * * *

(Item 10) Reports of the Board's Delegates

Initiated by the Administration

Background

The Board's received a report from the Board's delegate to the Library Board.

* * * * *

(Item 11) Report of the President of the Milwaukee Board of School Directors

Initiated by the Administration

Background

Meetings were held with various MPS administrators and stakeholders relative to:

- Communications (4)
- CAP Team Meetings (3)
- Facilities Inventory (2)
- Head Start Program (1)
- Special Board Meetings (1)
- Green New Deal (2) – Retrofitting buildings with modern, energy-efficient HVAC systems.
- Regular Board Meeting (1)
- MPS Foundation (1)
- Board Structure (1)

The Board adjourned at 8:32 p.m.

DR. TINA OWEN-MOORE
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 8, YEAR

Special meeting of the Board of School Directors called to order by President Herndon at 5:32 p.m.

Present — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 6.
Absent and Excused— Directors Gokalgandhi and Jackson – 2.

The Board Clerk read the following call of the meeting:

August 6, 2024

To the Members of the Board of School Directors:

At the request of President Marva Herndon, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

SPECIAL BOARD MEETING
5:30 P.M., THURSDAY, AUGUST 8, 2024

1. Consideration of the Search for a Superintendent of Schools - Possible Action on the Selection of an Executive Search Firm

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

Pursuant to Wisconsin Statute 19.85(1)(e), the Board may retire to closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

TINA OWEN-MOORE, Ed.L.D.
Board Clerk

(Item 1) Consideration of the Search for a Superintendent of Schools - Possible Action on the Selection of an Executive Search Firm

Background

The resignation of Dr. Keith Posley became effective June 30, 2024.

On June 13, 2024, the Board appointed Eduardo Galvan to the position of Acting Superintendent. On July 25, 2024, the Board appointed Mr. Galvan to the position of Interim Superintendent, with the intention that he would serve in this role until the appointment of a superintendent of schools.

The Board intends to contract with an executive search firm to facilitate the search for the next superintendent.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3 , Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.02 - Superintendent - Recruitment and Appointment

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Recommendation

That the Board determine how it wishes to proceed.

Director Siemsen moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(e). The motion passed, the vote being as follows:

Ayes — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 6.
Noes – None – 0.

The Board was in closed session from 5:43 p.m. to 6:25 p.m. Upon returning to open session, Director O'Halloran moved to authorize the Administration, in collaboration with the Office of Board Governance, to negotiate a contract with Hazard, Young, and Associates (HYA, Inc.). for superintendent search services, and to bring the final contract to the Board for approval.

The Board adjourned at 6:27 p.m.

Tina Owen-Moore, Ed.L.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 29, 2024

Regular meeting of the Board of School Directors called to order by President Herndon at 5:32 p.m.

Present — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Zombor, and President Herndon — 6.
Absent and Excused — Directors Jackson and Siemsen – 2.

Before proceeding to the items on the agenda, President Herndon asked for a moment of silence to commemorate the passing of the following members of the MPS community:

- Cory Winters, a Teacher from Rogers Street Academy
- Alijah Golden-Richmond, a 9th grade student from Bradley Tech
- Jill Hernandez, a retired Food Service Assistant from Greenfield School
- Travontae Greene, a 9th grade student from South Division
- Willie Hickman, a retired Principal from Milwaukee Environmental Science
- Benjamin Mazaba, a 9th grade student from Audubon
- Jerome Pinkus, a retired School Psychologist from DCS Schools - Home & Hosp.
- Theodore Somers, a retired Carpenter from the Carpentry Shop

The Chair would also like to commemorate the passing of former School Board Member, Dr. Jeanette Mitchell. Dr. Mitchell served on the Board for two terms, from 1987 to 1995, including three years as Board President. Dr. Mitchell championed the establishment of a leadership academy to improve the professional development of MPS administrators. Passionate about growing solid leaders in the Milwaukee community, Dr. Mitchell also founded the African American Leadership Alliance of Milwaukee and co-founded and directed the Cardinal Stritch University Leadership Center.

APPROVAL OF MINUTES

The minutes of the special and regular board meeting of June 2024 and the regular and special meeting of July 2024 were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report, with Possible Action, from the Superintendent of Schools

Background

Each month, the Interim Superintendent presents a report to the Milwaukee Public Schools (MPS)Board of Directors and the broader MPS community. This report serves as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academic achievements, and outline areas where gains and growth are noted, ensuring that both successes and challenges are transparently communicated.

The content is aligned with the 2023-2028 Strategic Plan initiatives, ensuring that the reporting remains consistent with our overarching goals and vision. Through these updates, we aim to keep all stakeholders informed and engaged in our mission to advance the district's priorities.

Strategic Plan Key Initiatives:

- Rightsizing the District
- Student Achievement and Graduation
- Staff-Morale & Professional Learning
- Special Projects

Interim Superintendent Galvan gave an oral report.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 2) Update on and Possible Action on the Implementation of School Resource Officers (SROs) as a Result of ACT 12

Background

On February 29, 2024 the Administration shared this update:

On June 20, 2023, the State of Wisconsin passed Act 12 which reads, "Beginning January 1, 2024, the school board of the 1st class city school district that is located in the 1st class city shall ensure that no fewer than 25 school resource officers are present at schools within the school district during normal school hours and that school resource officers are available during before-school and after-school care, extracurricular activities, and sporting events as needed."

In response, Milwaukee Public Schools has been in discussion with stakeholders, including student groups, the Milwaukee Teachers' Education Association (MTEA), the Administrators and Supervisors Council (ASC), district staff, community members, and the Milwaukee Police Department (MPD). The goal has been to develop a plan, in partnership with MPD, that redefines the previous role of the school resource officer in MPS.

In addition to working with local stakeholders, MPS conducted site visits at public schools in Washington, DC; Atlanta, GA; Fulton County, GA; and Bibb County, GA. During these visits, district representatives observed school resource officer programs that implement a variety of practices focused on improving relationships between schools, law enforcement, youth, and the greater community.

To date, no financial agreement has been reached between the parties responsible for implementing Act 12. The Administration will update on its progress toward the implementation of Act 12.

On August 29, 2024 the Administration will update the Board on the following:

• Status of an MOU between MPS and MPD
• Next steps for implementing an SRO plan

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

(Item 3) Action on a Request for Adoption of a Resolution, under Section 119.25 of the Wisconsin Statues, to Delegate the Board's Expulsion Authority to Independent Hearing Officers

Background

Section 119.25 of the Wisconsin Statutes allows the Board to adopt a resolution authorizing the use of either an Independent Hearing Panel or Hearing Officers appointed by the Board to hear and decide student expulsion cases. The resolution is effective for the school year for which it is adopted. At its meeting on August 28, 2008, the Board approved revisions to Administrative Policies 8.32 and 8.33 to authorize the use of Independent Hearing Officers to hear and decide student expulsion cases.

For the 2023-24 school year, the Board adopted a resolution authorizing the use of Independent Hearing Officers who are non-district employees (as suggested by the City Attorney) to hear and decide expulsion cases.

For the 2024-25 school year, the Administration is recommending the continued use of Independent Hearing Officers to hear and decide student expulsion cases. The Department of Student Services will continue to provide training for the Independent Hearing Officers to ensure that all Independent Hearing Officers understand their role, responsibilities, and options.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.33 - Student Expulsion: Independent Hearing Officer

Fiscal Impact Statement

Approval of this item does not authorize expenditures. The primary

cost of processing student expulsion cases is the transcription services and the cost of the Independent Hearing Officers. These costs were previously approved in the FY 2025 budget for the Department of Student Services.

Recommendation

The Administration recommends that the Board adopt the following resolution:

RESOLVED, That for the 2024-25 school year, student expulsions from the Milwaukee Public Schools shall be ordered by an Independent Hearing Officer; and be it

FURTHER RESOLVED, That the Administration implement the behavior reassignment option, whenever possible; and be it

FURTHER RESOLVED, That the same due process procedures as were used in 2023-24 be followed when hearing all cases of student expulsions; and be it

FURTHER RESOLVED, That the Independent Hearing Officer may impose one or more early reinstatement conditions under which a student who is expelled from school may be reinstated to school before the end of his or her expulsion. The reinstatement condition may be a condition a student is required to meet before he or she may be granted reinstatement, or a condition that the pupil is required to meet after his or her early reinstatement. The early reinstatement conditions must be related to the reasons for the student's expulsion and be stated in the expulsion order; and be it

FURTHER RESOLVED, That the Independent Hearing Officer in all expulsion cases provide educational services to expelled students at an MPS alternative/partnership school or online academic support; and be it

FURTHER RESOLVED, That the expelled students shall be reinstated to the Milwaukee Public Schools through the Department of Student Services in the manner described herein.

Director Zombor moved approval of the Administrations recommendation to adopt the resolution. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Zombor, and President Herndon — 6.
Noes – None - 0.

* * * * *

(Item 4) Action on a Recommendation to Amend the 2024-2025 Inter-District Transfer Agreements

Background

Section 121.85(3) of the Wisconsin Statutes allows the Board to enter into annual written inter-district transfer agreements with school districts for the purpose of reducing racial imbalance.

The Administration is requesting authorization to enter into contracts with 9 suburban districts, specified in the attachments, to provide funding for transportation services for students participating in the Inter-District Transfer Program (Chapter 220).

For the 2024-2025 school year, three of the nine remaining participating school districts will arrange their own transportation: Fox-Point-Bayside, Germantown, and Mequon-Thiensville. Reimbursement for transportation services will be funded by Milwaukee Public Schools.

For the 2024-2025 school year, Milwaukee Public Schools will arrange transportation services for 6 of the 9 remaining participating school districts: Greendale, Hamilton/Sussex, Nicolet UHS, Shorewood, Whitefish Bay, and Whitnall.

The full recommendations have been provided under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.11 - Admission of Nonresident Students

Fiscal Impact Statement

This item authorizes expenditures pursuant to federal law. Districts are reimbursed based on the number of eligible Milwaukee resident students who receive Title I services provided by the host district. The budget code for reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT for the amount of $84,314.85

Implementation and Assessment Plan

Upon approval by the Board, the Inter-District Student Transfer Agreements will be implemented.

Recommendation

The Administration recommends that the Board:

1. approve the 2024-2025 Inter-District Transfer Agreements for the school districts as indicated in the attachment to this item; and

2. authorize the Administration to enter into contracts to provide transportation services with the school districts indicated in Attachment #1 for the 2024-2025 school year.

Director Zombor moved approval of the Administrations recommendation.

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Zombor, and President Herndon — 6.
Noes – None - 0.

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REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Informational Report on the Entry Plan of the Board Clerk/Chief Officer

Background

On July 15, 2024, the Board appointed Dr. Tina Owen-Moore to the position of Board Clerk/Chief Officer, Office of Board Governance.

Core Values

- Integrity
- Collaboration
- Strategy & Innovation
- Equity
- Authenticity

Entry Plan Phases

0-3 Months – Listen, Learn, Adopt Quick Fixes
4-6 Months - Planning & Engagement
7-12 Months - Implementation & Monitoring

Entry Plan: Year 1 Departmental Goal

Digital Efficiency - At the end of year 1, we will have digital and accessible documents, policies, systems

Entry Plan: Gratitude and Care

Thank you for the opportunity to return to a community that I love
I promise to lead with gratitude and care - for the people, work, community.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

* * * * *

(Item 2) Report, with Possible Action, on Legislative Matters Concerning Milwaukee Public Schools

Background

The Legislative Policy Manager discussed anticipated K-12 education budget proposals to be introduced for the next legislative session and other related items.

Other local and state level updates will be provided as warranted.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE.

The following report includes activities from late July through mid-August.

Accountability and Efficiency Services

Between July 14, 2024, and August 17, 2024, Accountability and Efficiency Services completed two constituent inquiries and four information requests. The OAE also satisfied one impartial hearing officer (IHO) request, closed one whistleblower report, and completed one RFP/Bid appeal.

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP was approved by the Board on June 13, 2024 and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

During this reporting period, CCS staff focused on enhancing our HUB Student Engagement Programming. Our team participated in a luncheon aimed at supporting small, minority-owned, and diverse businesses within the City of Milwaukee. This event provided an excellent platform for CCS to discuss our HUB program and current contracting opportunities.

We are also pleased to report that CCS continues to extend its summer internship sponsorships for Milwaukee Public Schools high school students. During August, two student interns underwent interviews across diverse industries, including administrative services and art therapy, resulting in one student being successfully hired.

CCS remains dedicated to fostering collaborations with departmental and internal sponsors as we actively work towards establishing additional internships and work-based learning opportunities for our high school students.

Furthermore, Contract Compliance Services remains committed to supporting the District's implementation of Administrative Policies 3.10 and 3.13.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period include:

- Audit Completions and Activities
- One school audit issued
- FY24 School Audit Summary Report issued
- FY24 Annual Fraud Summary Report issued
- continued on next page
- Expulsion Performance Audit Report issued
- Audit staff evaluations completed
- FY24 Charter School Documents for web site updated
- One Special Investigative Report issued
- Corrective Action Plan Updates: Outreach to Stakeholders on Audit Committee Membership, Drafted Updated Board Rule for City Attorney Review
- Conducting several ongoing investigations resulting from Fraud Hotline tips

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

There were no expulsion reports presented this month.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance, and Personnel: Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days, has been set aside at the request of the Administration.

From the Report of the Report of the Committee on Student Achievement and School Innovation: Item 1, Action on a Request to Approve the Instrumentality Charter School Contract with Academia de Lenguaje y Belles Artes, Inc. for Academia de Lenguaje y Belles Artes is set aside, as it was forwarded to the Board without a recommendation.

On the motion of Director Garcia, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Zombor, and President Herndon — 6.
Noes — None -0.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Garcia presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action Report, Report on Hire Data and Report on Resignation Data

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
	NEW HIRES		
2 Christis Brown	Building Service Helper I	07/15/2024	$18.48/hr
2 Marzell Cannon	Building Service Helper I	07/01/2024	$17.88/hr
2 Latammara Collins	Building Service Helper I	06/24/2024	$17.17/hr
2 Meiko Critton	Building Service Helper I	07/15/2024	$19.67/hr
2 Leon Driver	Building Service Helper I	07/15/2024	$17.88/hr
2 Thelma Franklin	Building Service Helper I	07/01/2024	$22.65/hr
2 Victoria Freeman	Building Service Helper I	06/24/2024	$17.17/hr
2 Amir Hughes	Building Service Helper I	07/01/2024	$17.88/hr

Name	Position and Salary	Date	Salary
2 Camille Kirk	Building Service Helper I	07/01/2024	$24.44/hr
4 David Martinez Garcia	Building Service Helper I	06/24/2024	$20.03/hr
4 Jessica Mathis	Building Service Helper I	07/15/2024	$23.24/hr
2 Justin Morris Stevenson Jr.	Building Service Helper I	06/24/2024	$17.17/hr
2 Sean Nelson	Building Service Helper I	07/01/2024	$19.07/hr
5 Julie Neuman	Building Service Helper I	07/01/2024	$17.88/hr
2 Brian Stewart	Building Service Helper I	06/24/2024	$17.17/hr
2 Ashley Williams	Building Service Helper I	07/15/2024	$17.88/hr
3 Mohammad Amin Bakhtyari	Boiler Attendant Trainee	07/01/2024	$43,681.94
5 Parker Kring	IT Service Technician	07/22/2024	$61,609.41
4 Loyry Desir Martinez	Paraprofessional	07/24/2024	$22,218.26
5 Riley Dziewik	Paraprofessional	07/18/2024	$22,218.26
	PROMOTIONS		
2 Scott Pfaff	Bricklayer Chargeman	07/08/2024	$48.45/hr
2 Lisabel Torres	Secretary I – 11 Month	07/29/2024	$43,714.91
	REHIRES		
2 Tuwanda Boyd	Building Service Helper I	07/15/2024	$19.07/hr
2 Katrina Burnett	Building Service Helper I	06/24/2024	$17.17/hr
2 Nathaneil Hampton	Building Service Helper I	06/24/2024	$20.03/hr

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

5,r	Anderson,Benjamin	01/MA	$98,937.66	8/27/2024
	GENERAL OPERATIONS			
5,r	Appel,Justin	01/BA	$54,768.58	8/27/2024
	SOCIAL STUDIES			
5,nr	Barnick-Richardson,Kristin	01/BA	$52,827.70	8/27/2024
	SAGE			
5,nr	Beal,Krista M	1D/MA	$76,736.00	5/30/2024
	MISC. STATE GRANTS			
2,nr	Benner,Brenda J	01/MA	$96,813.48	8/27/2024
	EARLY CHILDHOOD- SPEC ED			
4,r	Carrillo,Gabriela	01/BA	$68,359.24	8/27/2024
	BILINGUAL EDUCATION			
2,r	Carter,Anita R	01/MA	$98,937.66	8/27/2024
	EDUCATIONAL OPERATIONS			
4,r	Cole,Brianna L	01/BA	$52,827.70	8/27/2024
	KINDERGARTEN (4 YR OLDS)			
5,nr	Crowe,MIchael	01/MA	$92,566.26	8/27/2024
	MATHEMATICS			
5,r	Czerwinski,James	01/MA	$60,714.91	8/27/2024
	FOREIGN LANGUAGE			
5,nr	Fiegel,Melissa A	01/BA	$72,242.12	8/27/2024
	ENGLISH			
5,nr	Gehred,Angela M	01/BA	$83,890.71	8/27/2024
	EARLY CHILDHOOD- SPEC ED			
5,nr	Geibel,Laura L	01/MA	$98,937.66	8/27/2024
	SCIENCE			
5,r	Mazaba,Erin J	01/BA	$60,593.47	8/27/2024
	SPEC ED MULTICATEG.			
2,r	Moore,Deshana P	01/BA	$52,827.70	8/27/2024
	EDUCATIONAL OPERATIONS			

2,nr	Neal,Lyndsey Y	01/BA	$52,827.70	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
5,r	Neuwirth,Ursala	01/MA	$75,578.50	8/27/2024
	ENGLISH AS SECOND LANGUAGE			
5,r	Rzad,Carianne	01/BA	$52,827.70	8/27/2024
	KINDERGARTEN (4 YR OLDS)			
2,r	Sampson,Aaliyah	01/BA	$52,827.70	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
5,nr	Schoenmann,Cody	01/BA	$52,827.70	8/27/2024
	ENGLISH			
5,r	Sirna,Alexander	01/BA	$52,827.70	8/27/2024
	SOCIAL STUDIES			
5,nr	Sorensen,Jessica	01/BA	$52,827.70	8/27/2024
	EDUCATIONAL OPERATIONS			
5,r	Stracener,April Nicole	01/MA	$79,826.85	8/27/2024
	IEA -WE INDIANS			
5,r	Suminski,Mark J	01/BA	$52,827.70	8/27/2024
	TECHNICAL SERVICES			
1,r	Tovar,Haley	01/BA	$52,827.70	8/27/2024
	SAGE			
5,nr	Wells,Alexander	01/BA	$58,651.46	8/27/2024
	SCIENCE			

ACTION ON CERTIFICATED APPOINTMENTS -SPEECH LANGUAGE PATHOLOGISTS

5,r	Babcock,Hailey	01/SLP	$59,457.73	8/27/2024
	SPEECH PATHOLOGY			
5,r	Giuffre,Caroline	01/SLP	$59,457.73	8/27/2024
	SPEECH PATHOLOGY			
5,r	Kircher,Bridget	01/SLP	$59,457.73	8/27/2024
	SPEECH PATHOLOGY			
5,nr	Klemp,Amelia	01/SLP	$101,925.44	8/27/2024
	SPEECH PATHOLOGY			
5,r	Majewski,Margaret	01/SLP	$59,457.73	8/27/2024
	SPEECH PATHOLOGY			
5,r	Matson,Kristin	01/SLP	$59,457.73	8/27/2024
	SPEECH PATHOLOGY			
5,r	Montgomery,Nicole	01/SLP	$59,457.73	8/27/2024
	SPEECH PATHOLOGY			
4,r	Pina,Fabiola	01/SLP	$59,457.73	8/27/2024
	SPEECH PATHOLOGY			

ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL SOCIAL WORKER

4,r	Rodriguez,Emily J	01/2A	$66,312.65	8/16/2024
	SCHOOL SOCIAL WORK			

ACTION ON CERTIFICATED APPOINTMENTS - OCCUPATIONAL THERAPIST

5,nr	Cook,Amanda	01/OTM	$73,619.63	8/27/2024
	THERAPIST-OCCUPATIONAL			

ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL PYSCHOLOGISTS

5,nr	Disalvo,Kaitlyn	FLT/51C	$68,102.85	8/16/2024
	SCHOOL PSYCH SERVICES			
3,nr	Heng,Jin Ying	FLT/51C	$68,102.85	8/16/2024
	SCHOOL PSYCH SERVICES			
5,nr	Kolczaski,Abby	FLT/51C	$68,102.85	8/16/2024

	SCHOOL PSYCH SERVICES			
5,nr	Pokorney,Marie	FLT/51C	$68,102.85	8/16/2024
	SCHOOL PSYCH SERVICES			
5,r	Robrecht,Katherine	FLT/51C	$68,102.85	8/16/2024
	SCHOOL PSYCH SERVICES			
5,nr	Stoddard,Matthew	FLT/51C	$68,102.85	8/16/2024
	SCHOOL PSYCH SERVICES			
5,r	Wasmund,Nicholas L	FLT/51C	$93,583.93	8/16/2024
	SCHOOL PSYCH SERVICES			
2,r	Williams,Katrina N	FLT/51C	$68,102.85	8/16/2024
	SCHOOL PSYCH SERVICES			

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER

5,r	Akey,Danielle	XX/4W2	$52,827.70	7/1/2024
	SAGE			
2,r	Branch,Kishionda	XX/4W2	$51,888.74	8/27/2024
	KINDERGARTEN (4 YR OLDS)			
4,nr	Brito,Leah	XX/4W2	$52,827.70	8/27/2024
	MULTICATEG. COMP. SEN			
4,r	Calzada,Stephanie	XX/4W2	$52,827.70	8/27/2024
	BILINGUAL EDUCATION			
2,r	Champion,Temone	XX/4W2	$52,827.70	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
4,nr	Delatorre,Jessica	XX/4W2	$52,827.70	8/27/2024
	SAGE			
2,nr	Galarza,Naimara	XX/4W2	$52,827.70	7/1/2024
	GEN ELEM & K8 - ALL GRADES			
5,r	Gonzalez,Ronna M	XX/4W2	$52,827.70	7/1/2024
	MULTICATEG. COMP. SEN			
6,r	Hobbs,Daven	XX/4W2	$51,888.74	8/27/2024
	SOCIAL STUDIES			
	Jimenez, Graciela	XX/4W2	$52,827.70	8/27/2024
	KINDERGARTEN (4 YR OLDS)			
4,r	Martinez,Blanca E	XX/4W2	$52,827.70	7/1/2024
	KINDERGARTEN (4 YR OLDS)			
4,r	McHugh,Isabel	XX/4W2	$51,888.74	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
5,r	McWagner,Emmalyn	XX/4W2	$52,827.70	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
5,nr	Pobiecke,Sarah B	XX/4W2	$52,827.70	8/27/2024
	TITLE I SCHOOLWIDE			
3,r	Prasad,Berenika	XX/4W2	$51,888.74	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
4,nr	Ramirez Castro,Tamara	XX/4W2	$51,888.74	8/27/2024
	REG (5 YR) KINDERGARTEN			
5,nr	Richardson,Lydia	XX/4W2	$52,827.70	8/27/2024
	SCIENCE			
5,r	Rudd,Jennifer	XX/4W2	$52,827.70	8/27/2024
	SPECIALTY PROGRAM			
5,nr	Sharkey,Francesca	XX/4W2	$52,827.70	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
5,nr	Spoto,Cara	XX/4W2	$51,888.74	8/27/2024
	ENGLISH			
1,r	Soto Huerta,Maria del Carmen	XX/4W2	$51,888.74	8/27/2024
	SAGE			
2,nr	Swan,Tracy A	XX/4W2	$52,827.70	8/27/2024

	MULTICATEG. COMP. SEN			
5,r	VanHandel,Emily	XX/4W2	$52,827.70	8/27/2024
	CAT MATH HIGH			
2,r	Ware-Callaway,Tiffany R	XX/4W2	$52,827.70	8/27/2024
	KINDERGARTEN (4 YR OLDS)			
5,r	Whalen,Katarina	XX/4W2	$52,827.70	8/27/2024
	MULTICATEG. COMP. SEN			
2,r	Williams,Sarah	XX/4W2	$51,888.74	8/27/2024
	SPEC ED MULTICATEG.			
5,r	Zimmer, Emily	XX/4W2	$52,827.70	8/27/2024
	MUSIC			

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
Teachers	9	52	2	11	1	10	36	1	0
SSW's	0	1	0	0	0	1	0	0	0
Psychologists	2	6	0	1	1	0	6	0	0
Other	0	1	0	0	0	0	1	0	0
TOTAL	11	60	2	12	2	11	43	1	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

The Interim Superintendent recommends that the Board approve the attached appointments of certified staff, to be effective as of the dates indicated.

Leaves of Absence

	Present Assignment	Effective From
Illness Leave April 2024:		
Jaela Ashley	Gaenslen	April 12, 2024
Illness Leave May 2024		
Josephine Rivas-Castillo	Doerfler	May 14, 2024
Illness Leave September 2024:		
Sara Garner	Itinerant	September 12, 2024

Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	22.0	2	Jacquelyn Aleem	AP	Hartford	08/15/2024
Retire	35.0	6	Bridget Araujo	Principal	Hampton	08/23/2024
Retire	44.9	5	Michael Biba	Teacher	Lincoln Ave	08/23/2024
Personal	18.6	2	Ralpheal Brown	AP	Hopkins Lloyd	07/25/2024
Personal	1.0	5	Kacey Campbell	Teacher	Vincent	07/11/2024
Retire	32.0	4	Christine Carrillo	LMS	Hayes	07/15/2024
Personal	10.3	5	Margot Carvill	Teacher	Allen Field	07/10/2024
Other Work	3.0	4	Cassandra Fawley	Teacher	Bradley Tech	07/25/2024
Other Dist	11.0	5	Heather Koeller	Teacher	Manitoba	07/19/2024

Personal	1.0	5	Kathleen Lavris	Teacher	MSOL	07/17/2024
Retire	30.8	5	Dawn Lubke	Teacher	Kluge	08/22/2024
Retire	34.0	2	Valerie Merriweather	APIC	Project STAY	08/19/2024
Retire	28.6	5	Alexandra Nailen	Teacher	Rogers Street	07/08/2024
Other Work	19.0	5	Abby Schaber	Teacher	Gaenslen	07/31/2024
Personal	2.0	2	Jazmyn Smith	Assoc II	Recreation	06/21/2024
Personal	6.0	5	Susan Starkman	Teacher	Craig	07/10/2024
Other Dist	1.0	4	Ingrid Ramirez Tunjano	Teacher	Fratney	07/25/2024
Personal	23.5	2	Leticia Washington	Principal	Riverwest	07/23/2024
Personal	1.9	2	Patricia Windng	Teacher	Washington	05/24/2024
Personal	5.9	2	Avyanna Young	Assoc II	Recreation	08/05/2024

Classified Resignations

Personal	33.5	2	Vanessa Brackenridge	FSA	Washington HS	08/31/2024
Personal	0.9	2	Darnell Brimmer	SKM Train	Bay View Mont	06/13/2024
Personal	3.0	4	Behlen Casillas	Bookkeeper	Finance	07/25/2024
Personal	6.8	2	Vivian Everett	FSA	Vincent	06/14/2024
Personal	20.8	5	Jenny Leach	Para	Bradley Tech	07/09/2024
Personal	0.9	2	Willie Lee	FSA	Lancaster	06/13/2024
Personal	1.4	4	Rebecca Marquez	Secretary I	Garland	07/15/2024
Personal	1.0	4	Miriam Meza	HR Asst	Central Svcs	07/19/2024
Other Work	6.7	4	Kathy Rodriguez	Para	Allen Field	07/26/2024
Personal	1.9	5	Christine Schalk	FSA	AAL	07/20/2024
Personal	2.1	5	Julie Schneider	Plan Asst II	Central Svcs	08/05/2024
Personal	9.8	2	Gloria Scott	FSA	Rufus King HS	07/30/2024
Personal	10.2	3	Jacqueline Smith	Para	Central Svcs	07/19/2024
Personal	1.0	2	Benita Tardy Thomas	Plan Asst II	Central Svcs	08/02/2024

Other District – 2 (Classified – 0 Certificated – 2)
Other Work – 3 (Classified 1 – Certificated – 2)
Personal – 22 (Classified 13 – Certificated – 9)
Retirement – 7 (Classified 0 – Certificated – 7)

Additional information on hire data and resignation data may be found in the attachments to this item.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

The Interim Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(2)(nr)	Michael Harris	Interim Chief, School Administration Office of the Chief of School Administration	Sch 03, Range 18A $193,692
(5)(r)	Jan Gamblin	Interim Regional Superintendent Office of the Chief of School Administration	Sch 03, Range 16A $171,380
(5)(r)	Dana Berlin	Interim Sr. Director, Talent Management Office of the Chief of Human Resources	Sch 03, Range 16A $151,169
(2)(r)	Stephanie Zollicoffer	Principal I, K-8 Thurston Woods Office of the Chief of School Administration	Sch 03, Range 13T $141,104
(5)(r)	Misty Kreider	Principal I, K-8 Hopkins Lloyd Office of the Chief of School Administration	Sch 03, Range 13T $137,125
(5)(r)	Pamela Zimmerman	Manager I, Community Recreation Office of the Chief of Operations	Sch 03, Range 11A $135,383
(2)(r)	Bryan Terry	Principal I, K-6 Clemens Office of the Chief of School Administration	Sch 03, Range 13T $133,060
(2)(r)	Cynthia Bush	Principal K-6, Hawley Office of the Chief of School Administration	Sch 03, Range 13T $118,408
(2)(r)	Leden Wood	Assistant Principal III, Vincent Office of the Chief of School Administration	Sch 03, Range 12C $113,846
(2)(r)	LaQuita Hoskin	Interim Manager I, Talent Management Office of the Chief of Human Resources	Sch 03, Range 11A $112,139
(5)(r)	Heather Huebschen	Assistant Principal, Parkside Office of the Chief of School Administration	Sch 03, Range 10C $109,440
(2)(nr)	Dalisha Moody	Assistant Principal II, Lincoln Center Arts Office of the Chief of School Administration	Sch 03, Range 11C $109,235
(5)(nr)	Joseph Viste	Assistant Principal, King IB High School Office of the Chief of School Administration	Sch 03, Range 12C $102,860
(5)(nr)	Thor Templin	Principal K-5, German Immersion Office of the Chief of School Administration	Sch 03, Range 13T $100,132
(5)(nr)	Alyssa Towler	Assistant Principal I, Grantosa Office of the Chief of School Administration	Sch 03, Range 10C $100,045
(5)(nr)	Tatiana Chaplin	Financial Planning & Budget Analyst III	Sch 03, Range 07A

		Office of the Chief of Finance	$97,780
(2)(r)	Thomas-Scholle Malone	Recreation District Coordinator II	Sch 03, Range 07A
		Office of the Chief of Operations	$87,134
(2)(r)	Lynise Thompson	Interim Talent Management Specialist I	Sch 03, Range 08A
		Office of the Chief of Human Resources	$82,961
(3)(nr)	Bhavana Potla	Sr. Program Analyst I, Cybersecurity	Sch 03, Range 05A
		Office of the Chief of Communications and School Performance	$67,340
(2)(r)	William Beason	Supervisor Safety Assistant III	Sch 03, Range 02C
		Office of the Chief of School Administration	$48,563

The Interim Superintendent recommends that the following individuals be reassigned to the classifications indicated, to be effective upon approval by the Board.

(1)(r)	Milissa Hamley	Assistant Principal I, Milwaukee Sign Language	Sch 03, Range 10C
		Office of the Chief of School Administration	$93,923

The Interim Superintendent has reassigned the following individual(s) to the classifications indicated for the purpose of implementing the Corrective Action Plan set forth by the Department of Public Instruction in June 2024.

(3)(r)	Mohammed Abdullah	Manager II, Financial Reporting (effective 8/12/2024)	Sch 03, Range 12A
		Office of the Chief of Finance	$144,426
	Previous position	Director I, School Nutrition Services	$147,683

The Board Clerk recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(5)(r)	Susan Patterson	Executive Assistant	Sch 03, Range 04A
		Office of Board Governance	$76,276

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(r)	James Gorton	Employee Rights Administration Office of the Chief of Human Resources 08/02/24 to 12/31/24	$67.00
(2)(r)	Jo Anne Baez	School Psychologist Office of the Chief of Academics 09/03/24 to 12/20/24	$50.00
(2)(r)	Yvette Martel	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	$40.00
(2)(r)	Beverly Conner	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	$40.00
(5)(r)	Joseph Hartlaub	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	$40.00
(2)(r)	Lolita Harden	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	$40.00

(2)(r)	John Sanchez	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	$40.00
(2)(r)	Thresessa Childs	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	$40.00
(2)(r)	Thyra Handford	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	$40.00
(2)(nr)	Janine Cano-Graber	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	$40.00
(2)(r)	Virginia McFadden	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	$40.00
(5)(r)	Jaimie Tezak	MPSU Adjunct Office of the Chief of Human Resources 07/01/24 to 08/26/24	$40.00
(5)(r)	Carol Arendt	School Nurse Office of the Chief of Academics 09/03/24 to 12/20/24	$40.00
(5)(r)	Joseph Conti	Intervention Teacher Office of the Chief of School Administration 09/16/24 to 03/16/25	$33.00
(2)(r)	Alexzander Wandler	School Nutrition Office of the Chief of School Administration 09/02/24 to 02/14/25	$31.10
(2)(r)	Awilda Aceredo	Transportation Associate Office of the Chief of School Administration 06/10/24 to 10/31/24	$30.00
(5)(nr)	Sandra Lash	Vocal Coach Office of the Chief of School Administration 09/03/24 to 12/29/24	$30.00
(5)(r)	Marshall Lee	Stage Technician, Theater Department Office of the Chief of School Administration 09/03/24 to 01/19/25	$30.00
(2)(r)	Milo Lee	Scan Monitor Office of the Chief of School Administration 09/03/24 to 12/20/24	$30.00
(5)(r)	James Tomasello	Co-Advisor/Artist in Residence Office of the Chief of School Administration 09/03/24 to 01/13/25	$30.00
(4)(r)	Gabriella Sustache	Music Choreographer Office of the Chief of School Administration 11/16/24 to 12/21/24	$30.00
(5)(nr)	Christopher Gieser	Piano Accompanist Office of the Chief of School Administration 09/03/24 to 12/29/24	$30.00
(5)(r)	Alexander Zach	Special Education Intensive Support Classroom Assistant Office of the Chief of School Administration 09/03/24 to 12/23/24	$30.00
(2)(r)	Daniel Ruiz	Youth Mentor Office of the Chief of School Administration 09/02/24 to 01/24/25	$30.00
(2)(r)	Cassu Green	Youth Mentor	

		Office of the Chief of School Administration 09/01/24 to 01/28/25	$30.00
(2)(r)	Tanesheah Ross	Youth Mentor Office of the Chief of School Administration 09/02/24 to 01/28/25	$30.00
(2)(r)	Danny Hamilton	Youth Mentor Office of the Chief of School Administration 09/01/24 to 02/28/24	$30.00
(5)(nr)	Michelle Wielebski	Team Support Office of the Chief of School Administration 09/01/24 to 02/28/25	$30.00
(5)(r)	Erin Scheive	Technical Director for Musical Office of the Chief of School Administration 11/28/24 to 12/20/24	$30.00
(5)(nr)	Erin Wolf	Radio Regan Club Advisor Office of the Chief of School Administration 09/03/24 to 01/14/25	$30.00
(2)(r)	Shanonda McKee	Culture and Climate Specialist Office of the Chief of School Administration 08/26/24 to 02/16/25	$28.50
(2)(r)	Mickell Harrell	Culture and Climate Specialist Office of the Chief of School Administration 08/26/24 to 02/16/25	$28.50
(2)(r)	Sheila Milton	Cellphone, Monitoring, Outside Exits Office of the Chief of School Administration 08/29/24 to 01/23/25	$25.00
(2)(r)	Henry Flemming	Climate Control Assistant Office of the Chief of School Administration 08/29/24 to 01/23/25	$25.00
(4)(nr)	Lourdes Perez	Climate Assistance Office of the Chief of School Administration 08/29/24 to 01/23/25	$25.00
(2)(r)	Angela Chojnacki	School Kitchen Manager Mentor Office of the Chief of School Administration 08/14/24 to 02/13/25	$25.00
(5)(r)	Dawn Butler	School Kitchen Manager Mentor Office of the Chief of School Administration 08/14/24 to 02/13/25	$25.00
(4)(r)	Alma Lopez	School Secretary Office of the Chief of School Administration 08/05/24 to 02/05/25	$21.69

R	Resident
Nr	Non-resident
1	Native American
2	African American
3	Asian/Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Director O'Halloran moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Zombor, and President Herndon — 6.
Noes — None -0.

* * * * *

(Item 3) Report with Possible Action on Limited-Term Employees, January-June 2024

Your Committee reports having received the following report. Although this item was noticed for possible action, not action was taken.

Background

Per Administrative Policy 6.37, the Administration on a semi-annual basis, in August and February, shall present a report on all Limited-Term Employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

The current list of LTEs active during January through June 2024 is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on Authorization to Enter into a Contract with Hazard, Young, Attea & Associates for Superintendent Search Services

Background

Cooperative Authorization to Enter into a Contract with Hazard, Young, Attea & Associates for Superintendent Search Services

The Administration is requesting authorization to enter into a contract with Hazard, Young, Attea & Associates (HYA) for superintendent search services. Contractor will be used to assist the District in its search for its next superintendent. Services will include, but not be limited to: recruitment services,

stakeholder engagement in the search process, development of a candidate profile, interview support, background screening, and post-appointment services.

Hazard, Young, Attea & Associates is one of the oldest and largest search firms with over 35 years of experience and takes a collaborative research-based approach to the superintendent search process. HYA has assisted over 1,600 School Boards select leadership personnel and can bring local and national perspectives, knowledge, and experience to each search. In addition, HYA has served districts with enrollments ranging from 500 to over 640,000 students.

This contract is made under Educational and Institutional (E&I) Cooperative Services Contract #EI00276~2022MA.

This contract will run from September 1, 2024 through August 31, 2026, and the total cost of the contract will not exceed $75,000.00.

Budget Code: BOE-0-0-BSD-B1-ECTS (Bd of School Directors).....$75,000.00

Hazard, Young, Attea & Associates

HUB PARTICIPATION

Required ..... NA

Proposed..... NA

$ Value 0 STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments

Committee's Recommendation

Your Committee recommends that the Board approve the contract with Hazard, Young, Attea and Associates, as presented in the attachment.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Action on a Request to Revise a Memorandum of Understanding (MOU) with the Milwaukee Public Schools Foundation, Inc.

Background

The Milwaukee Board of School Directors (MBSD) maintains a relationship with the MPS Foundation, a tax-exempt 501(c)(3) entity, through a Memorandum of Understanding (MOU). The most current MOU was approved by the Board in March of 2023 and provides for the Foundation to receive various

financial and in-kind support from MPS. Specifically, it provides for loaned MPS employees to the Foundation to perform work for the Foundation and support its purpose.

The attached MOU contains updated language to ensure clarity regarding the role of the Office of Accountability and Efficiency - Audit Services under Board Governance Policy 2.12 for these taxpayer funded positions.

The draft MOU is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.12 - Board Audits: Annual Plan and Coordination

Committee's Recommendation

Your Committee recommends the approval of the revised MOU, as determined in the best interests of the district.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; Reports on Change Orders In Excess Of $25,000 and Cumulative Purchases In Excess Of $50,000; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations.

Purchases

Cooperative Authorization to Issue a Purchase Order to Learning A-Z, LLC for a Literary-Focused Digital Platform Subscription

The Administration is requesting authorization to issue a purchase order to Learning A-Z, LLC for a subscription to their literary-focused digital platform. The District has utilized this platform since 2008.

The Learning A-Z platform makes it easy to target the skills, strategies, and points of emphasis associated with curriculum and state standards. The district-wide licenses include Raz-Plus, Science A-Z, Vocabulary A-Z and RAZ-Plus Espanol add-on.

With the online correlation tools, teachers can quickly find resources correlated to

Wisconsin Standards for English Language Arts, Wisconsin Standards for Science, HMH Into Reading®, and language proficiency standards.

Complimentary program orientation webinars are included; four sessions are available to be scheduled each year.

This purchase is made under the Pavilion Cooperative Agreement #19-022S.

The subscription will run from July 15, 2024, through July 15, 2026, and will not exceed $1,894,090.

Budget Code: GEN-0-0-INV-DW-ENTB $1,894,090.00

Learning A-Z, LLC

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to Issue a Purchase Order to Really Good Stuff for At-Home Family Engagement Learning Kits

The Administration is requesting authorization to make a one-time purchase with Really Good Stuff, for at-home family engagement kits. The purchase of these kits will encourage families to become active participants in their child's academic growth and development. These teacher-developed supplemental curriculum kits are designed with interactive activities that help build literacy, math, and social-emotional skills. These kits are grade specific and focus on the key competencies for each grade. All kits include journals, manipulatives, dry-erase reusable practice boards, and activity guides in English and Spanish to provide fun-filled at-home learning that aligns with Common Core Standards.

This year the items that are being purchased will be school specific and will be used by school staff to support family engagement programming for literacy, math, and science nights. It is more practical for schools to have items to keep on hand that they can reuse for family engagement for the long-term verses sending items home. This purchase will support items for 92 schools.

This purchase is made under the TIPS Cooperative Contract #220303.

The total cost of goods purchased from Really Good Stuff will not exceed $91,945.11.

Budget Code: PRT-0-S-9D4-IF-ESUP (ESSER Project 355 - Supplies).....$91,945.11

Really Good Stuff

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceeds $25,000.

Contract:C031388

TregoED Inc

On April 1, 2023, the Milwaukee Board of School Directors and TegoED Inc entered into Professional Services Contract number C031388 ("Contract"), with a term of April 1, 2023, through December 31, 2023, to implement the process to improve recruitment and retention in CSI school. On December 4, 2023, a Request to Change Contract (RCC) was approved to extend the contract through June 30, 2024, and add funds of $48,000.

Original Contract Amount: ..... $ 48,000.00

RCC 12/4/2023 ..... 48,000.00

Ending amount: ..... $ 96,000.00

Contract: C029938

Parallel Employment Group, Inc.

On April 21, 2021, the Milwaukee Board of School Directors and Parallel Employment Group, Inc. entered into Professional Services Contract number C029938 ("Contract"), with a term of May 1, 2021, through April 30, 2022, to provide staffing services for teachers across the District. On October 29, 2021, a Request to Change Contract (RCC) was submitted for additional funds of $60,000 to be added to the contract to cover additional substitute teachers. On December 20, 2021, an RCC was submitted for additional funds of $100,000 were added to cover additional needs for teachers and to add paraprofessionals to the contract and the contract extended through December 31, 2022. On May 27, 2022, additional funds of $100,000 were added to the contract as paraprofessionals were added to support para vacancies as well as substitute teacher shortages across the District. On August 2, 2022, additional funds of $200,000 were added as additional external support was needed to cover classrooms in our schools. On October 24, 2022, an RCC was submitted to extend the contract through December 31, 2023, with funds of $600,000. On November 14, 2022, an RCC was submitted to add compensation to ensure we have the support staff to cover student supervision and classroom coverage. On June 28, 2023, an RCC was submitted for additional funds of $390,000 for paraprofessional substitute teacher coverage. On August 14, 2023, an RCC was approved to add $546,885 to support staffing schools with substitute teachers and paraprofessionals. On October 13, 2023, an RCC was approved to add $600,000 to ensure services are not disrupted. On December 14, 2023, an RCC was approved at add $490,000 to ensure all invoices will be processed.

Original Contract Amount: $ 49,999.00

RCC 10/29/21.....60,000.00

RCC 12/20/21.....100,000.00

RCC 5/27/2022.....100,000.00

RCC 8/2/2022.....200,000.00

RCC 10/24/2022.....600,000.00

RCC 11/14/2022.....800,000.00

RCC 6/28/2023.....390,000.00

RCC 8/14/2023.....546,885.00

RCC 10/13/2023.....600,000.00

RCC 12/14/2023.....490,000.00

Ending amount: $3,936,884.00

Monthly Financial Reports

The report on contracts awarded with a value under $50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
German Immersion School	Consulate General	15,901.50	General School Supplies
Total Monetary Donations Over $5,000		*15,901.50*	
Monetary Donations			
Academia De Lenguaje Y Bellas Artes (ALBA)	David Saldana	400.00	8th Grade Completion

Location	Donor	Amount	Gift or Purpose
Bay View Montessori School	Bay View Montessori PTO	141.06	Ms. Emily's Classroom #23 Class Project Supplies
Bay View Montessori School	Wisconsin Montessori Association	500.00	Nature's Classroom
Burbank School	Matthew & Marianne Robbins	200.00	PBIS Incentives
Clara Barton School	Retha McCoy	100.00	PTO Events
Fernwood School	WMA - Phil Dosmann	500.00	Support Students with Financial Needs
Fernwood School	Nickie Rouleau	500.00	Support Arts Programming
Fratney Street School	Marlene Studee	300.00	Folk Fair Field Trip
Goodrich School	Mequon Nature Preserve	388.13	Bus to Mequon Nature Preserve
James Fenimore Cooper School	Wells Fargo Advisors	349.36	K4 and K5 Donation
Keefe Avenue School	Pauli Boyd	100.00	PBIS
King High School	Anonymous	60.00	RKHS Cross Country Team
King High School	Jason Parry	100.00	RKHS Baseball
King High School	Charles Miller	100.00	RKHS Baseball
King High School	Irma Yepez-Klassen	100.00	RKHS Cross Country Student Uniforms
King High School	Erin O'Donnell	100.00	RKHS Cross Country Student Uniforms
King High School	Nathan Elliott	100.00	RKHS Cross Country Student Uniforms
King High School	Great Midwest Bank	100.00	RKHS Boy's Soccer Program
King High School	Tory Kress	150.00	RKHS Cross Country Student Uniforms
King High School	Jennifer Ketz	150.00	RKHS Baseball
King High School	Aphisack Senboutaraj	200.00	RKHS Cross Country Team
King High School	Bruce Keyzer	10.00	RKHS Baseball
King High School	* Suzanne Wozniak	40.00	RKHS Baseball
King High School	Emily Laga	50.00	RKHS Cross Country Student Uniforms
King High School	Catherine Tanner	50.00	RKHS Cross Country Student Uniforms
King High School	Catherine Tanner	50.00	RKHS Cross Country Team
King High School	Jeremy Nichols	300.00	RKHS Baseball
King High School	Jason Parry	300.00	RKHS Baseball
King High School	Diane Evans	500.00	RKHS Band Music Program
King High School	Thomas Wozniak	600.00	RKHS Baseball
King High School	Jason Parry	1,000.00	RKHS Cross Country Team
Lafollette School	Urbain Boufyou	20.00	Cheerleading
Lincoln Middle School	Sara Herrick	220.00	Bus for Field Trip
Maple Tree School	West Granville Presbyterian Church	100.00	Support the Holiday party

Location	Donor	Amount	Gift or Purpose
	Reverend * Dee M. Anderson		
Maryland Avenue Montessori School	Anonymous	20.00	Room 32 Class
Maryland Avenue Montessori School	Anonymous	40.00	Room 22 Class
Meir School	Rebecca Murphy	50.00	PTO
Meir School	We Energies Adopt-A-School - Deneria Rutherford	300.00	Prizes for PTO Bingo
Mitchell School	Kiwanis Club of Milwaukee Inc	2,000.00	RIF Program
Office of Academics - Curriculum and Instruction - Montessori	Montessori Connections LLC (ETC Montessori) via Amanda Childers	500.00	Open House Celebration at Grant Gordon
Pulaski High School	Eric Bert	10.00	Sponsorship of racer in Pulaski's Run, Walk, & Roll-A-Thon
Pulaski High School	* Jessica Scott	20.00	Sponsorship of racer in Pulaski's Run, Walk, & Roll-A-Thon
Pulaski High School	* Patricia Rudd	30.00	Sponsorship of racer in Pulaski's Run, Walk, & Roll-A-Thon
Pulaski High School	* Rodolfo Aldape	40.00	Sponsorship of racer in Pulaski's Run, Walk, & Roll-A-Thon
Riley School	Wisconsin Montessori Association	500.00	General School Supplies
Trowbridge School	Patricia Cadorin	100.00	Madison Trip
Trowbridge School	Kathryn Dirkse	300.00	Madison Trip
Trowbridge School	Martin Schreiber	500.00	Madison Trip
Victory School	Coccia Foundation	2,500.00	Coccia-Inserra Award
Victory School	Coccia Foundation	2,500.00	Coccia-Inserra Award
Vincent High School	Milwaukee County Farm Bureau	3,500.00	Farm Bureau
	Total Monetary Donations	*20,788.55*	
Non-Monetary Donations			
Albert E Kagel School	DonorsChoose	430.46	Chairs for Small Groups
Allen-Field School	DonorsChoose	178.02	Keep Focus and Snack On!
Bay View Montessori School	DonorsChoose	419.97	Board Game Clubs
Bradley Trade & Tech	DonorsChoose	657.21	Lab Equipment
Brown Street School	DonorsChoose	191.26	Educational Kits & Games
Burbank School	DonorsChoose	249.09	STEM Time!!
Burbank School	DonorsChoose	504.73	Technology for Students
Burbank School	DonorsChoose	1,060.39	Organization Is the Key!
Carver Academy	DonorsChoose	852.84	Snacks for Teens!
Doerfler School	DonorsChoose	188.30	Helping Boo-Boo's
Doerfler School	DonorsChoose	198.29	Stop the Winter Blues
Doerfler School	DonorsChoose	247.15	Instructional Technology

Location	Donor	Amount	Gift or Purpose
Doerfler School	DonorsChoose	344.38	Freeze Winter
Dr. B Carson Academy of Science	DonorsChoose	183.19	Necessary Clothes
Dr. B Carson Academy of Science	DonorsChoose	223.68	Beautiful Bulbs
Dr. B Carson Academy of Science	DonorsChoose	293.85	Future Urban Gardeners
Dr. B Carson Academy of Science	DonorsChoose	540.40	First Year K4 Teacher!
Fernwood School	Grant Gehweiler	212.00	Book Case
French Immersion School	DonorsChoose	163.83	Books for Every Feeling
Gaenslen School	DonorsChoose	174.21	Fidgets For All!
Garland School	DonorsChoose	547.07	Classroom Basics
German Immersion School	DonorsChoose	514.00	Morning STEM Bins
Goodrich School	DonorsChoose	150.96	'Tis the Season!
Goodrich School	DonorsChoose	233.00	Learning Activities!
Goodrich School	DonorsChoose	244.77	Help My Students Stay Hydrated
Goodrich School	DonorsChoose	264.78	Hats and Mittens
Goodrich School	DonorsChoose	278.44	Classroom Snacks!
Goodrich School	DonorsChoose	334.93	Food, Clothing & Hygiene
Goodrich School	DonorsChoose	394.31	Snack Attack!
Grant School	DonorsChoose	545.22	It's Great to be Odor Free!
Gwen T. Jackson School	DonorsChoose	498.28	Educational Kits & Games
Hamilton High School	Skogen's Festival Foods - Carolyn Hietala	250.00	Clothes Closet Gift Card
Hartford University School	DonorsChoose	481.72	Super Snacks
Hi-Mount School	DonorsChoose	225.12	Books
Hi-Mount School	DonorsChoose	305.22	The Best Christmas Ever
Hi-Mount School	DonorsChoose	350.24	Food, Clothing & Hygiene
Holmes School	DonorsChoose	290.54	Books
Kilbourn School	DonorsChoose	316.83	Crafty K3's!
Kilbourn School	DonorsChoose	491.46	Much Needed General Supplies!
Kilbourn School	DonorsChoose	508.59	Books
King High School	DonorsChoose	8.03	Classroom Basics
King High School	DonorsChoose	512.28	In Classroom Hydroponics
King High School	DonorsChoose	681.64	Lab Equipment
Lincoln Avenue School	DonorsChoose	131.50	Multiply Our Learning!
Lloyd Barbee Montessori	DonorsChoose	147.16	Wonderful Woodworking Part 2
Longfellow Elementary	DonorsChoose	268.83	Community Green Space Project
Longfellow Elementary	DonorsChoose	399.81	Food, Clothing & Hygiene
Longfellow Elementary	DonorsChoose	491.47	Keeping It Real With Math!
Manitoba School	DonorsChoose	252.03	Classroom Basics
Manitoba School	DonorsChoose	373.44	Successful Supplies
Milwaukee School of Languages	DonorsChoose	302.60	Educational Kits & Games
Milwaukee School of Languages	DonorsChoose	559.42	Art Supplies

Location	Donor	Amount	Gift or Purpose
Mitchell School	DonorsChoose	496.00	Food, Clothing & Hygiene
Morgandale School	DonorsChoose	655.67	Snack Attack!
Ninety-Fifth Street School	DonorsChoose	221.38	Phonics Instruction Materials
Ninety-Fifth Street School	DonorsChoose	284.58	Phonics Intervention Program
Ninety-Fifth Street School	DonorsChoose	286.07	Holiday Cheer
Ninety-Fifth Street School	DonorsChoose	329.45	Collaborating Flexibly
Ninety-Fifth Street School	DonorsChoose	485.33	Teens Self Care Starter Kit
Obama School of Career and Technical Education	DonorsChoose	246.80	Hope Looks Like You Book Club
Office of Academics - Gender & Identity Inclusion	Open Books - Keiko Feldman	25,536.00	Set of 16 Books to Every School
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Maureen O'Reilly	100.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Aurora Health Care	120.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Nancy Romaine	120.00	MPS Mitten Tree
Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Victoria Brody	140.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Theresa Braun	200.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kohls	600.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Carly Gerads/David P. Hollander	1,500.00	MPS Mitten Tree
Pulaski High School	Adam Bader	4,473.00	Vehicle
Pulaski High School	DonorsChoose	306.97	Food, Clothing & Hygiene
Pulaski High School	DonorsChoose	436.12	Instructional Technology
Riverside High School	DonorsChoose	341.72	Bridge The Gap
Riverwest Elementary	Becky Godfrey	350.00	School Supplies
Riverwest Elementary	DonorsChoose	207.02	Sensory Exploration to Learn!
Riverwest Elementary	DonorsChoose	356.13	Hygiene Kits & Storage
Riverwest Elementary	DonorsChoose	591.16	Food, Clothing & Hygiene
Spanish Immersion School	DonorsChoose	455.53	Classroom Basics
Spanish Immersion School	DonorsChoose	947.46	Spanish Readers Workshop
Starms Early Childhood School	DonorsChoose	315.07	B Is for Books!

Location	Donor	Amount	Gift or Purpose
Starms Early Childhood School	DonorsChoose	434.98	M is for Math and Manipulatives
Trowbridge School	DonorsChoose	113.41	Mice... Where Are You?
Trowbridge School	DonorsChoose	132.72	STEM - New Markers
Trowbridge School	DonorsChoose	133.51	Art Supplies
Trowbridge School	DonorsChoose	136.30	Polar Express & Hot Chocolate!
Trowbridge School	DonorsChoose	139.57	Polar Express Party
Trowbridge School	DonorsChoose	142.46	White Boards - Win
Trowbridge School	DonorsChoose	158.21	Hangry Are We???
Trowbridge School	DonorsChoose	212.43	Supplies for Super Students!
Trowbridge School	DonorsChoose	411.15	We Love Number Blocks
Victory School	DonorsChoose	444.14	Organize It!
Vieau School	DonorsChoose	142.38	Bilingual and Biliterate!
Vieau School	DonorsChoose	204.61	Stick It to 'Em
Vieau School	DonorsChoose	216.19	It's The Little Things
Vieau School	DonorsChoose	366.77	Engaging in Learning
Vincent High School	DonorsChoose	294.02	Art Supplies
Wisconsin Conservatory	DonorsChoose	270.23	Classroom Basics
	Total Non-Monetary Donations	*62,721.48*	
	Total Value of Donations	*99,411.53*	
	** Donations from MPS Alumni*	*230.00*	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachment.

Committee's Recommendation

Your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgment to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 7) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Issue a Purchase Order to The Art of Education University LLC for Curriculum Suite Licenses

The Administration is requesting authorization to issue a purchase order to The Art of Education University LLC for 125 Curriculum Suite licenses.

Included is yearly access for 125 teachers to both winter and summer NOW conference events through 2027.

Licenses include on-demand access to instructional resources exclusively for art educators as well as product training and implementation support. Licenses also include on-demand access to lesson plans and instructional resources exclusively for art education and includes product training and implementation support.

The exception to bid has been granted on the basis of continuity (Administrative Policy 3.09(E)(1)(b)(iv)).

The purchase will be for a period of three years from September 1, 2024 through August 31, 2027, and will not exceed $380,572.50.

Budget Code: ART-0-I-LAM-DW-ECTS (Curriculum & Instruction) $380,572.50
The Art of Education University LLC

HUB PARTICIPATION

Required 0%

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue a Purchase Order to Committee for Children for Supplemental Materials for the Second Step Curriculum

The Administration is requesting authorization to issue a purchase order to Committee for Children for supplemental materials for the Second Step curriculum.

Materials purchased will include Second Step Early Learning (EL) kits, Bullying Prevention Units (BPU), Child Protection Units (CPU), and the Out-of-School Time (OST) program in both English and Spanish. MPS has been utilizing the Second Step curriculum in all K3-8th grade classrooms since 2017.

The EL, BPU, and CPU kits will be used to replace incomplete materials, for distribution to new K3 and K4 units, and to provide schools requesting additional copies of school-wide use. The OST program will be provided to MPS schools with MPS-sponsored after-school programming opportunities for reinforcement of skills and continuity of language into the afterschool space.

The exception to bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The total cost of the goods purchased will not exceed $58,881.60

Budget Code: SDV-0-S-605-DE-ETXB (Ex Ed/Supportive Services) $58,881.60

Committee for Children

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Contract with Compost Crusader LLC for Food Waste Pick Up Services

The Administration is requesting authorization to enter into a contract with Compost Crusader LLC for food waste collection and hauling services. Contractor will be used to collect food waste and related services as needed for ten schools over the 2024-2025 and 2025-2026 school years. The ten schools include

Clement Avenue School	Bradley Tech
River Trail School of Agriculture Science	Manitoba
Vincent High School of Agriculture Science	Bethune
Milwaukee German Immersion	Cass Street
MacDowell Montessori	Kagel

In support of Board Resolution 1920R-016, the District Sustainability Team identified that waste reduction was one of four key focus areas targeted for planning and implementation of sustainable practices. This food waste collection and composting program will be the first major initiative the district will undertake toward significant waste reduction. Compost Crusader is the leading food waste hauler in the region and was a significant contributor to the grant application.

The exception to bid has been granted on the basis of grant: This vendor is required to be used for these services, pursuant to an existing grant (Administrative Policy 3.09(2)(c)).

The contract will run from September 2, 2024 through June 30, 2026, and will not exceed $152,000.

Budget Code: AGU-0-I-YQ4-CI-ECTS (Curriculum & Instruction)..... $152,000.00

Compost Crusader LLC

HUB PARTICIPATION

Required 0%

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Contract with GPS Education Partners, Inc., to Provide Career Awareness and Work-Based Learning Experiences

The Administration is requesting authorization to enter into a contract with GPS Education Partners, Inc. ("GPS") to provide career awareness and work-based learning services during the first and second semesters of the 2024-2025 school year at Barack Obama School of Career and Technical Education, Bay View High School, Harold S. Vincent High School, and Washington High School of Information Technology (WHS).

GPS will facilitate career awareness and exposure opportunities for approximately 480 MPS tenth and eleventh grade students and arrange work-based learning readiness opportunities for a minimum of 120 tenth through twelfth-grade students. These services include career awareness/exposure activities, such as in-person career conversations with local employers; work-readiness opportunities to help students prepare for work-based learning opportunities, such as job shadows and interactive site tours; and student internships and youth apprenticeships.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

This contract will run from September 1, 2024 through June 30, 2025. The total cost of the contract shall not exceed $60,000.00.

Budget Code: GOE-0-S-CA5-EO-ECTV.....$60,000.00

GPS Education Partners, Inc.

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Contract with Integrated Fitness, LLC to Provide Physical Education Services at Dr. George Washington Carver Academy of Mathematics and Science

The Administration is requesting authorization to enter into a contract with Integrated Fitness, LLC, for $108,600 to provide physical education services to Dr. George Washington Carver Academy of Mathematics and Science during the 2024-2025 school year.

Currently MPS is facing a teacher shortage. The district currently has vacancies in physical education that have not been able to be filled. Most of these are in K-8/elementary settings.

Integrated Fitness, LLC will provide physical activity lessons and instruction, health lessons and recess support for all students at Carver in grades K4-8. Each class will receive the following per week: two-45-minute physical education sessions, one-30-minute health lesson and 25 minutes of structured recess time. Integrated Fitness, LLC will work with Carver to create schedules, and they will follow district adopted standards.

Integrated Fitness, LLC will provide services 5 days per week for 6.5 hours per day for 181 days. Classroom teachers will be responsible for grading and being in the classes while the vendor is teaching. The teachers and vendor will work collaboratively to ensure that all students are receiving these physical education, health, and recess services.

This is the 3rd year of Integrated Fitness, LLC providing service to Carver Academy.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will be for a term of September 1, 2024 through June 30, 2025, and will not exceed $108,600.

Budget Code:

HPE-PI-AMP-PA-ECTS $23,400.00

HPE-PI-LAM-PA-ECTS $85,200.00

Integrated Fitness, LLC

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Extend a Contract with Language Learning Network for Bilingual Montessori Licensed Teachers and Language Specific Teachers

The Administration is requesting authorization to extend into a contract with Language Learning Network to provide the school district with bilingual Montessori licensed teachers, and language specific teachers in specific content areas to include math, social studies, science and special education as well as World Language positions for the FY25 school year.

This partnership will support the Department of Talent Management by providing licensed teachers in World Language, bilingual Montessori and content specific areas in Spanish or other languages offered by the district. These teachers are identified as fully licensed and/or required to hold emergency license to be placed in these vacant positions in the district.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from September 1, 2024 through August 31, 2025, and the total cost of the contract will not exceed $519,231.60.

Budget Code: GEN-0-I-BDL-DW-ECTS $519,231.60

Language Learning Network

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Contract with Milwaukee Area Technical College to Provide College Courses Leading to Transferrable College Credits for MPS High School Students through Dual Enrollment & Concurrent Enrollment and M3 College Connections

The Administration is requesting authorization to enter into a contract with Milwaukee Area Technical College(“MATC”) to serve the MPS through provision of college courses leading to transferrable college credits for high school students through Dual Enrollment (on MATC campus), Concurrent Enrollment (at MPS high schools) and M3 College Connections.

This contract is for Dual Enrollment & Concurrent Enrollment and M3 College

Connections courses taken through Milwaukee Area Technical College.

MPS high school students will enroll in college courses that enable them to earn both high school credit and college credit simultaneously. College courses will be provided to students in one of three ways:

Contractor will provide a MATC employed instructor to teach the course(s) at Contractors campus, as determined by both parties in advance of the course start date. All courses in the M3 College Connections program will be taken through this modality.

Contractor will provide a MATC-employed instructor to teach the course(s) at one or more of the MPS high school site(s).

Contractor will evaluate, approve, and authorize MPS high school teacher(s) to teach the course(s) at MPS school sites. Courses selected to be offered to students may be from a variety of content areas, including but not limited to English, Math, Science, World Language, and Career and Technical Education.

M3 College Connections is an innovative dual enrollment program between Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and University of Wisconsin-Milwaukee (UWM), that allows eligible students to complete their high school graduation requirements while earning college credits in one of 3 pathways (General, Nursing, and Education).

College course costs vary by discipline and credits earned with an estimate of $300/credit. For all courses taken in any of the three modalities, the total cost for MPS students to earn college credits will not exceed $495,000.00.

In addition, students enrolled in more than 6 credits will receive M-Passes through MATC. For students enrolled in less than 6 credits in a semester, MATC will provide M-Passes as needed at $50 per student.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from September 1, 2024 through July 30, 2025, and the total cost shall not exceed $500,000.00.

Budget Code: GEN-0-0-AAC-DW-ECTS..... $ 500,000.00

Milwaukee Area Technical College

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value 0

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into Contracts with Mental Health America of Wisconsin, Children's Hospital of Wisconsin Community Services, Sebastian Family Psychology Practice LLC, Sixteen Street Community Health Centers Inc, Lutheran Social Services of Wisconsin & Upper Michigan Inc for School Community Partnership for Mental Health (SCPMH) Services

The Administration is requesting authorization to enter into contracts with Mental Health America of Wisconsin, Children's Hospital of Wisconsin Community Services, Sebastian Family Psychology Practice LLC, Sixteen Street Community Health Centers Inc, and Lutheran Social Services of Wisconsin & Upper Michigan Inc to provide mental health services and supports to students/families/staff. These contractors provide collaboration, direct services to students and families, professional development, staff and parent training.

Contractors will provide direct/indirect mental health services to students, family members and staff within the SCPMH parameters and guidelines. Services may include professional development with staff, parent education, student education, teacher consultation, critical incident debriefing, connecting with other agencies with specialized competencies, and mental health consultation. The schools served under these contracts are as follows:

Mental Health America of Wisconsin

Burdick School
Clemens School
Golda Meir School
Grantosa Drive School
Jackson School

Childrens Hospital of Wisconsin Community

Auer Avenue School

James Madison High School
Services MLK Jr. Elementary
Milwaukee High School of the Arts
Milwaukee School of Languages
Reagan High School
Riverwest School
Rufus King High School

Sebastian Family Psychology Practice LLC
Audubon
Bethune Academy
Engleburg School
Fifty-Third Street
Franklin School
Hopkins-Lloyd School
Humboldt Park School
International Newcomer Center (located at the Milwaukee Academy of Chinese language)
Keefe Ave School
Oliver Wendell Holmes School
Pulaski High School
Riverside University High School
Shalom High School
Sherman School
Thoreau School
Westside Academy
Zablocki School

Sixteenth Street Community Health Centers Inc
Bay View High School
Doerfler School
Forest Home Avenue School
Kagel School
Lincoln Avenue School

Lutheran Social Services of Wisconsin & Upper Michigan Inc
Andrew Douglas Middle School
Lafollette School
Metcalfe School
North Division High School
Marvin Pratt Elementary School

The exception from the requirement of a competitive procurement process for these contracts has been granted on the basis of continuity (Administrative Policy 3.09 (7)(e)(b)(iv)).

The contract will run from October 1, 2024 through September 30, 2026, and the total cost of these contracts will not exceed $2,000,000 as follows:

Mental Health America of Wisconsin $250,000.00

Childrens Hospital of Wisconsin Community Services $400,000.00

Sebastian Family Psychology Practice LLC $850,000.00

Sixteenth Street Community Health Centers Inc.....$250,000.00

Lutheran Social Services of Wisconsin & Upper Michigan Inc.....$250,000.00

Budget Code: CDV-0-S-DX5-DE-ECTS (Contracted Services, System Wide Costs) $2,000,000.00

HUB and Student Engagement information may be found in the attachments to your Committee’s meeting.

Exception Authorization to Extend a Contract with United Way of Greater Milwaukee & Waukesha County for Services Associated with the Community Schools Partnership

The Administration is requesting authorization to extend a contract with United Way of Greater Milwaukee & Waukesha County (United Way) to provide services in the continued development and implementation of the Community Schools model. The schools to be serviced under the contract in the 2024-2025 school year are: Auer Avenue Community School, Bradley Tech High School, Browning Elementary, Hopkins Lloyd Community School, James Madison Academic Campus, Lincoln Avenue School, Longfellow School, North Division High School, South Division High School, Washington High School, Westside Academy, Zablocki Elementary, Alexander Mitchell School, Martin Luther King Jr, Grantosa Drive School, O. W. Holmes School, and additional school(s) that follow the approved Community Schools application process determined at a later date.

United Way shall serve as a backbone partner for the Milwaukee Community Schools Partnership (MCSP). The role United Way plays is instrumental to the MCSP as a collective strategy to assist in transforming schools into a place where students, families, staff, and the surrounding community can work together to ensure every student is successful. While each Community School may use different strategies and activities to improve its school and community, each share the guiding practices of shared leadership, equity and cultural relevance. The Community Schools strategy is focused on collaboration and collective action: engaging multiple stakeholders, collectively building aspirations and removing barriers through data while developing priorities and aligning partnerships, initiatives, and policies, to ensure every student is successful.

The exception from the requirement of a competitive procurement process for this contract has been granted on the of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The original contract provided for two additional one-year extensions upon the mutual written consent of parties; with an initial term of August 1, 2022 through July 31, 2023. The contract was subsequently extended for the first additional one-year term, from September 1, 2023 through July 31, 2024, and shall now be extended for the second additional one-year term, from September 1, 2024 through July 31, 2025 under the same terms and conditions as set forth in the original Contract except for those specifically modified in this second extension.

The total cost of the contract in this second extension year will not exceed $300,000. These board funds do not cover the full cost of the project; MPS and UW will partner to apply for relevant government, foundation and corporate support.

Budget Code: OSC-0-S-1T4-LS-ECTS $300,000.00

United Way of Greater Milwaukee & Waukesha County

HUB PARTICIPATION

Required 0%

Proposed 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to enter into a Contract with the Board of Regents of the University of Wisconsin System to Evaluate the Milwaukee Partnership School Project and Milwaukee Early Literacy League

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System to evaluate the Milwaukee Partnership School Project (Year 10) and the Milwaukee Early Literacy League (Learning Year). The contractor will analyze the results from the Milwaukee Partnership (Year 10) and the Milwaukee Early Literacy League (Learning Year) and produce an evaluation report by September 2, 2025. Contractor will also summarize fidelity of implementation and

student progress data for key stakeholders in the form of reports, and participate in meetings to discuss data collection, fidelity of implementation, and student progress as specified under the Milwaukee Early Literacy League project logic model.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from October 1, 2024 through September 30, 2025, and will not exceed $162,365.00.

Budget Code:

SDV-H-S-M45-CI-ECTS (Milwaukee Partnership Schools Grant – Contract Services).....$162,365.00

Board of Regents of the University of Wisconsin System

HUB PARTICIPATION

Required.....0%

Proposed.....0%

$ Value 0

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 10 HOURS

Exception Authorization to Enter a Contract with the Board of Regents of the University of Wisconsin System to Evaluate the Milwaukee Partnership School Project

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System to evaluate the Milwaukee Partnership School Project.

Contractor shall provide formative data regarding the implementation of the Milwaukee Partnership Schools Project and the activities from the Milwaukee Early Literacy League Learning Year to the project team members. The evaluation will focus on the metrics of early reading within the Milwaukee Early Literacy League and collaboration within the Milwaukee Partnership Schools. The evaluator will provide user-friendly data for continuous improvement. The evaluator will focus on sustainability of collaborative practices and systems developed throughout the Milwaukee Partnership (Year 10) and the Milwaukee Early Literacy League Learning Year.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from October 1, 2024 through September 30, 2025, and the total cost of the contract in the initial term shall not exceed $159,000.00.

Budget Code:

SDV-H-S-M45-CI-ECTS (Milwaukee Partnership Schools Grant – Contract Services).....$159,000.00

Board of Regents of the University of Wisconsin System

HUB PARTICIPATION

Required.....0%

Proposed.....0%

$ Value 0

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 10 HOURS

Exception Authorization to Contract with University of Wisconsin-Board of Regents to Provide College Courses for MPS High School Students through Dual Enrollment & Concurrent Enrollment and M3 College Connections

The Administration is seeking authorization to enter into a contract with the University of Wisconsin-Board of Regents on behalf of the University of Wisconsin-Milwaukee to provide MPS high school students the opportunity to earn transferrable college credits through its Dual Enrollment (on UWM campus), Concurrent Enrollment (at MPS high schools), and M3 College Connections programs. MPS high school students enroll in college courses that enable them to earn high school credit and college credit, simultaneously.

College courses will be provided to students in one of three ways:

Contractor will provide a UW-Milwaukee (UWM)-employed instructor to teach the course(s) at the contractor's campus. All courses in the M3 College Connections program will be taken through this modality.

Contractor will provide a UW-Milwaukee-employed instructor to teach the course(s) at one or more of the MPS high school site(s).

Contractor will evaluate, approve, and authorize MPS high school teacher(s) to teach the course(s) at MPS school sites. The course offered to students may be from various content areas, including but not limited to English, Math, Science, and World Language. Courses will be offered beginning with UWMs Fall semester. Additional courses will be offered in UWM's summer term.

M3 College Connections is an innovative dual enrollment program between Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and University of Wisconsin-Milwaukee (UWM), that allows eligible students to complete their high school graduation requirements while earning college credits in one of 3 pathways (General, Nursing, and Education).

Up to 100 MPS students will attend classes at the UWM Campus once a week. There will be a maximum of six sections of each class. Ethnic Studies is taken in Fall and Educational Psychology is taken in Spring. In addition, transportation, M-Passes will be provided to students as needed.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from September 1, 2024 through July 30, 2025, and the total cost of the contract in the initial term shall not exceed $390,000.00.

Budget Code: GEN-0-0-AAC-DW-ECTS $390,000.00

Board of Regents of the University of Wisconsin System

HUB PARTICIPATION

Required 0%

Proposed 0%

$ Value 0

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0HOURS

Exception Authorization to Contract with WasteCap Resource Solutions Inc for Waste Audits

The Administration is requesting authorization to enter into a contract with WasteCap Resource Solutions Inc for waste audits in three to five of ten schools participating in a food waste collection project. Contractor will be used to conduct pre and post waste audits to understand how to effectively implement a food waste collection program and understand the efficacy of the program. The three to five schools will be selected from the following:

Clement Avenue School Bradley Tech

River Trail School of Agriculture Science	Manitoba
Vincent High School of Agriculture Science	Bethune
Milwaukee German Immersion	Cass Street
MacDowell Montessori	Kagel

In support of Board Resolution 1920R-016, the District Sustainability Team identified that waste reduction was one of four key focus areas targeted for planning and implementation of sustainable practices. This food waste collection and composting program will be the first major initiative the district will undertake toward significant waste reduction. WasteCap is a leading nonprofit organization supporting sustainable waste management solutions and was a major contributor to the grant application.

The exception to bid has been granted on the basis of grant: This vendor is required to be used for these services, pursuant to an existing grant (Administrative Policy 3.09(2)(c)).

The contract will run from September 1, 2024 through June 30, 2026, and will not exceed $60,000.

Budget Code: AGU-0-I-YQ4-CI-ECTS (Curriculum & Instruction)..... $60,000.00

HUB PARTICIPATION

Required 0%

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 8) Action on the Award of Professional Services Contracts

Background

Cooperative Authorization to Enter into a Blanket Contract with ODP Business Solutions, LLC for Office Supplies

The Administration is requesting authorization to enter into a blanket contract with ODP Business Solutions, LLC (Office Depot) for office supplies.

ODP Business Solutions, LLC participates in the America Saves Cooperative #010418 between ODP Business Solutions, LLC and lead agency, Oakland County, Michigan. This cooperative offers competitively bid prices thru September 2026. There are no participation fees for Milwaukee Public Schools to piggyback under this cooperative.

Office Depot provides office supplies at discounted rates to MPS schools and departments. Within this cooperative, MPS can continue to purchase:

Cleaning and Breakroom Supplies	Labels and Forms
Copy and Print Depot	Miscellaneous Items
Filing and Binding	Office Essentials
Furniture	Paper
Ink and Toner	Technology
Writing and Drafting Materials	

The blanket contract will be for a term from September 1, 2024, through August 31, 2026. The total amount of the contract will not exceed $12,000,000.00.

Budget Codes: Various $12,000,000.00

Office Depot

HUB PARTICIPATION

Required 0%

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment:0 HOURS Student Career Awareness Commitment: 0 HOURS

RFP 1082..... Authorization to Extend Contracts with DotCom Therapy Inc now Huddle Up Care, Inc., and Kennedy's Circle of Wellness for Teletherapy Services

The Administration is requesting authorization to extend contracts with DotCom Therapy Inc

now Huddle Up Care, Inc., and Kennedy's Circle of Wellness for teletherapy services. These contractors will be used to provide limited term, virtual (maximum of 8 sessions at 45 minutes per session) intensive support, including family therapeutic supports such as family sessions involving parent/guardian and/or siblings, for students with acute mental health needs, precipitated by the experience of a traumatic event.

DotCom Therapy Inc is undergoing a name change and will be recognized as Huddle Up Care, Inc. for the extension period.

Contractors were chosen pursuant to RFP 1082, which closed on May 19, 2022. The contract extensions will run from October 1, 2024 through July 31, 2025, and will not exceed a total of $200,000, as follows:

Vendor Amount

DotCom Therapy Inc now Huddle Up Care, Inc.....$100,000.00

Kennedy's Circle of Wellness.....$100,000.00

Budget Code: OHM-0-I-HU5-DE-ECTS....(Specialized Services-Contracted Services)....$200,000

Huddle Up Care, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 263

Total # of Minorities 23

Total # of Women 247

HUB PARTICIPATION

Required 0

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student Employment Hour Commitment: 300 HOURS Student Career Awareness Commitment: 10 HOURS

Kennedy's Circle of Wellness

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 6

Total # of Minorities 5

Total # of Women 6

HUB PARTICIPATION

Required 0

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student Employment Hour Commitment: 300 HOURS Student Career Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 9) Action on Monthly Facilities Matters: FMS Award of Construction, Construction Services Contracts, and Change Order Recommendation

Construction Contract

TOT LOT REPLACEMENT

McNair Academy

Prime Contractor

Lee Recreation, LLC

260 West Main Street

Cambridge, WI 53523

Low Bidder, Base Bid of.....$163,824.00

HUB

Certified HUB Vendor?.....No

Total # of Employees 0

Total # of Minorities 0

Total # of Women 0

Required 0%

Submitted 0%

$ Value $0.00

COIN

Required 0%

Student Engagement

Paid Employment (Required Hours) .....0 Hours

Career Education Activity (Required Hours) .....0 Hours

In accordance with 3.09(7) (E) 1a, the District has not directly engaged in a competitive procurement process for these services. Instead, these services will be obtained pursuant to the cooperative purchasing agreement with Sourcewell Cooperative Contract 010521-BUR for Playground Systems, Installation, Services and Related Items.

Funds are available for the Tot Lot Replacement project from account code MTN 00 FLR FM ECTS (Project No 8729). The project contract start date is scheduled for August 30, 2024, and completion date is October 31, 2024.

Total construction contract dollars awarded.....$163,824.00

Total dollars HUB participation $0.00

% of HUB participation..... 0%

% Minority employees within company..... 0%

% Women employees within company 0%

Construction Services Contract

The Administration requests that the Board approve the following construction services contract:

Authorize the Administration to enter into a Construction Services Contract with the selected provider to provide Construction Manager at Risk services for the Milwaukee Recreation Community Center (MRCC) and Browning Playfield project development.

RFP #24-009 Construction Manager at Risk (CMAR) – Milwaukee Recreation Community Center (MRCC) and Browning Playfield

A Request for Proposal for Construction Management at Risk services was issued by the Department of Facilities and Maintenance Services. The selected provider will comply with Board Policy 3.09 for the implementation of the construction project for the development of the Milwaukee Recreation Community Center (MRCC) and Browning Playfield.

Per the rate schedules provided in the responses to RFP 24-009, the approved provider will enter into construction contracts for the development of the Milwaukee Recreation Community Center (MRCC) and Browning Playfield, by obtaining competitive bids for construction, and provide construction and management services for the project.

The responses to the RFP were reviewed by a committee made up of six MPS representatives from the Department of Recreation, the Department of Facilities and Maintenance Services and the Owners Representative.

Firm Selected: CG Schmidt

Authorization Term: August 30, 2024 – December 31, 2026

Requested Expenditure Authority: $52,100,000.00

Budget Code: CSV 00 RFI RC ECNC

Change Order

The Administration is reporting to the Board the following change orders in excess of $50,000.00.

2024 Green Infrastructure Upgrades

MSL & Morse Middle School

Property Solutions Contracting Corp, 7245 West Concord Creek Drive, Mequon, WI 53092

Total Amount of Change Order: $75,500.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Construction Contract:
Total Construction Contracts Requested = $163,824.00
Construction Services Contract:
Total Construction Services Contract Requested = $52,100,000.00
Change Order:
Total Change Order Requested = $75,500.00

Implementation and Assessment Plan

Upon Board approval, the attached construction contract, construction services contract, and change order shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction contract, construction services contract, and change order.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 10) Action on a Request for Authorization to Enter Into a Master License Agreement with T-MOBILE CENTRAL, LLC a Delaware Limited Liability Company for Telecommunication Sites.

Background

The Administration is requesting authority to enter into a Master License Agreement with T-MOBILE CENTRAL, LLC a Delaware limited liability company, to erect cellular antennas at sites to be determined utilizing a Master License Agreement (MLA). As sites are identified and approved, the Administration will enter into a Site License Agreement (SLA) for the specific site, in accordance with the agreed upon MLA.

The Board has previously approved leases with T-MOBILE CENTRAL, LLC at several schools including Hamilton, Hampton, Hopkins-Lloyd, Lloyd-Barbee, MacDowell, Milwaukee High School of the Arts, King Elementary, South Division and Vincent. As modifications to the existing leases are requested by Licensee or as existing leases expire and require renewal, the Administration will enter into an SLA agreement with the Licensee associated with this MLA.

Lease Term will be Five years, with the option to extend five (5) additional five-year terms.

The construction of transmitter towers is regulated by the City of Milwaukee Zoning Code, Chapter 295 of the Milwaukee Code of Ordinances. As such, any wireless communications facility provider will be required to obtain approval from the City of Milwaukee for the construction of the proposed tower.

The draft agreement is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.03 - Wireless Communication Facilities

Fiscal Impact Statement

This item does not authorize expenditures. All costs associated with the installation, maintenance, and operation of the antenna will be borne by T-MOBILE CENTRAL, LLC.

In addition to the $2,500 New Site Application fee and the Review fee in the amount of $1,500, MPS will receive initial rent for each site, which will increase by three and a half (3.5)percent every year. Typical rents for a site are approximately $30,000 - $40,000 per year and will be negotiated on a site-by-site basis and identified in each SLA. Projected revenue for the first five-year term for each school will be approximately $150,000. The revenue will be shared with the school per Administrative Procedure 5.01(3).

Under Administrative Procedure 5.01(3), Rentals and Services (Leases), and Administrative Policy 5.03, Wireless Communication Facilities, "Any revenue generated by the lease fees at school sites that exceed district expenses shall be placed in the local school budget."

Implementation and Assessment Plan

Upon Board approval and receipt of varying agency approvals for each Master License Agreement, the Administration will finalize and execute the agreements.

Committee's Recommendation

Your Committee recommends that the Board approve the site license agreement described above.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 11) Action on a Request to Terminate a Lease Agreement with Groundwork Milwaukee, Inc. at Golda Meir School Located at 227 West Pleasant Street

Background

Under the Adopt-A-School program that allows businesses and community organizations to work specifically with Milwaukee Public Schools, a partnership has been established between Golda Meir School and Groundwork Milwaukee, Inc. to offer Milwaukee Public Schools students a unique opportunity to learn about the many facets of agriculture through Groundwork's Young Farmers and Green Team Programs.

Members of Groundwork Milwaukee, Inc., worked alongside Golda Meir's high school teaching staff and the district's curriculum specialists to develop this specialized curriculum, ensuring the program meets Milwaukee Public Schools standards. Some of the highlights included:

* Summer employment opportunities for students;
* Curriculum support to environmental science teachers at Golda Meir; and
* Expansion of the Green Team Program to elementary and middle school students

The Board approved a lease agreement commencing on August 1, 2018, and terminating July 31, 2023, with an option to extend the lease for two additional five year terms. Groundwork Milwaukee, Inc. requested to exercise the option of extending an additional 5 year term on March 13, 2023. In June 2024, Groundwork Milwaukee, Inc. requested to terminate their lease agreement as of September 30, 2024.

Documents related to this agreement are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon Board approval, the attached Termination of the Lease Agreement with Groundwork Milwaukee, Inc. will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached Termination of the Lease Agreement with Groundwork Milwaukee, Inc.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Leonard presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Update with Possible Action on Enhancing Educational Communities and School Climate

Your Committee reports having received the following report. Although the item was noticed for possible action, no action is required.

Background

Milwaukee Public School's vision is to cultivate a positive school climate across the district by enhancing educational communities. Being intentionally strategic, Milwaukee Public Schools employs proactive strategies and interventions, within a multi-tiered system of support, that aims to provide an educational and nurturing platform for all students. The overarching goal is to foster an equitable school climate district wide. School teams and district administration collaborate closely, utilizing up-to-date data to implement best practices with Tier 1 supports, and focus is given to individual students that require additional supports.

A primary goal of Milwaukee Public Schools is to reduce discipline disproportionality across the district. The following is an update on the activities that support creating a positive and inclusive educational community and equitable school climate.

Climate Pathways within School Improvement Plans

For the 2023–2024 school year, all schools had a variety of activities within their School Improvement Plans (SIP) aligned to improve school climate and lower disciplinary disproportionality. The four primary pathways laid out to address school climate are the Positive Behavioral Interventions and Supports (PBIS) framework, mental wellness practices, restorative practices (RP), and anti-racism/anti-bias practices. Schools worked on developing all four pathways and selected a primary focus pathway.

Throughout the year, professional development was provided for all four pathways at the district level through the Learning Management System (LMS) as well as at the school level upon request. The PBIS team conducted a walk-through at all district schools with their regional PBIS coach, school leader, and members of the school-based PBIS team using a rubric they created together. Results from the walk-through rubric were used to guide school-based decisions as evidence for the SIP and artifacts for Educator Effectiveness as well as to guide the level of support provided from the school's regional PBIS coach. At the end of the school year, all school teams completed the Tiered Fidelity Inventory (TFI) to provide a valid and reliable instrument that can be used over time to guide both implementation and sustained usage of PBIS. PBIS coaches used this data to ensure that the schools with the greatest needs are provided with support. PBIS coaches worked with all schools to create an action plan to improve the implementation of PBIS at all tiers to meet the diverse needs of students.

The Violence Prevention (VP) team focused on the priorities of increasing fidelity of Second Step implementation, supporting implementation of comprehensive mental wellness activities, and promoting proactive classroom management strategies as a means for creating predictable, respectful learning environments. The VP team trained schools and departments in a variety of topics related to social and emotional learning (SEL), trauma-sensitive strategies, the Classroom Organization and Management Program (COMP), historical trauma, and Youth Mental Health First Aid (YMHFA) training. The implementation phase of the MPS RISE grant is well under way at each of the six grant schools.

The Department of Restorative Practices (RP) provided regular coaching support to 19 schools throughout the district within the restorative practices implementation plan, which is aligned to the district strategic plan. Schools interested in implementing a whole-school approach to restorative practices started in the exploration stage and build readiness skills. Schools in the exploration cohort attended required professional development; attended monthly after-school coaching sessions; and received weekly site visits. Schools that have completed the exploration stage have been assigned a full-time restorative practices coach. Schools in this cohort will continue to receive monthly leadership development and administrative support along with team facilitation, professional development, and classroom coaching throughout the multiyear process. The department completed two days of the restorative practices training series. School staff

members, along with department staff from across the district, enrolled in one of six sessions being presented. The department collaborated with Community Schools, specifically supporting efforts of developing shared leadership, student voice, and culturally responsive practices through a whole-school approach to restorative practices implementation. Restorative practices coaches supported Community Schools through involvement in the two-year community assessment process to help establish goals for the next two years.

Every school identified a climate equity liaison, who received best-practice training for interrupting bias and addressing discipline disproportionality as well as regular updates from the district discipline manager. Each month, a focus strategy was shared with climate equity liaisons regarding addressing discipline disproportionality. In addition, networking and other opportunities were provided for staff members to engage utilizing the Courageous Conversations About Race framework to increase racial consciousness in staff members and the educational system. Modules are available through LMS as well as at the school level upon request on various topics regarding anti-racism and anti-bias.

Stakeholder Engagement

Student discipline committees continue to meet monthly at the 30 middle and high schools across the district. These committees are organized as a professional learning community that has been researching an area of concern and gathering additional insight from other students at the school. This work culminated at the district's Student Leadership Summit at UW-Milwaukee on April 19, 2024, with 221 students attending. At the summit, each school presented their overall problem of practice that students discussed throughout the year, recommendations, and support needed for next steps. Presentations occurred in small groups with students from other district schools. Some of the problems of practice that were presented included student engagement and motivation; bullying awareness; staff and student community building; restorative practices; procedures in the hallways and passing time; and student leadership opportunities.

The Department of Gender and Identity Inclusion, specifically the Girls of Color program, held its third annual Denim Day on April 24, 2024. The department launched the event in response to feedback from listening sessions held at 30 schools. Over 200 students attended the third annual MPS Denim Day at UW–Milwaukee as part of Sexual Assault Awareness Month. Students participated in workshops and question-and-answer sessions intended to create awareness of sexual assault, consent, and trauma. The event also provided resources for reporting assault and recovering from assault.

The Department of Black and Latino Male Achievement (BLMA) held its third annual Mental Health Awareness Symposium on April 22, 2024. Over 100 students gathered at Marquette University for this event and participated in workshops focused on raising awareness of mental health, breaking down the stigma of mental wellness, and providing avenues to support.

Each year, MPS staff members complete a year-end discipline survey looking at recommendations regarding school discipline and support needed to continue to improve climate district-wide. For the 2023–2024 school year, over 1,700 staff members completed the survey. Some highlights from the survey include the following:

42.2% of staff indicated that they took time to build relationships daily, and an additional 40.5% took time multiple times a week to build relationships.

70.8% of staff indicated that they agreed or strongly agreed that their school uses data to make informed decisions.

The most common support needed regarding discipline included administrator follow-up; collaboration time with colleagues; additional strategies; guidance from school and district leadership; and coaching support and professional development.

The most utilized proactive practices included repeating requests, use of calm requests, community building, and pre-correction.

The most utilized classroom strategies after a behavior occurred included one-on-one conversation, parent contact, mindfulness/brain breaks, restorative conversation, and a recovery area in the classroom/buddy classroom.

The most requested professional development topics included re-entry, alternatives to suspension, classroom management, restorative practices, student voice, culturally responsive problem solving, and microaggressions.

On May 29, 2024, a variety of departments across MPS collaborated to plan and host a community event, Equity Conversations: Discipline in MPS, to engage community and MPS families in a conversation about what programs and practices MPS has implemented to reduce discipline disproportionality. During this event, community and family members heard from different departments, including PBIS, restorative

practices, student services, and Violence Prevention, about how their programs are working to move the needle on disproportionality as well as reduce the number of behavior incidents overall in the district. Attendees also had a chance to experience the programs themselves through interactive activities and to engage in deeper dialogue with MPS employees about how the district can continue to make progress in this area.

Courageous Conversations About Race and District Equity Leadership Team

As part of phase two of Courageous Conversations About Race integration, Movie Mondays started in March 2024. Each Monday, a documentary discussing anti-racism or educational equity is played with participants having the opportunity to engage in conversation afterward utilizing the Courageous Conversations About Race framework.

In addition, the district equity leadership team (DELT) continues to meet monthly to utilize Courageous Conversations protocols to discuss district policy, practices, and systems through a lens of race and equity. In April 2024, this team utilized the systems thinking model of the ladder of inference and the iceberg model to reflect on district systems and mental models throughout the district.

Below are updates on the implementation of Courageous Conversations about Race since starting our collaboration on March 1, 2021.

Timeline	Number of Sessions Held
March 2021–July 2021	17
August 2021–July 2022	31
August 2022–June 2023	45
August 2023–April 2024	43
Total for three-year plan	136
Staff who have attended	9,300

Next Steps

Looking forward, we are planning the following activities:

- Beyond Diversity seminars in August
- Additional refreshers and advanced seminars on anti-racism and anti-bias
- Networking opportunities
- Updating Culture, Climate, and Alternatives to Suspension Toolkit
- Five Components of School Climate alignment
- Teaming in Equitable Education Coaching and Holistic Support (TEECHS) collaboration team

Disciplinary Data Review

The use of specific strategies for classroom-managed behaviors are documented within PLP Classroom Behavior notes. Total documented strategies through June 30, 2024, are found below.

Strategy	Total
BB: Brain breaks	1,411
BC: Behavior contract	1,330
BR: Rewind/broken record	2,357
BT: Buddy classroom	5,903
C: Community service	340
CP: Collect property	2,348
EO: Engagement opportunities	1,478
GO: GoGuardian	589
IW: Independent work	703
M: Mindfulness	874
MS: Move their seat	5,267
OO: One-on-one conversation	54,171

Strategy	Total
P: Proximity control	8,969
P5: Praise 5:1	459
PC: Parent contact	34,928
PI: Planned ignoring	10,661
Redirection	34,968
RA: Recovery area (within room)	3,221
RB: Referral to BIT	593
RC: Restorative conversation	2,641
RE: Restorative circle	171
Secret signal	121
SC: Support staff consultation	15,974
SM: Self-monitoring	866
Tangible acknowledgment system	1,466
TS: Reflection sheet	1,371
V: VABB	44

All schools have a building intervention team (BIT) whose team members ensure that students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the number of students who received Tier 2 and Tier 3 interventions throughout the 2023–2024 school year.

Tier 2/Tier 3 Intervention	Number of Students
Check-In/Check-Out (CICO)	2,279
Individualized CICO	778
Social Academic Instructional Group (SAIG)	1,984
Behavior Assessment/Intervention Plan (BAIP)	227
FBA/BIP	358
Educational Wraparound	58
RENEW	74

The following table shows total suspension events by race for year-to-date through June 30, 2024.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Total Suspensions	3,459	135	309	18,801	9	564	470	23,747

The following table shows total suspension events by grade level through June 30, 2024.

K4	K5	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade
47	198	331	464	736	1,001	1,343

6th Grade	7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade
2,478	3,104	3,067	5,884	2,938	1,492	664

The following alternatives to suspension were utilized by administrators through June 30, 2024.

Alternatives to Suspension Utilized	Total
Conference	2,100
Counsel	15,736
Detention	1,602
Mediation	961
Referral to building intervention team	248
Referral to support staff	393
Repairing harm circle	252
Restorative conference	593

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Action on a Request to Approve the Instrumentality Charter School Contract with Academia de Lenguaje y Bellas Artes, Inc. for Academia de Lenguaje y Bellas Artes (ALBA)

Background

Academia de Lenguaje y Bellas Artes (ALBA) was established as an instrumentality charter school beginning with the 2004-2005 school year. The current contract is for a maximum of 650 full-time equivalent (FTE) pupils in grades K4 through 8. ALBA is located at 1712 S. 32nd Street. Since inception, ALBA has received a five-year contract for each renewal cycle.

ALBA's mission is founded on the conviction that bilingual students can reach their full potential academically, in English and Spanish when challenged through a rigorous curriculum that develops critical thinking, problem solving and creativity through the integration of the fine arts. ALBA's students will develop self-confidence and self-worth as their Hispanic cultural identity is both recognized and valued through the curriculum as they prepare to be internationally minded life-long learners. Parents are vital partners in this mission.

On December 21, 2023, the Board approved a five-year renewal recommendation for ALBA and authorized the Administration, in collaboration with the Board's Designee and the Office of the City Attorney, to begin contract negotiations with representatives from ALBA.

From March through July 2024, representatives from ALBA, the MPS Office of Board Governance, the Office of the City Attorney and the MPS Administration reviewed and negotiated the proposed modifications to the model instrumentality charter school contract and agreed to the attached redline contract.

Contingent upon the Board's approval, ALBA accepts the attached instrumentality charter contract with the modifications as outlined in the attachments to this item.

The Administration recommends that the Board approve the attached, five-year, instrumentality charter school contract with Academia de Lenguaje y Bellas Artes, Inc. for Academia de Lenguaje y Bellas Artes (ALBA) to begin with the 2024-2025 school year and end on the last regularly Schd day of the 2028-2029 school year.

The draft contract and related documents are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY25 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2024-2025 school year and ending with the 2028-2029 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

The Administration recommends that the Board approve the attached, five-year, instrumentality charter school contract with Academia de Lenguaje y Bellas Artes, Inc. for Academia de Lenguaje y Bellas Artes (ALBA) to begin with the 2024-2025 school year and end on the last regularly Schd day of the 2028-2029 school year.

Committee's Recommendation

Your Committee has forwarded this item to the Board without a recommendation.

Director Garcia moved to approve a one year instrumentality charter school contract with ALBA beginning with the 2425 school year, with the leadership to report on updates and movement on alignment between the teacher cooperative, the school governance board and administration, in the spring 2025, in January.

Director Gokalgandhi moved a substitute, to approve a five-year contract for a teacher-led school, with the Board further directing the Administration to bring back in February, with ALBA staff to be given notice of the meeting.

Director Gokalgandhi withdrew the motion and offered another substitute to:

1. approve the five-year contract with the current language; and

2. direct the Administration to provide an update in February that is noticed and communicated to teachers and staff so that they have the ability to communicate with the Board.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Zombor, and President Herndon — 6.
Noes — None -0.

* * * * *

(Item 2) Report with Possible Action Regarding Bilingual Education

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Report with Possible Action Regarding Bilingual Education

Through Administrative Policy 7.15 the Milwaukee Board of School Directors recognizes, endorses, and approves the implementation of bilingual education kindergarten through grade 12. This policy promotes bilingualism through the enhancement of one-way and two-way bilingual dual language programs.

The goals related to bilingual education are designed for students to attain high levels of bilingualism and biliteracy, high levels of academic achievement in both languages (Spanish and English), and sociocultural competence.

The presentation will define bilingual education, program goals, pedagogical framework, language allocation, content allocation, fidelity of implementation, and detail bilingual program schools.

Bilingual Dual Language Goals

- High levels of bilingualism and biliteracy
- High levels of academic achievement in both languages (English and Spanish)
- Sociocultural competence

Bilingual Dual Language Schools

K-5	K-8	6-8
Allen-Field	ALBA	Audubon
Forest Home Avenue	Doerfler	Lincoln MS
Fratney	Greenfield	Wedgewood
Lincoln Avenue	Hayes	
	Kagel	9-12
	Longfellow	Hamilton
	Mitchell	Pulaski
	Riley (K-6)	Riverside
	Rogers	South Division
	Vieau	

Language Allocation

Grade	Spanish-English Allocation	Daily Spanish Instruction (in minutes)	Daily English Instruction (in minutes)
K5	90% – 10%	210	30
1st	80% – 20%	190	50
2nd	70% – 30%	170	70
3rd	60% – 40%	150	90
4th - 5th	50% – 50%	130	125
6th – 8th	50% – 50%	140	140
9th – 12th	50% – 50%	Determined by course	

Content and Language Allocation Plan

Grade	Spanish-English Allocation	Content Allocation – Spanish	Content Allocation - English
K5	90% – 10%	Mathematics Science Social Studies Spanish Language Arts	English Language Arts English Language Development
1st	80% – 20%		
2nd	70% – 30%		
3rd	60% – 40%	Mathematics Science Spanish Language Arts	Social Studies, English Language Arts, English Language Development
4th	50% – 50%		
5th	50% – 50%		

6th – 8th	50% – 50%	Social Studies Spanish Language Arts	Mathematics, Science, English Language Arts, English Language Development
9th – 12th	50% – 50%	Social Studies Science	Mathematics, English Language Arts, English Language Development

ICM Longitudinal Data

% Ideal/Acceptable Use	2017-18	2018-19	2019-20	2022-23	2023-24
Student Oracy	59%	63%	62%	56%	53%
Teacher Oracy/Concrete Activity	56%	56%	60%	55%	58%
Teacher Academic Language	80%	88%	88%	87%	90%
Classroom Language Indicator	17%	46%	68%	64%	62%
Classroom Reflection of the CLAP	58%	83%	91%	93%	96%

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.15 - Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

NA

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(Item 3) Report with Possible Action on ACCESS for ELLs and Spring Star Results

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

This report will present an overview of student performance data from two key assessments: the ACCESS for ELLs and the Star screener. The ACCESS for ELLs assessment measures English language proficiency among students identified as English Learners (ELs). This part of the presentation will focus on the English proficiency levels achieved by our EL students during the 2023-2024 school year. The Star screener, administered to students in grades 1 through 10, evaluates performance and growth in early literacy, reading, and math. This part of the presentation will analyze data from the Spring 2024 administration of the Star screener and compare it with the results from the 2022-2023 school year. The review will also include a breakdown of performance by race/ethnicity, students with disabilities, English learners, and socioeconomic status.

ACCESS Testing

• ACCESS for ELLs ® measures the English Proficiency of students that are English Learners (ELs) in the district

• Federal and state laws require that students identified as English Learners (ELs) be assessed annually to determine their level of English language proficiency (ELP) and ensure that they are progressing in achieving full English proficiency

2023-24 English Proficiency Levels

Entering	25.5%
Beginning	24.2%
Developing	31.9%
Expanding	15.1%
Bridging	2.6%

Progress in EL

Baseline	Progress Goal Met	Achieved Proficiency	Support Needed	Proficient Past Target Date	Not Enough Data
20.3%	18.4%	1.4%	53.3%	1.0%	5.6%

Analysis of 2023-24 Star Spring Data

Star Assessments are used as a Universal Screener in the areas of Math, Reading, and Early Literacy
Provide instructional insight into student learning and the classroom, school, and district levels.

Star Math Percent on Target and Above Trends

Fall 22	Fall 23	Winter 23	Winter 24	Spring 23	Spring 24
9.0%	8.8%	12.0%	13.1%	12.2%	15.4%

Star Reading Percent on Target and Above Trends

Fall 22	Fall 23	Winter 23	Winter 24	Spring 23	Spring 24
12.4%	13.3%	14.2%	15.8%	13.9%	17.1%

Star Early Literacy Percent on Target and Above Trends

Fall 22	Fall 23	Winter 23	Winter 24	Spring 23	Spring 24
15.5%	12.3%	23.5%	25.0%	27.6%	32.4%

Next Steps

Assessments related to Act 20
Future use of Star and data analysis

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38 - Balanced Assessment Systems

Fiscal Impact Statement

No fiscal impact

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(Item 4) Report with Possible Action Regarding the MPS Equity Guidebook

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The purpose of the Equity Guidebook is to support all MPS employees in building, nurturing, engaging in, and sustaining equitable practices that address disparities and marginalization impacting students, staff, and families.

Diverse resources are provided to foster and develop awareness, knowledge, and skills across a range of equity, access, and inclusion related topics including but not limited to academic achievement, social emotional learning, race, ethnicity, culture, language, gender, and enhanced learning opportunities.

The five goals in the guidebook

- Equity in Academics
- Equity in Cultural and Linguistic Awareness and Responsiveness
- Equity in Human Resources
- Equity in Finance
- Equity for Students, Families, Educators, and Community Stakeholders are aligned with the district's Equity Administrative Policy and Procedure 1.06, Five Priorities for Success, and Five-Year Strategic Plan in addition to a diverse range of districtwide equity, access, and inclusion initiatives to ensure continuous, measurable, and diverse efforts toward equity.

Equity Guidebook

Content

Introduction and Background Information
Part I: Equity Goals
Part II: Appendices and Resources
Part III: Glossary

Evidence of Progress Toward the Goal

Goal 1: Equity in Academics

- Scored 58.0 on the state report card, earning the designation of Meets Expectations.
- Fifty-six schools met one or more of the district's key academic metrics. Seventeen of the schools were Comprehensive School Improvement schools.
- Implemented Ambitious Instruction Accelerating Learning, which was monitored through the Comprehensive School Improvement plan.
- Adopted textbooks in the areas of social studies, music, writing, handwriting, spelling, reading, and mathematics.
- Seven hundred eighty-four juniors have opted into Direct Admit Milwaukee (UWM and MATC), and 386 have opted into Direct Admit Wisconsin (selected University of Wisconsin campuses).
- Collaboration among Milwaukee Public Schools, Wisconsin Department of Public Instruction, and Urban School Transformation.

Goal 2: Equity in Cultural and Linguistic Awareness and Responsiveness

- All staff hired through spring 2024 have received the Courageous Conversations About Race professional development.
- There are 21 bilingual schools, 4 language immersion schools, and 24 traditional schools offering English learner instruction to students from around the world who represent over 80 languages.
- Over 200 seniors from 12 high schools pursued the Seal of Biliteracy, representing 15 languages.
- Through its mentoring support, Black and Latino Male Achievement served 13 schools and 220 students. Thirteen schools and 40 students participated in ambassador opportunities, 16 schools and 320 students benefited from being a part of the buddies initiative, and 240 students at 6 schools participated in the Manhood Development Academy.
- Gender/Sexuality Alliances are active in over 40 schools, and through the Open Book Donation Initiative, 135 schools received LGBTQ-inclusive books.
- Fifteen schools launched the Girls of Color pilot partnership program, and over 300 students participated in Denim Day.

Goal 3: Equity in Human Resources

• Engaged in 85 recruitment events throughout the community.
• By July 2023, the district had hired over 1,680 staff to fill districtwide vacancies.
• The MPS New Educator Institute onboarded over 400 teachers and paraprofessionals.
• New international teachers engage in monthly professional development.
• Continued to expand online and print recruitment advertisements to include local, national, and international recruitment sites.
• Hosted hiring events for graduating seniors to start, succeed, and stay in the district

Goal 4: Equity in Finance

• Ninety-four percent of the district's budget supports schools.
• Ninety-two percent of students had music classes, and 90 schools had new musical instruments.

Currently, 122 music staff members serve schools. Over 400 students performed at the Wisconsin State Music Association Solo and Ensemble event, with more than 100 students advancing to perform at the state competition. At the MPS 50th Biennial Music Festival, over 5,000 students performed as part of a vocal or instrumental group.

• Over 4,600 pre-K to grade 2 students in 64 schools benefited from in-classroom modeling of the Counting Collections curriculum by the mathematics team.
• In 2023–24, 98 K4–grade 5 students, 159 grades 6–8 students, and 616 grades 9–12 students were enrolled in the MPS Virtual Program. The program also graduated 75 participating seniors.
• The $252 million, four-year, phased-in revenue limit referendum to support education promoted community engagement.
• The district is working on a corrective action plan to address financial challenges and will undergo an external budget audit to address fiscal responsibility and transparency

Goal 5: Equity for Students, Families, Educators, and Community Stakeholders

• Engaged diverse stakeholders in providing feedback as a part of the Five-Year Strategic Plan process and as a part of the Wisconsin Department of Public Instruction's Five-Year Equality Self-Evaluation process to identify areas of growth and areas of need.
• Facilitated Superintendent's Student Advisory Council meetings, fall and spring Student Leadership Summits, and Research 101 –Student-Created Equity Evaluation Tool and offered a variety of workshops and presentations to promote student leadership and student voice.
• Offered a variety of programs to support social-emotional learning and mental health and wellness that include Second Step, taught at all schools with K4–grade 8 students, and the School Community Partnership for Mental Health, which provides a range of services from licensed clinicians. As of April 2024, 539 students attending 38 schools received individual therapy provided by SCPMH.
• Community Learning Centers served 4,887 students in K4–grade 12 at 41 schools throughout the 2022–23 school year and 3,094 students at 39 sites in summer 2023. CLCs offer educational, recreational, and social activities.
• College tours were planned to meet the diverse needs of students, especially students of color and/or first-generation college attendees. Over 4,000 students participated in a variety of in-state and out-of-state college tours. In addition, high school students have had opportunities to participate in credit-bearing college courses, internships, apprenticeships, work-study, ROTC, school-to work programs, and other pre-graduation opportunities.
• Milwaukee Recreation offers a wide variety of activities to promote health and wellness as well as learning opportunities to foster and enhance interests and talents across all ages and abilities. The diverse programming needs provide employment opportunities for young people and adults.

Next Steps

September–November 2024

• Host two community conversations in September.
• Make additional revisions and edits to the guidebook based on feedback in September.
• Present the 2024–25 Equity Guidebook at the October SASI Committee meeting.

• Place the 2024–25 Equity Guidebook on the Equity, Access, and Inclusion web page, and provide professional development for school leaders at the November or December Principal Leadership Institute

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

N/A

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(Item 5) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-Semester Report

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The Student Achievement Guarantee in Education (SAGE) program began in the 1996-1997 school year with authorization from Wisconsin Statutes, Section 118.43. The program, which was administered by the Department of Public Instruction (DPI), was subsequently expanded due to the successes demonstrated by the schools that had begun the program in 1996.

State legislation was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program per Wisconsin Acts 53 and 71. School districts were given the option to continue SAGE for an additional year (2015-16). Effective in the 2016-2017 school year, all SAGE schools transitioned to the Achievement Gap Reduction program.

MPS has 63 traditional schools and one non-instrumentality charter school that currently participate in the AGR program. The program serves 10,386 students, 21.8% of whom are English language learners, 22.6% of whom are students with disabilities, and 85.5% of whom are economically disadvantaged

Milwaukee Public Schools leverages the following strategies when implementing this program:

- Instructional coaching for teachers provided by a licensed teacher in grades K5 through 3rd; and
- Maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small group instruction.

The AGR program requires that each school describe its implementation of the program and report its objectives and success in achieving them to the school board every semester.

AGR Trimester Data

Comparative FY24 Trimester 1 and Trimester 3 Data

	English Language Arts		Reading	
AGR Percentage of Advanced and Proficient Scores	Tri 1	Tri 3	Tri 1	Tri 3
Grade K5	31.0%	40.3%	31.3%	40.3%
Grade 01	27.3%	32.1%	27.6%	33.1%
Grade 02	24.1%	29.8%	25.2%	29.6%
Grade 03	23.7%	28.6%	25.9%	28.0%
Grand Total	26.4%	32.5%	27.3%	32.4%

AGR Tier 1 Support

Lexia Core5 implemented at ten (nine AGR) schools with positive results.

Accomplishments and Next Steps

AGR Accomplishments

- Implemented the Lexia Core 5 reading program within nine AGR schools
- Monitored AGR enrollment and coaching support plans
- Tier 1 support in the areas of literacy, math, and SEL provided by district coaches
- Provided specific early childhood professional development opportunities
- Resources provided through Early Childhood Newsletters (Winter and Spring)
- Submitted 64 strategy reports that allowed for continues funding for the AGR program

AGR Next Steps

- Increase coaching and support within AGR schools for FY25
- Monitor support provided to AGR schools
- Support the onset of district-wide LETRS training
- Continue embedding early childhood information within the Ambitious Instruction Plan
- Increase production and distribution of the Early childhood Newsletter with resources to three times per year (Fall, Winter, Spring)

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 6) Overview with Possible Action on 2023 Wisconsin Act 20

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Act 20 is a statewide law that specifies the types of reading curriculum and instruction that schools receiving public funding must provide to students in kindergarten through third grade. The law is designed to ensure that all schools in Wisconsin provide science-based early literacy instruction to kindergarten through third grade students.

District Requirements Under Act 20

- Reading curriculum aligned to Act 20
- Training in science-based early literacy instruction
- Assessments
- Personal reading plans for identified students
- Required family notifications and promotion policy
- Reading interventions for students
- Data collection and reporting

Reading Curriculum Aligned to Act 20

Systemic and Explicit Instruction in

- Phonological Awareness
- Phonetic Awareness
- Phonics
- Reading Fluency
- Oral Language
- Background knowledge
- Writing
- Vocabulary
- Comprehension
- Prohibition of MSV

Training in Science-based Early Literacy Instruction

What the Law Requires

By July 1, 2024, all individuals employed as kindergarten through third grade teachers, including reading teachers, special education teachers, and teachers of multilingual learners, will need to begin receiving specific professional development training in science-based reading instruction.

To meet this professional development requirement, Milwaukee Public Schools has chosen Language Essentials for Teachers of Reading and Spelling (LETRS).

Assessments

A single reading readiness screener will be administered to Wisconsin students enrolled in public school districts and independent charter schools in K4 through grade 3 beginning in the 2024–25 school year

Personal Reading Plans for Identified Students

Any child in kindergarten through third grade who scores below the 25th percentile on the reading readiness screener must receive a personal reading plan.

Required Family Notifications and Promotion Policy

Beginning in the 2024–25 school year, parents and families must be provided with results of the reading readiness screener in an understandable format no later than 15 days after the assessment is scored.
Reading Interventions for Students

Act 20 requires schools to provide reading interventions for K5 to third grade students identified as "at risk" on a universal screening assessment or diagnostic assessment.

Data Collection and Reporting

By July 15, 2025, MPS must report the following to DPI:
Number of students…
• identified as "at risk" on both the screener and the diagnostic assessments,
• who received reading interventions,
• who received a personal reading plan,
• who exited reading interventions,
• for whom a special education referral was made based on the diagnostic reading assessment.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

NA

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(Item 7) Report with Possible Action Regarding the Climate Justice Curriculum Advisory Committee and District Sustainability Team

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

At its March 17, 2020, meeting, the Board adopted Resolution 1920R-016. In response to the Board's action, the Administration is providing its regular quarterly report relative to implementing the resolution. The Board's original action directed that a Climate Justice Curriculum Advisory Committee and a District Sustainability Team be established to carry out implementation of the resolution. The Office of Academics is leading the Climate Justice Curriculum Advisory Committee, and the Office of School Administration is leading the District Sustainability Team. To ensure alignment to the resolution and consistency, there is cross-representation between them.

The update includes recent accomplishments from the District Sustainability Team, upcoming plans and information about potential federal grants. District Sustainability Team members and The Grant Department have been pursuing federal grant opportunities while collaborating with Citizen Action Group.

Energy Management

• Participated in Department of Energy's Energy Class Prize program. The district received a total of $150,000.

• Awarded $50,000 grant from WI Public Service Commission to hire a firm to conduct a carbon emissions

inventory of the district.

Waste Reduction

• Received a $375,000 USDA grant to launch a two-year food waste diversion pilot program in schools across the district.

ReFlo Green Schoolyards

Fall 2023

• Construction was completed on five schoolyards
• $7 million in grants and partnerships
• 190,000 square feet of asphalt removed
• 187 trees planted

Summer 2024

• Scaling up green school impacts
• 280,000 square feet of asphalt removed
• 325 trees planted

USDA Forestry Grant Partnership

• $2.5 million to MPS & MKE Recreation
• Remove pavement and plant 800 trees

Climate Education

- Climate Education Hub for the State of Wisconsin
- Creation & facilitation of a Climate Health Equity Course for Educators
  Book Collection
- Alignment of Climate Education lessons to existing science curriculum

Looking Ahead

Resuming District Sustainability Team meetings in fall 2024.

• Discuss strategy to develop a district sustainability action plan
• Provide feedback to carbon emissions assessment project City of Milwaukee passed energy benchmarking ordinance in July 2024.
• MPS will be required to submit annual energy use for electricity, steam and natural gas for all buildings in U.S.
• Environmental Protection Agency Tool-Energy Star Portfolio Manager
• Applying for EPA Community Change Grant in fall 2024.
• Design and construct new green infrastructure
• Schoolyard maintenance, curricular connections & youth employment over 3 years

About Citizen Action

Mission: Citizen Action of Wisconsin is dedicated to advancing social, economic, and environmental justice through grassroots organizing and advocacy. We aim to build a better Wisconsin for all by empowering communities and influencing policy.

Citizen Action Programs and Initiatives

● Organizing Co-op: Building local power by training community leaders.
● Green Futures: Local initiatives to combat climate change and create green jobs.

Work with MPS

● Expertise: Providing technical assistance and research to MPS on federal grant opportunities, notably the Inflation Reduction Act (IRA)
● Community Convening: Bringing in partners to assist in work
● MPS Collaboration: Bringing MPS staff together to work towards planning and fund application

Federal Opportunities

Inflation Reduction Act (IRA)

● Grants: Department of Energy, Department of Education, Department of Agriculture, etc.
● State Funding: Additional funding from state resources.

School Funding Priorities

1) Energy Efficiency Upgrades
2) Renewable Energy Installations
3) Green Technology Adoption
4) Educational and Training Programs
5) Infrastructure Improvements
6) Community Engagement and Partnerships

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

Delegates were given an opportunity to present reports. None were given.

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(Item B) Monthly Report of the President of the Milwaukee Board of School Directors

I'm delighted to share the highlights of our activities and achievements for the month of August. It's been a busy and productive time, and I'm proud of the progress we've made together.

Effective and Efficient Operations

We've been working hard to ensure everything runs smoothly and efficiently.

We had a very productive meeting of the Committee on Accountability, Finance and Personnel this month, where we discussed our financial strategies and personnel updates. It was good to see that we are meeting many of our key metrics for staffing and have far fewer vacancies than we had last year at this time. Thank you to our Human Resources teams for all of your efforts to get us here.

I attended four detailed audit status meetings this month. These meetings are essential for keeping on track with our compliance activities and goals and ensuring that the Board stays updated on our audit work.

I also had four strategic meetings with our Kane Communications partners. These discussions were focused on how we can take proactive steps to keep the public informed.

I had several engaging discussions with our Superintendent. We addressed some critical issues and aligned on priorities for the coming months.

We also reviewed our long-range facilities master plan and discussed the updates to our website. I encourage you to take a look at the new "Places" page to learn more about our facilities and infrastructure needs.

I participated in three meetings with our Executive Officers from the Office of Board Governance, the Office of the Superintendent, and the Office of Accountability and Efficiency. Each week, we are using these meetings to coordinate our efforts and enhance our operational effectiveness.

At this month's meeting of the Committee on Student Achievement and School Innovation we had some good discussions about student achievement, data and other support initiatives.

One of the most important things we did as a Board this month is to convene a special board meeting to select a firm to assist us with our search for our next superintendent. We expect to be able to begin our work after tonight's Board meeting, pending approval of that contract.

Student, Family, and Community Engagement

I had a planning meeting with the James Madison Academic Campus Advisory Board and got to see the building and program improvements there. I was just amazed by all that has been done and all we have to offer.

It was an honor for me to deliver a keynote speech at the New Educator Institute. It was wonderful to welcome our new educators and share insights on our district's goals and expectations.

Lastly, I participated in the annual Run Back to School event. It was fantastic to engage with students, parents, and community members, promoting school spirit and wellness. A special thank you to all of the district staff who contributed to putting on another great event.

I am grateful to everyone for the continued support and dedication. Together, we are making great strides in our mission to provide the best education and support for our students.

The Board adjourned at 6:58 p.m.

Tina Owen-Moore, Ed.L.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 26, 2024

Regular meeting of the Board of School Directors called to order by President Herndon at 5:32 p.m.

Present — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon – 7.
Absent and Excused — Director Jackson – 1.

Before commencing with the agenda items, President Herndon asked for a a moment of silence to commemorate the passing of the following member of the MPS community:

- Justin Bynum, an 8th grader from Lincoln Center of the Arts
- Jenesis Brown, a K-4 student from Westside Academy
- Vanessa Claypool a Program Analyst with the Office of the Superintendent
- Javontae Davis, a former student of Metcalfe and Bradley Tech
- Myrna Grossman a retired teacher from Wisconsin Avenue School
- CarmenTorres Nans a retired teacher from Whitman School

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of August 2024, were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report, with Possible Action, from the Superintendent of Schools

Background

Each month, the Interim Superintendent presents a report to the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. This report serves as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academic achievements, and outline areas where gains and growth are noted, ensuring that both successes and challenges are transparently communicated.

The content is aligned with the 2023-2028 Strategic Plan initiatives, ensuring that the reporting remains consistent with our overarching goals and vision. Through these updates, we aim to keep all stakeholders informed and engaged in our mission to advance the district's priorities.

Strategic Plan Key Initiatives:

• Rightsizing the District
• Student Achievement and Graduation

• Staff-Morale & Professional Learning
• Special Projects

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Interim Superintendent Galvan gave an oral report.

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(Item 2) Action on a Request to Retire to Closed Session Relative to School Resource Officers

Background

The Board may retire to closed session to consider this item, pursuant to:
19.85(1)(e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; and
19.85(1)(d) to consider strategy for crime detection or prevention.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 4.03 - Security

Recommendation

That the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Action on a Request to Retire to Closed Session to Consider the Salary Range for the Superintendent of Schools

Background

At its August 2024 meeting, the Board authorization to enter into a contract with Hazard, Young, Attea & Associates (HYA) for superintendent search services.

One of the next steps in the process is to determine the salary range for the position.

The Board may retire to closed session for consideration of this item, pursuant to Wisconsin Statutes, Chapter 19.85(1)(c). The Board may return to open session to take action on this item or to continue with the remainder of its agenda, or the Board may adjourn from closed session.

Recommendation

That the Board determine how it wishes to proceed.

Item deferred to the end of the meeting.

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(Item 2) Action on a Request to Retire to Closed Session Regarding Employee Personnel Matters

Background

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(b) to consider the dismissal, demotion, licensing or discipline of any public employee or person licensed by the Board or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken;

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(c), for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;

Pursuant to Wisconsin Statutes 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Item deferred to the end of the meeting.

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(Item 3) Action on a Request to Retire to Closed Session to Discuss an Employee Who Disregarded a Board Directive and Legal Advice

Background

The Board may retire to a closed session to consider this item:

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(b) to consider the dismissal, demotion, licensing or discipline of any public employee or person licensed by the Board or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken;

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(c), for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;

Pursuant to Wisconsin Statutes 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

1.18 - Legal Representation

Item deferred to the end of the meeting.

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(Item 4) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Background

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session to confer with legal counsel.

Item deferred to the end of the meeting.

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(Item 5) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

Thank you for the opportunity to highlight a few of the key efforts within the Office of Board Governance this month.

Superintendent Search

We have a series of meetings and community forums scheduled for September and October to gather feedback on what people see as the key qualities of a new superintendent. Individual meetings with Board members will begin next week, and in October there will be several in-person and virtual opportunities for the community to attend and share their thoughts. There will also be a survey link for feedback available on our website in early October. The insights gathered from these meetings will be used to develop the profile of an ideal leader for Milwaukee's schools, and the Board will work with HYA to see out an individual who meets the community's expectations.

Policy & Legal Support

The Office of Board Governance, in collaboration with MPS Administration, is working to ensure that all district policies are up-to-date, accessible, appropriate and relevant. In August and September, we looked at solutions that will help us to stay aligned to statutory changes and legal challenges facing school districts around the state. In October, we plan to bring forward a recommendation to partner with Neola, Inc. an organization that supports 80% of school districts across the state with policy work. We anticipate that this partnership will save the district a great deal of money annually by reducing the need for a policy analyst and will protect the district from unnecessary legal risk by ensuring that we are operating according to policy that reflects the most up-to-date legal guidance.

Effective & Efficient Operations

We are working quickly to get the Office of Board Governance fully staffed to ensure that the Board has the resources necessary to operate in the most effective and efficient manner. In August, the Board approved the appointment of Sue Patterson to the Executive Administrative Assistant role. An individual has also been selected for the Planning Assistant role, which will be key to ensuring proactive communications with constituents and the community. In the absence of administrative staff, our Board Staff Coordinator took on a great deal of the budgeting and accounts reconciliation work for the office. In doing so, I am happy to share that she found resources within our budget that will make it possible for the Board to pay for the superintendent's search without having to draw from the MPS contingency fund.

Student, Family and Community Engagement

In September, the Chief Officer for the Office of Board Governance had conversations with several constituents about improving communications and relationships between the Board and community. A couple of changes resulted from those conversations immediately, such as making the online Board calendar more accessible on the webpage, allowing public commentary at Board meetings before the Board discussion, and the development of a timeline of activities that the Board has taken since the news of reporting errors was made public. Our hope is to continue to build on these relationships and to provide additional opportunities for feedback from the public.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

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(Item 6) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

Update on the State Superintendent's, State of the State of Education presentation, along with any available updates on the Department of Public Instruction's state budget proposal which is expected in November.

Local and State level updates will be provided as warranted.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

Vice-President Gokalgandhi in the Chair from 6:14 p.m. to 6:18 p.m.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE:

- Accountability and Transparency Services
- Process Improvement and Efficiency Services
- Contract Compliance Services
- Audit Services

The attached report includes activities from late August through mid-September.

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District’s financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

Accountability and Efficiency Services

Between August 17, 2024, and September 14, 2024, Accountability and Efficiency Services completed one constituent inquiry and one information request. The OAE also satisfied two impartial hearing officer (IHO) requests, and completed one special project.

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP was approved by the Board on June 13, 2024 and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

During this reporting period, the CCS team focused on enhancing our Student Engagement Programming. Notably, two student interns were interviewed for positions in various industries, including administrative and moving services, both of which resulted in successful hires.

Looking ahead to the 2024-2025 school year, CCS aims to create additional work-based learning internships for high school students. Currently, we are collaborating with Pulaski, South Division, and Vincent High Schools. We will continue to provide updates as we engage with other interested schools.

CCS remains committed to fostering partnerships with internal departments and sponsors to expand these opportunities. Additionally, we continue to support the District's implementation of Administrative Policies 3.10 and 3.13, furthering our commitment to compliance and student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period of August 18 through September 13, 2024, include:

Audit Completions and Activities

Corrective Action Plan Updates: Outreach to Stakeholders on Audit Committee Membership continues with commitments from City of Milwaukee Mayor's Office, City of Milwaukee Comptroller's Office and Wisconsin Policy Forum. Updated Board Rule sent to City Attorney for review and awaiting their input.

Conducting several ongoing investigations resulting from Fraud Hotline tips.

Met with new Principals as part of New Principal Audits

Presented Fraud Training to New Principals in conjunction with Department of Finance

Updated Policies and Procedures in anticipation of Peer Review which will be scheduled in the Spring of 2025 by the Association of Local Government Auditors

Performed Peer Review of City of Portland Audit Services

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented two expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director O'Halloran moved to accept the reports of the Independent Hearing Officers of:

September 18, 2024, @ 9:00 a.m.

September 20, 2024, @ 9:00 a.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon - 7
Noes — None.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance, and Personnel:

Item Six, Action on the Award of Exception-to-Bid Contracts

Item Eight, Action on the Closure of South Accelerated Academy and Vincent Accelerated Academy have both been advanced to the Board without a recommendation.

On the motion of Director Gokalgandhi, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon - 7
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Garcia presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action Report

Classified Personnel Transactions

Name	Position and Salary	Date	
	NEW HIRES		
2 Melvin Aldridge	Building Service Helper I	08/26/2024	$17.88/hr
5 Autumn Atchison	Building Service Helper I	08/26/2024	$17.88/hr
2 Terryon Boyd	Building Service Helper I	08/19/2024	$17.88/hr
2 Janiya Carter	Building Service Helper I	07/29/2024	$17.88/hr
2 Haven Carter-Thompson	Building Service Helper I	07/29/2024	$17.88/hr
2 Jaleel Cooper	Building Service Helper I	08/26/2024	$17.88/hr
2 Shaquille Gordon Rochelle	Building Service Helper I	08/26/2024	$17.88/hr

Name	Position and Salary	Date	
2 Mahogany Harness	Building Service Helper I	07/29/2024	$17.88/hr
2 Mykel Hawthorne	Building Service Helper I	08/26/2024	$17.88/hr
2 Byreanna Holloway	Building Service Helper I	07/15/2024	$19.67/hr
2 Jeremiah Jackson	Building Service Helper I	07/29/2024	$17.88/hr
2 LaToya Meeks	Building Service Helper I	07/15/2024	$17.88/hr
2 Adam Paige	Building Service Helper I	07/29/2024	$17.88/hr
2 Khorey Renfro	Building Service Helper I	08/19/2024	$20.86/hr
2 Curtis Reynolds	Building Service Helper I	08/26/2024	$17.88/hr
4 Daniel Rosario Sanchez	Building Service Helper I	07/29/2024	$17.88/hr
4 Rose Anne Solis	Building Service Helper I	07/29/2024	$17.88/hr
5 Chiquita Villines	Building Service Helper I	07/29/2024	$17.88/hr
2 Latoyvion Williams	Building Service Helper I	07/29/2024	$17.88/hr
2 Candace Woods	Building Service Helper I	08/19/2024	$17.88/hr
2 DiAngelo Wragg	Building Service Helper I	07/15/2024	$24.44/hr
2 T’ana Yancey	Building Service Helper I	07/29/2024	$17.88/hr
1 Iesha Fisher	Children’s Health Assistant	08/27/2024	$25,662.76
4 Marisela Sanchez	Children’s Health Assistant	08/27/2024	$23,526.63
4 Yeyshleeanne Verdejo Cepeda	Children’s Health Assistant	08/27/2024	$23,526.63
4 Esther Benitez	Food Service Assistant	08/29/2024	$17.88/hr
2 Kimeko Copening	Food Service Assistant	08/27/2024	$18.41/hr
6 Nina Harris	Food Service Assistant	08/27/2024	$17.88/hr
2 Tajia Jones	Food Service Assistant	08/27/2024	$17.88/hr
4 Maria Leon	Food Service Assistant	08/29/2024	$17.88/hr
2 Jomarra Lowe	Food Service Assistant	08/27/2024	$19.49/hr
2 Jennifer Patton	Food Service Assistant	08/27/2024	$18.95/hr
5 Michelle Peffer	Food Service Assistant	08/27/2024	$17.88/hr
2 Portia Reed	Food Service Assistant	08/27/2024	$18.41/hr
2 Shalair Riley	Food Service Assistant	08/27/2024	$20.02/hr
2 Mario Spivey	Food Service Assistant	08/29/2024	$18.95/hr
5 Shannon Tercher	Food Service Assistant	08/27/2024	$21.63/hr
4 Vanessa Vera	Food Service Assistant	08/27/2024	$19.49/hr
3 Kalash Ali	Paraprofessional	08/19/2024	$22,218.26
2 Celeste Beals	Paraprofessional	08/27/2024	$22,218.26
5 Christopher Braunschweig	Paraprofessional	08/19/2024	$27,668.74
2 Katlyn Brookens	Paraprofessional	08/27/2024	$22,760.79
2 Shekinah Brown	Paraprofessional	08/19/2024	$23,580.88
2 Draelon Burns	Paraprofessional	08/19/2024	$22,760.79
5 Joseph Calamia	Paraprofessional	08/19/2024	$23,580.88
4 Maria Yesenia Camacho	Paraprofessional	08/19/2024	$25,208.46
2 Alphonso Carter	Paraprofessional	08/27/2024	$22,218.26
5 Benjamin Chartier	Paraprofessional	08/19/2024	$24,400.98
5 James Chaudoin	Paraprofessional	08/19/2024	$22,218.26
2 Mark Cole	Paraprofessional	08/19/2024	$22,218.26
2 Savanna Coleman	Paraprofessional	08/27/2024	$22,218.26
2 Jcyon Coleman McGee	Paraprofessional	08/27/2024	$22,218.26
5 Mia Cornale	Paraprofessional	08/19/2024	$22,218.26
5 Dana Davidson	Paraprofessional	08/27/2024	$28,476.22
5 Matthew Davies	Paraprofessional	08/27/2024	$22,218.26
2 Jermaya Davis	Paraprofessional	08/19/2024	$23,580.88
5 Yvonne Dettloff	Paraprofessional	08/19/2024	$26,848.65
4 Laura Diaz Torres	Paraprofessional	08/19/2024	$24,400.98
2 Tyanne Earnest Linton	Paraprofessional	08/19/2024	$22,218.26
5 Julie Edington	Paraprofessional	08/19/2024	$22,760.79
2 Parisha Green	Paraprofessional	08/27/2024	$28,476.22

Name	Position and Salary	Date	
4 Ashley Gutierrez Vega	Paraprofessional	08/19/2024	$23,580.88
2 Elexis Harris	Paraprofessional	08/19/2024	$23,580.88
4 Olivia Heredia	Paraprofessional	08/19/2024	$29,296.31
4 Viviana Hernandez	Paraprofessional	08/19/2024	$23,580.88
2 Prentice Hollins	Paraprofessional	08/27/2024	$23,580.88
5 Stephanie Howe	Paraprofessional	08/19/2024	$25,208.46
2 Donna Hutson	Paraprofessional	08/19/2024	$24,400.98
2 Jacklyn Isabell	Paraprofessional	08/19/2024	$23,580.88
2 Ciara Johnson Wilks	Paraprofessional	08/27/2024	$29,624.35
2 Gabrielle Joseph	Paraprofessional	08/19/2024	$22,218.26
5 Stephanie Kuenzli	Paraprofessional	08/19/2024	$23,580.88
2 Joyce Lee	Paraprofessional	08/19/2024	$26,848.65
4 Disney Lopez	Paraprofessional	08/19/2024	$24,400.98
3 Coby Lynch	Paraprofessional	08/19/2024	$22.218.26
5 Kristen Mathson	Paraprofessional	08/27/2024	$23,580.88
2 Zyeria McClinton	Paraprofessional	08/19/2024	$22,218.26
5 Alejandra McLure	Paraprofessional	08/19/2024	$22,218.26
2 Tawanda Moore	Paraprofessional	08/19/2024	$22,218.26
5 Katie Mullen	Paraprofessional	08/27/2024	$22,218.26
3 Saima Noreen	Paraprofessional	08/19/2024	$24,069.79
4 Katrina Parra	Paraprofessional	08/19/2024	$22,218.26
2 Alani Pierre	Paraprofessional	08/27/2024	$22,218.26
5 April Pigg	Paraprofessional	08/19/2024	$22,218.26
2 Luam Rincon	Paraprofessional	08/19/2024	$22,760.79
4 Glenda Rosado	Paraprofessional	08/19/2024	$25,208.46
5 Amber Rybnick Boffeli	Paraprofessional	08/19/2024	$23,580.88
5 Kari Schwartz	Paraprofessional	08/19/2024	$30,936.50
2 Keondrae Speights	Paraprofessional	08/19/2024	$23,580.88
4 Nery Thyren	Paraprofessional	08/19/2024	$23,580.88
5 Nicholas Troupis	Paraprofessional	08/19/2024	$22,218.26
5 Paulina Valadez Flores	Paraprofessional	08/19/2024	$23,580.88
5 Christopher Verkaik	Paraprofessional	08/19/2024	$23,580.88
4 Valeria Villalobos	Paraprofessional	08/19/2024	$23,580.88
4 Iris Vivanco	Paraprofessional	08/19/2024	$22,218.26
2 Samone Washington	Paraprofessional	08/19/2024	$22,218.26
2 Aniyah Winckler	Paraprofessional	08/27/2024	$22,218.26
5 Kaitlyn York	Paraprofessional	08/19/2024	$23,580.88
2 Paris Wooden	Paraprofessional - Hourly	08/27/2024	$19.80/hr
2 Markita Weston	Paraprofessional – Parent Involvement	08/19/2024	$32,534.64
2 Jayla Bounds	School Safety Assistant	08/20/2024	$28,658.91
2 Patricia Diggins	School Safety Assistant	08/27/2024	$28,658.91
2 Patrice Gates	School Safety Assistant	08/20/2024	$28,658.91
2 Sidney Green	School Safety Assistant	08/20/2024	$28,658.91
2 Shania Lucas	School Safety Assistant	08/27/2024	$28,658.91
2 Regina Patterson	School Safety Assistant	08/20/2024	$28,658.91
2 Kameryn Turner	School Safety Assistant	08/27/2024	$28,658.91
2 Christine Fuller	Secretary I – 10 Month	08/16/2024	$34,111.28
4 Shawna Goetz	Secretary I – 10 Month	08/19/2024	$32,567.78
4 Nilsa Gonzalez	Secretary I – 10 Month	08/26/2024	$37,489.09
2 Shalonda Pinnix	Secretary I – 10 Month	08/26/2024	$38,615.81
2 Tiara Rochell	Secretary I – 10 Month	08/16/2024	$30,733.47
2 Latonya Thomas	Secretary I – 10 Month	08/26/2024	$38,615.81
2 Kendra Fisher	School Kitchen Manager I	08/19/2024	$32,634.89
4 Gabriela Reyes Gamez	School Kitchen Manager Trainee	08/27/2024	$18.83/hr

Name	Position and Salary	Date	
2 Latina Robinson	School Kitchen Manager Trainee	08/19/2024	$21.51/hr
2 Tamika Saintnelus	School Kitchen Manager Trainee	08/19/2024	$19.37/hr

PROMOTIONS

4 Cesar Miranda	Information Specialist	08/29/2024	$51,125.13
5 Nicole Oake	Paraprofessional	08/16/2024	$25,208.46
4 Veronica Olmos	Paraprofessional	08/19/2024	$26,848.65
2 Atlantis Carter	Secretary I – 10 Month	08/16/2024	$29,606.75
4 Zyad Selim	School Engineer III	08/05/2024	$74,307.10
2 Ora Collins	School Kitchen Manager I	08/27/2024	$34,383.25
2 Kyra Campbell	School Kitchen Manager Trainee	08/27/2024	$20.44/hr
2 Carolyn Davis	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
2 Latonya Parks	School Kitchen Manager Trainee	08/27/2024	$20.44/hr
2 Tonya Smith	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
5 Danette Storey	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
2 Saleka Anderson	Social Work Aide II	08/27/2024	$21,671.43

REHIRES

2 Tempest Hodges	Building Service Helper I	07/29/2024	$19.07/hr
2 Denzel Johnson	Building Service Helper I	07/29/2024	$18.59/hr
2 Crystal Pickens	Building Service Helper I	07/29/2024	$17.88/hr
2 Alicia Thomas	Building Service Helper I	08/19/2024	$17.88/hr
2 Alisha Walker	Building Service Helper I	08/05/2024	$19.67/hr
2 Savanna Hewings	Food Service Assistant	08/27/2024	$17.88/hr
2 Precious Taylor	Food Service Assistant	08/27/2024	$20.02/hr
2 Janya Williams	Food Service Assistant	08/27/2024	$18.95/hr
2 Benjamin Booth	Paraprofessional	08/19/2024	$22,760.79
4 Sabrina Brody	Paraprofessional	08/19/2024	$25,208.46
5 Gabriel Eagon	Paraprofessional	08/19/2024	$22,760.79
5 Shannon Galindo	Paraprofessional	08/19/2024	$25,208.46
2 Wesley Love	Paraprofessional	08/19/2024	$23,580.88
5 Stephanie Monte	Paraprofessional	08/19/2024	$27,668.74
2 Danisha Murrell Buie	Paraprofessional	08/19/2024	$23,580.88
2 LaToya Neal	Paraprofessional	08/19/2024	$24,400.98
5 Marina Povich	Paraprofessional	08/19/2024	$28,476.22
2 Yvette Reeves	Paraprofessional	08/19/2024	$25,208.46
2 Briellle Richmond	Paraprofessional	08/27/2024	$22,218.26
2 Latisha Robinson	Paraprofessional	08/19/2024	$22,218.26
2 Patricia Rodgers	Paraprofessional	08/19/2024	$28,476.22
5 Ashlen Salman	Paraprofessional	08/30/2024	$22,218.26
2 Antoinette Sartin	Paraprofessional	08/19/2024	$24,400.98
4 Destanee Sifuentes	Paraprofessional	08/27/2024	$22,218.26
3 Shilpa Talwalker	Paraprofessional	08/19/2024	$22,218.26
2 Angelete Thorpe	Paraprofessional	08/19/2024	$22,760.79
2 Brandi Womack	Paraprofessional	08/19/2024	$22,218.26
3 Jou Xiong	Paraprofessional	08/19/2024	$30,936.50
3 Pao Ge Xiong	Paraprofessional	08/19/2024	$27,668.74
2 Rubie Mizell	Paraprofessional – Parent Involvement	08/19/2024	$35,798.24
4 Stephanie Adorno	Secretary I – 10 Month	08/30/2024	$29,606.75
4 Ana Gonzalez	Secretary I – 10 Month	08/30/2024	$29,606.75
2 Rosa Cotton	School Kitchen Manager I	08/19/2024	$33,508.48
2 Sherri Howard	School Kitchen Manager I	08/19/2024	$36,131.61
2 Latasha Oates	School Kitchen Manager Trainee	08/19/2024	$19.37/hr

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER				
4,nr	Aguilera,Amara M	01/BA	$52,827.70	8/27/2024
	AMP ART			
5,r	Anderson,Renee	01/BA	$52,827.70	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
5,nr	Bowlin,Emily A	01/BA	$52,827.70	8/27/2024
	EDUCATIONAL OPERATIONS			
5,nr	Bukosky,Melony A	01/MA	$98,937.66	8/27/2024
	REG (5 YR) KINDERGARTEN			
2,r	Butler,Ida F	01/MA	$98,937.66	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
5,nr	Callen,Carly	01/BA	$52,827.70	8/27/2024
	FOREIGN LANGUAGE			
3,r	Chris,Mular	01/BA	$52,827.70	8/27/2024
	TITLE I COORDINATION			
5,r	Chubin,Miles	01/BA	$52,827.70	8/27/2024
	SCIENCE			
4,r	Delarosa,Jacob	01/BA	$52,827.70	8/27/2024
	MUSIC			
3,r	Dombrowsky,Sarah E	01/MA	$56,467.69	8/27/2024
	AMP MUSIC			
2,r	Early,Laquanda L	01/BA	$52,827.70	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
5,r	Gerondale,Kayla	01/BA	$52,827.70	8/27/2024
	AMP ART			
5,nr	Gerszewski,Lindsey R	01/BA	$70,300.12	8/27/2024
	DAY TO DAY TEACHER			
5,r	Horowitz,Azariah	01/BA	$52,827.70	8/27/2024
	REG (5 YR) KINDERGARTEN			
5,r	Huibregtse,Carolyn A	01/BA	$64,476.35	8/27/2024
	AMP ART			
5,r	Jaros,Mary	01/BA	$52,827.70	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
2,r	Lockhart,Trina D	01/MA	$90,444.34	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
5,nr	McGill,Bonnie	01/MA	$86,195.99	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
5,r	Morris,Ryan	01/MA	$88,320.16	8/27/2024
	ART			
5,r	Mullin,Molly C	01/BA	$52,827.70	8/27/2024
	SAGE			
5,nr	Olivero,Amy E	01/BA	$64,476.35	8/27/2024
	EARLY CHILDHOOD- SPEC ED			
4,r	Panelli,Isabella Q	01/BA	$52,827.70	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
5,nr	Perkins,Benjamin	01/MA	$67,085.18	8/27/2024
	DAY TO DAY TEACHER			
5,r	Polzin,Eryn	01/BA	$52,827.70	8/27/2024
	AMP ART			
2,r	Ramos de Oliveira,Rodrigo	01/MA	$62,839.09	8/27/2024

	AMP MUSIC			
5,r	Reno,Terrence	01/BA	$52,827.70	8/27/2024
	ENGLISH			
5,r	Reyes,Makayla A	01/BA	$52,827.70	8/27/2024
	KINDERGARTEN (4 YR OLDS)			
5,r	Rian,Kaitlyn	01/BA	$56,710.58	8/27/2024
	MUSIC			
1,r	Schliegh,Melissa A	01/BA	$52,827.70	8/27/2024
	EARLY CHILDHOOD- SPEC ED			
5,r	Schrang,Abigail	01/MA	$60,714.91	8/27/2024
	SPEC ED MULTICATEG.			
5,nr	Smith,Katelyn	01/BA	$52,827.70	8/27/2024
	MULTICATEG. COMP. SEN			
5,r	Sobecke,Sarah	01/BA	$52,827.70	8/27/2024
	ART			
5,r	Stacey,Julia	01/BA	$52,827.70	8/27/2024
	ART			
5,nr	Stranathan,Elizabeth R	01/MA	$94,690.43	8/27/2024
	GENERAL OPERATIONS			
5,r	VanOudenhoven,Julia	01/MA	$92,566.26	8/27/2024
	ART			
5,r	Willis,Jordan	01/BA	$52,827.70	8/27/2024
	MUSIC			
2,r	Young,Tara D	01/BA	$66,417.23	8/27/2024
	SPEC ED MULTICATEG.			
6,r	Zecevic,Snjezana	01/BA	$52,827.70	8/27/2024
	SPEC ED MULTICATEG.			
3,nr	Zhang,Zhi Xin	01/BA	$52,827.70	8/27/2024
	DAY TO DAY TEACHER			
2,r	Jordan-Hailstock,April J	01/MA	$90,444.34	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
	ACTION ON CERTIFICATED APPOINTMENTS -LIBRARY MEDIA SPECIALIST			
2,r	Johnson,Denise L	01/2FM	$103,599.82	8/16/2024
	LIBRARY			
5,nr	Knapp,Leigh M	01/MA	$90,444.34	8/16/2024
	LIBRARY			
5,r	Radermacher Butts,Kelly J	01/2FB	$71,580.92	8/16/2024
	LIBRARY			
	ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL COUNSELOR			
5,nr	Moore,Sarah M	01/BA	$85,831.59	8/27/2024
	GUIDANCE			
5,nr	Pierzchalski,Paige T	01/MA	$56,467.69	8/27/2024
	GUIDANCE			
4,r	Stehofsky,Desiray	01/MA	$60,714.91 8/27/2024	
	GUIDANCE			
	ACTION ON CERTIFICATED APPOINTMENTS -SPEECH PATHOLOGIST			
5,nr	Solak,Olivia	01/SLP	$59,457.73	8/27/2024
	SPEECH PATHOLOGY			

ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL SOCIAL WORKER				
2,r	Kidd,Britney M	01/2A	$66,312.65	8/16/2024
	SOCIAL WORK			
5,nr	Scardina,Sicilia	01/2A	$66,312.65	8/16/2024
	SCHOOL SOCIAL WORK			
ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL PSYCHOLOGISTS				
4,r	Donahue,Thomas	FLT/51C	$68,102.85	8/16/2024
	IDEA- CENTRAL SERVICE			
5,nr	Hicks,Abigail	FLT/51C	$68,102.85	8/16/2024
	GEN ELEM & K8 - ALL GRADES			
5,r	Hubbard,Carlie	FLT/51C	$68,102.85	8/16/2024
	SCHOOL PSYCH SERVICES			
5,nr	Pokorney,Megan	FLT/51C	$68,102.85	8/16/2024
	SCHOOL PSYCH SERVICES			
5,nr	Sauvignon,Aude	FLT/51C	$68,102.85	8/16/2024
	GEN ELEM & K8 - ALL GRADES			
ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER				
2,r	Benitez,Marilda	XX/4W2	$52,827.70	8/27/2024
	SPEC ED MULTICATEG.			
1,r	Bland,Keziah	XX/4W2	$52,827.70	8/27/2024
	ART			
5,nr	Diel,Landon	XX/4W2	$52,827.70	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
2,r	Gill-Slim,Janice	XX/4W2	$52,827.70	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
2,r	Gray,Kim S	XX/4W2	$51,888.74	8/27/2024
	FED. HEAD START- GENERAL			
6,nr	Hecimovich,Nathaniel	XX/4W2	$52,827.70	8/27/2024
	FOREIGN LANGUAGE			
2,r	Huff,Stephanie I	XX/4W2	$52,827.70	8/27/2024
	EARLY CHILDHOOD- SPEC ED			
5,nr	Kulibert,Danielle	XX/4W2	$52,827.70	8/27/2024
	SAGE			
2,r	Mckinley,Diamontae L	XX/4W2	$52,827.70	8/27/2024
	SPEC ED MULTICATEG.			
4,r	Perez Ramos,Jeyshla	XX/4W2	$52,827.70	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
5,nr	Reichert,Victoria	XX/4W2	$51,888.74	8/27/2024
	GEN ELEM & K8 - ALL GRADES			
4,r	Seifert,Isabelle	XX/4W2	$52,827.70	8/27/2024
	DAY TO DAY TEACHER			
5,r	Welch,Maya R	XX/4W2	$52,827.70	8/27/2024
	SCIENCE			

Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)

Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
Teachers	12	45	2	12	3	5	33	1	1
SSW's	0	2	0	1	0	0	1	0	0
Psychologists	1	4	0	0	0	1	4	0	0
Other	0	3	0	0	0	1	2	0	0
TOTAL	13	54	2	13	3	7	40	1	1

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave August 2024		
Erin Zea	Whitman	August 27, 2024
Illness Leave September 2024:		
Amanda Dostal	Jackson	September 3, 2024
Jasmine Porter	Itinerant	September 3, 2024
Cheryl Martens	Fairview	September 9, 2024
Adelynn Witham	Reagan	September 17, 2024
Personal Leave September 2024:		
Nicholas Wasmund	Obama	September 23, 2024

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Personal	4.6	2	Famo Ali	Teacher	Pratt	07/30/2024
Personal	7.9	2	Christina Bolden	Teacher	81st Street	08/07/2024
Personal	0.1	2	Temone Champion	Teacher	Congress	08/20/2024
Personal	1.0	2	Taleavia Cole	Teacher	Central Svcs	08/23/2024
Other Dist	3.0	5	Jessica Cox	Teacher	Bradley Tech	08/13/2024
Retire	33.0	2	Elserita Crosby	Teacher	81st Street	07/31/2024
Retire	2.0.	5	Paul Dallmann	Teacher	Bradley Tech	09/22/2024
Retire	32.0	2	Tanya Daniel	Teacher	Central Svcs	09/27/2024
Personal	5.7	5	Tamera Derby	PT Teacher	Central Svcs	06/30/2024
Other Dist	12.0	2	Laverne Dillard	Teacher	Dr. King Elem	08/24/2024
Personal	1.5	5	Christina Dresang	Supv Assoc Recreation	06/21/2024	
Other Work	1.0	4	Sandra Forero Ramirez	Teacher	Fratney	07/31/2024
Personal	0.7	4	Andrew Formentini	PT Teacher	Central Svcs	08/16/2024

Retire	29.6	5	Tyrone Gauger	Teacher	Westside Acad	08/05/2024
Other Dist	5.9	5	Amelia Haight	Teacher	JMAC	08/07/2024
Personal	3.6	2	Tyrionna Hicks	Teacher	Riverwest	08/09/2024
Other Dist	3.0	5	Elizabeth Howie	Teacher	JMAC	08/05/2024
Personal	0.1	5	Bridget Kircher	SLP	LaFollette	08/12/2024
Other Dist	30.0	5	Stacy Klein	Innov Coach	Central Svcs	08/13/2024
Retire	33.8	5	Heather Knopp	Teacher	MSOL	08/03/2024
Personal	7.7	2	Aryahna Levy	Counselor	Riverside	08/05/2024
Retire	35.0	5	Susan Lieven	Teacher	German Imm	10/11/2024
Other Dist	3.0	5	Jennifer Lindner	Teacher	Dr. King Elem	08/06/2024
Other Dist	11.0	5	Melannie Litscher	Psych Sup	Central Svcs	08/21/2024
Personal	10.0	4	Arlen Lopez Gutierrez	Teacher	Allen Field	08/14/2024
Retire	11.0	5	Shelley Luettgen	Teacher	Forest Home	08/14/2024
Personal	2.0	1	Diana Lyon	Teacher	Bay View HS	08/07/2024
Personal	0.1	5	Meghan Malovec	Nurse	Manitoba	08/25/2024
Other Dist	2.0	5	Jason Meissner	Teacher	Central Svcs	08/16/2024
Personal	7.7	2	Oronde Milledge	Teacher	Audubon MS	08/14/2024
Other Dist	6.0	5	Alexander Miller	Teacher	Meir	08/12/2024
Other Dist	8.0	5	Brandon Miller	Teacher	Fernwood	08/22/2024
Other Dist	7.0	5	Connor Morris	Teacher	Garland	07/31/2024
Personal	6.0	3	Kabao Moua	Teacher	Parkview	08/13/2024
Personal	10.0	2	Mellody Parchia	Teacher	Dr. King Elem	08/01/2024
Personal	0.7	2	Patricia Parks	Teacher	MSOL	08/27/2024
Personal	16.0	5	Natalie Philippe	Spec Ed Sup	Central Svcs	10/04/2024
Other Dist	1.0	5	Carson Reader	Teacher	Kluge	08/07/2024
Personal	7.0	5	Laura Sandblom	Teacher	Longfellow	08/20/2024
Other Dist	4.0	5	Jordan Schmitz	Teacher	Pratt	08/24/2024
Personal	0.1	5	Sarah Sobecke	Teacher	Pulaski	08/29/2024
Other Dist	18.0	2	Tyra Stokes	Teacher	Auer	08/23/2024
Other Dist	3.9	2	Michael Thalman	Teacher	Riverside	08/15/2024
Personal	2.0	2	Ciara Torrence Sims	Teacher	Starms	08/22/2024
Other Dist	0.1	1	Haley Tovar	Teacher	Metcalfe	08/14/2024
Other Dist	22.0	5	Margaret Valentino	Innov Coach	Central Svcs	08/13/2024
Personal	1.0	2	Kenya Warren	SSW	Obama SCTE	08/05/2024
Personal	31.6	2	Laconia Williams	Teacher	Carson Acad	08/23/2024
Other Dist	9.0	5	Clare Witkowiak	Teacher	Kluge	08/08/2024
Personal	1.0	1	Patricia Wolter	SST	MSL	08/19/2024
Other Work	0.1	5	Cammi Zemke	Nurse	Central Svcs	08/08/2024

Classified Resignations

Personal	3.0	2	Monique Abernathy	Para	Central Svcs	08/02/2024
Personal	1.3	5	Chloe Bachman	Para	Central Svcs	08/06/2024
Personal	5.7	2	Perry Bell	Para	Maple Tree	07/31/2024
Personal	4.0	5	Riley Bina	Para	Rufus King HS	08/20/2024
Personal	3.5	2	Jaleeza Blue	Para	Carson	07/29/2024
Personal	0.7	2	Tyler Bradley	Safety Asst	School Safety	08/21/2024
Personal	0.1	2	Katrina Burnett	BSH I	Dr. King Elem	08/12/2024
Personal	0.8	2	Louis Burrell	Para	Groppi	08/19/2024
Personal	1.0	2	Lakayla Charley	Safety Asst	School Safety	08/28/2024
Other Work	0.5	4	Julio Cifuentes	Para	Doerfler	09/02/2024
Personal	1.0	2	Sherita Coleman	Para	River Trail	08/27/2024
Other Work	7.0	2	Zyeria Corley	Secretary I	Franklin	08/15/2024
Other Dist	2.0	4	Mary Crespo Ortiz	Secretary I	Spanish Imm	08/09/2024
Personal	2.0	4	Andrew deJunco	Para	Parkside	08/30/2024
Personal	18.7	2	Johnnie Dinsmore	Para	Bradley Tech	08/27/2024
Other Work	1.6	2	Lakicia Douglas	Secretary I	Washington	09/09/2024
Other Work	1.6	2	Ganiyat Edu	Para	MACL	08/02/2024
Personal	0.6	2	Theresa Edwards	Para	Engleburg	08/29/2024
Personal	0.7	2	James Eiland	Para	Barton	08/09/2024
Personal	0.4	2	Tiffany Ellis	FSA	Rogers	08/15/2024
Personal	8.0	2	Darien Essex	Para	Rogers	08/26/2024
Other Dist	16.3	5	Lisa Filippo	Para	Gaenslen	08/09/2024
Retire	25.0	2	Becky Flagg	CHA	Clemens	08/09/2024
Personal	5.0	2	Rhoneysha Freeman	Safety Asst	School Safety	08/12/2024
Personal	15.8	4	Aixa Garcia Rosado	Para	Kagel	07/25/2024
Personal	6.9	2	Gregory George	Para	WCLL	09/04/2024
Other Work	3.0	2	Keesha Gibson	CHA	Fernwood	08/23/2024
Personal	1.9	4	Maira Gonzalez	FSA	Morgandale	08/29/2024
Personal	1.4	2	Teresa Guyton	Para	Washington	08/09/2024
Other Work	6.7	2	Nastassia Haley	FSA	HS of the Arts	08/27/2024
Personal	1.5	2	Alexandria Hanson	Para	Kluge	08/30/2024
Personal	0.9	2	Marion Hewings	NSH I	Fratney	08/02/2024
Personal	0.1	2	Byreanna Holloway	BSH I	Central Svcs	08/05/2024
Other Work	6.0	2	Dikembe Husband	Para	Bradley Tech	08/29/2024
Other Work	2.0	2	Hahmya Johnson	Para	Gaenslen	07/31/2024
Personal	2.6	2	Shapira Johnson	Safety Asst	School Safety	08/08/2024
Personal	6.0	2	Yashica Kuykendall	Para	Lincoln MS	08/27/2024
Personal	2.6	5	Maureen Lackey	Para	Jackson	08/20/2024
Personal	0.9	2	Linda Lee	FSA	Stuart	08/29/2024
Other Work	19.9	6	Dianna Maldonado	Para	Riverside	08/14/2024

Personal	25.7	4	Irma Maldonado	SWA II	Central Svcs	08/22/2024
Personal	0.4	1	Greg Manlove	Para	Keefe	08/30/2024
Other Work	1.7	4	Jakob Mayerstein	Safety Asst	School Safety	08/28/2024
Personal	6.0	2	Raymont McElroy	Para	MSL	08/26/2024
Personal	3.0	2	Kierra Mcgee	Safety Asst	School Safety	08/19/2024
Other Work	2.5	2	Kiara Melendez Aviles	Para	Longfellow	08/15/2024
Personal	11.0	5	Stephanie Monte	Para	Hawthorne	08/14/2024
Personal	1.8	5	Casey ONeil	Para	Carver	08/12/2024
Personal	0.6	5	Jazmyn Palmer	Para	AAL	07/26/2024
Other Work	3.9	5	Danette Richardson	Secretary I	Audubon HS	08/02/2024
Retire	7.8	2	Danielle Richardson	CHA	Doerfler	06/12/2024
Retire	8.2	5	William Rodewald	Syst Admin Technology	09/13/2024	
Retire	11.9	4	Pedro Rodriguez	Para	Forest Home	11/30/2024
Personal	7.0	2	Trameika Sanders	Safety Asst	School Safety	08/27/2024
Retire	22.0	5	Steven Schnelz	Sr Prog	Technology	07/29/2024
Other Work	2.0	3	Morgan Scot	Para	Victory	08/03/2024
Personal	0.3	6	Carey Simmons	BSH I	Hartford	07/12/2024
Personal	1.8	2	Mya Simmons Ward	Para	River Trail	08/28/2024
Other Work	12.0	5	James Sokolowski	Coord II	Central Svcs	09/13/2024
Personal	5.0	5	Katelyn Suszek	CHA	Humboldt Park	08/19/2024
Personal	0.4	5	Lisa Switlick	Para	Grant	08/13/2024
Other Work	10.9	2	Brenda Taylor	Accountant Human Resources 08/16/2024		
Personal	8.0	2	Richard Thompson	FSAIC	Alliance	08/30/2024
Personal	10.0	2	Kyle Tolbert	Para	Bethune	06/30/2024
Personal	0.1	2	Kameryn Turner	Safety Asst	School Safety	08/27/2024
Personal	6.0	4	Maritza Valentin	Para	Central Svcs	08/20/2024
Personal	0.8	4	Cristona Villegas	Para	Rogers	07/26/2024
Personal	1.0	2	Nanetta Washington	FSA	Riverside	08/20/2024
Personal	0.9	2	Shateria Wiley	Para	53rd Street	08/14/2024
Personal	8.4	7	Dominique Williams	Para	Whittier	08/26/2024
Personal	2.0	2	Jada Williams	Para	Lancaster	08/23/2024

Other District – 19 (Classified – 1 Certificated – 18)
Other Work – 18 (Classified 16 – Certificated – 2)
Personal – 73 (Classified 49 – Certificated – 24)
Retirement – 12 (Classified 5 – Certificated – 7)

Codes

1 Native American
2 African American
3 Asian//Pacific Islander
4 Hispanic
5 White

6 Other
7 Two or More Codes
r Resident
nr Non-resident

Monthly Personnel Report

The monthly Affirmative Action report is attached to the minutes of this item.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

The Interim Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(2)(nr)	Robbin Morgan	Assistant Principal I, Gaenslen Office of the Chief of School Administration	Sch 03, Range 10C $109,440
(5)(nr)	Nicole Jensen	Recreation Supervisor Associate II Office of the Chief of Operations	Sch 03, Range 04A $89,959
(2)(r)	Jamie Hollins Mast	Administrative Assistant III, Parent Services Office of Communications and School Performance	Sch 03, Range 03A $66,830

The Interim Superintendent has appointed the following individuals to the positions indicated, for the purpose of implementing the Corrective Action Plan set forth by the Department of Public Instruction in June 2024.

(5)(r)	Aycha Sawa	Chief Financial Officer Office of the Chief of Finance	Sch 03, Range 18A $200,000
(5)(nr)	Elizabeth Hanna	Analyst I-Financial Planning and Budget Office of the Chief of Finance	Sch 03, Range 05A $67,340

The Interim Superintendent recommends that the following individuals be reassigned to the classifications indicated, to be effective upon approval by the Board.

(2)(r)	Malik Cupid	Assistant Principal I, Hartford Office of the Chief of School Administration	Sch 03, Range 10C $90,668
(2)(nr)	Kellie Carson	Assistant Principal I, Gaenslen Office of the Chief of School Administration	Sch 03, Range 10C $112,862

The Board Clerk recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(5)(r)	Anna Miller	Planning Assistant II Office of Board Governance	Sch 03, Range 02A $56,118

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(nr)	Lisa Napoli	Assistant Principal Support Administrator Office of the Chief of School Administration 09/03/24 to 03/03/25	$50.00
(5)(r)	Denise Sather	School Psychologist Office of the Chief of Academics 09/03/24 to 12/20/24	$50.00
(4)(nr)	Carlos de Arteaga	Auditing and Investigative Support Office of Accountability & Efficiency 09/16/24 to 02/16/25	$45.00
(5)(nr)	Margie Hood	ESSER Project Manager Office of the Chief of Academics 10/01/24 to 10/31/24	$40.00
(2)(r)	Nathaniel Gillon	Milwaukee Virtual Program Office of the Chief of School Administration 08/15/24 to 01/25/25	$40.00
(5)(r)	Robert Strehlow	Milwaukee Virtual Program Office of the Chief of School Administration 08/15/24 to 01/24/25	$40.00
(5)(r)	Shirley Lewis	Milwaukee Virtual Program Office of the Chief of School Administration 08/15/24 to 01/24/25	$40.00
(2)(r)	Debra Wallace	Milwaukee Virtual Program Office of the Chief of School Administration 08/15/24 to 01/24/25	$40.00
(5)(r)	Angela Mack	Milwaukee Virtual Program Office of the Chief of School Administration 08/15/24 to 01/24/25	$40.00
(2)(r)	Yvette Moore	Milwaukee Virtual Program Office of the Chief of School Administration	$40.00

		08/15/24 to 01/24/25	
(2)(r)	Catherine Robinson	Milwaukee Virtual Program Office of the Chief of School Administration	$40.00
		08/15/24 to 01/24/25	
(5)(r)	Barbara Mack	Milwaukee Virtual Program Office of the Chief of School Administration	$40.00
		08/15/24 to 01/24/25	
(5)(r)	Julle Nussberger	Milwaukee Virtual Program Office of the Chief of School Administration	$40.00
		08/15/24 to 01/24/25	
(2)(r)	Rozalia Harris	Milwaukee Virtual Program Office of the Chief of School Administration	$40.00
		08/15/24 to 01/24/25	
(2)(r)	Marie McClain	Milwaukee Virtual Program Office of the Chief of School Administration	$40.00
		08/15/24 to 01/24/25	
(2)(r)	Cheryl Hayes	Milwaukee Virtual Program Office of the Chief of School Administration	$40.00
		08/15/24 to 01/24/25	
(5)(r)	Annie Kubes	Recreation Special Projects Office of the Chief of School Administration	$40.00
		07/26/24 to 01/26/25	
(2)(r)	Janie Hatton	Induction & Support Office of Organizational Development	$40.00
		08/05/24 to 02/05/25	
(2)(r)	Janie Hatton	Project Stay & MCYEC Schools Office of the Chief of School Administration	$40.00
		08/05/24 to 02/05/25	
(5)(nr)	Azhar Ali	Refugee Student Service Provider Office of the Chief of Academics	$35.00
		09/01/24 to 02/28/25	
(6)(r)	Anna Cwalina	Refugee Student Service Provider Office of the Chief of Academics	$35.00
		09/01/24 to 02/28/25	
(5)(r)	Karen Romantini	Refugee Student Service Provider Office of the Chief of Academics	$35.00
		07/01/24 to 12/31/24	
(6)(r)	Richard Faraj	Refugee Student Service Provider Office of the Chief of Academics	$35.00
		07/01/24 to 12/31/24	
(4)(r)	Martha Daleccio	Workplace Maintenance Office of Accountability & Efficiency	$35.00
		08/15/24 to 02/14/25	
(5)(r)	Gary Kowalski	Youth Mentor Office of the Chief of School Administration	$30.00
		09/02/24 to 01/24/25	

(2)(nr)	Lawrence Ambrose	Youth Mentor Office of the Chief of School Administration 09/01/24 to 02/28/25	$30.00
(2)(r)	Roslyn Sampson	Art Literacy Program Office of the Chief of School Administration 09/03/24 to 02/03/25	$30.00
(5)(nr)	Louann Parsons	Mentor Secretary Program Office of the Chief of School Administration 08/19/24 to 02/19/25	$30.00
(5)(r)	Kathleen Veit	Mentor Secretary Program Office of the Chief of School Administration 08/19/24 to 02/19/25	$30.00
(5)(r)	Debra Migdal	Mentor Secretary Program Office of the Chief of School Administration 08/19/24 to 02/19/25	$30.00
(5)(r)	Debra Costello	Mentor Secretary Program Office of the Chief of School Administration 08/19/24 to 02/19/25	$30.00
(5)(r)	Suzie Dall	Mentor Secretary Program Office of the Chief of School Administration 08/19/24 to 02/19/25	$30.00
(5)(r)	Ellen Lasch	Mentor Secretary Program Office of the Chief of School Administration 08/19/24 to 02/19/25	$30.00
(2)(r)	Lakisha Metcalf	Mentor Secretary Program Office of the Chief of School Administration 08/19/24 to 02/19/25	$30.00
(2)(r)	Tia Moore	Mentor Secretary Program Office of the Chief of School Administration 08/19/24 to 02/19/25	$30.00
(2)(r)	Linda Martin	Mentor Secretary Program Office of the Chief of School Administration 08/19/24 to 02/19/25	$30.00
(5)(r)	Angela Matthias	School Support - Attendance Office of the Chief of School Administration 08/23/24 to 02/21/25	$23.50
(5)(r)	Cindy Flechner	Project Coordinator Office of the Chief of Academics 08/19/24 to 02/19/25	$23.00
(2)(r)	Dominique Diamante	ELS Support Office of the Chief of School Administration 08/27/24 to 01/17/25	$20.00

(2)(r)	Nari Shuttlesworth	Dance Instruction Support Office of the Chief of School Administration 08/27/24 to 01/17/25	$20.00
(4)(r)	Analise Flores	Data Support Analyst Office of the Chief of Academics	$16.00

R Resident
Nr Non-resident
1 Native American
2 African American
3 Asian/Pacific Islander
4 Hispanic
5 White
6 Other
7 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, reassignments and reclassifications, salary increases/decreases, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on a Request for Approval of a Job Description for Grief Support Specialist

Background

Pursuant to Administrative Policy 6.19, the Interim Superintendent is bringing forth approval of the job description for the Grief Support Specialist position.

Housed in the Chief Academic Office, the Grief Support Specialist is a full-time, exempt position that reports to the Manager, Psychological Services and Allied Health, in the Department of Specialized Services.

The Grief Support Specialist

•Provides individual and small group therapy counseling to students experiencing grief and/or the impacts of psychological trauma.

• Utilizes evidence-based therapeutic methodologies that measure ongoing progress and outcomes.

• Utilizes district-approved procedures for consent and progress monitoring of services.

• Consults and problem-solves with school personnel, families and students.

• Supports students who have experienced trauma.

• Collaborates with other school support staff and community agencies to provide services for students and families in crisis.

• Serves as a member of the district crisis team.

• Collaborates with other district departments to provide professional development regarding trauma sensitive practices.

• Manages district "handle with care" referrals for incidents involving grief, loss and the potential impact of psychological trauma.

• Creates and maintains accurate student records on service delivery plans and outcomes.

• Enters relevant information into the district's student information system as appropriate.

• Conducts suicide risk and non – suicidal self-injury assessments per district guidelines.

• Provides follow-up supports, referrals to community resources and services to students and families.

The position is based on a 200-day work schedule with a salary arrange of Psychologist: $68,102 – 110,570 School Social Worker: $66,312 – 108,781 Counselor: $59,128 – 103,599.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

The item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval of the Board, the Administration will utilize the attached job description.

Committee's Recommendation

Your Committee recommends that the Board approve the attached job description for the Grief Support Specialist position.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of $25,000; Report on Budget Transfers; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations.

Purchases

Cooperative Authorization to Issue a Purchase Order to BSN Sports, LLC for Athletic Apparel

The Administration is requesting authorization to issue a purchase order to BSN Sports, LLC for Athletic Apparel for Reagan High School. Items will consist of office, gym, and locker room rugs, table skirts, media drop, as well as uniforms for boys and girls in track, softball, baseball, soccer, tennis, and golf.

This is important to the district as it supports MPS's commitment to the district-wide rebranding initiative for both athletics programs and schools.

This purchase is made under the Omnia Partners Region 4 ESC-TX Contract #R201101.

The total cost of goods purchased from BSN Sports, LLC will not exceed $133,897.50

Budget Code: GEN-H-I-BDH-TL-ESUP $133,897.50

BSN Sports, LLC

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to Issue a Purchase Order to Newsela for a One-Year Subscription to the Online Platform Library Package for Grades 2-12.

The Administration is requesting authorization to issue a purchase order to Newsela for grades 2-12 library package for current, supplemental content aligned to standards.

The purchase will be made under The Interlocal Purchasing System (TIPS) Cooperative Contract 210101.

The primary purpose of the Newsela platform is to grant students access to timely news articles that are accessible at different Lexile levels in both Spanish and English. The content specific packages include materials aligned to support current happenings in specific content areas, and includes alignment to several district adopted texts, including HMH science dimensions. This resource allows students to access grade level content while also working to improve reading skills.

Newsela is a tier 1 educational resource designed to help students stay current with news related to grade level standards and topics in grades 2-12. This resource is for all students, and articles are available in Spanish.

Licenses will cover a one-year period, effective upon execution of Purchase Order. . The total cost will not exceed $483,000.00.

Budget Code: SLB-0-S-CSF-DW-ESWR (Instructional Technology) $483,000.00

Newsela

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

RFB 5818 Authorization to Issue a Purchase Order with Riverside Assessments, LLC DBA Riverside Insights for a Universal Screener for Gifted and Talented Students

The Administration is requesting authorization to issue a purchase order with Riverside Assessments, LLC DBA Riverside Insights for the 2024-2025 school year for a universal screener used to identify gifted and talented students in second grade within the District.

CogAT assesses students' verbal, quantitative, and nonverbal reasoning abilities. By measuring three separate cognitive domains, the screener provides a broad perspective other instruments would miss. All second-grade students (approximately 4,800) in MPS will be assessed using the CogAT Screening Form 7 during the first semester; other students will be assessed on an as-needed basis. A select group of students identified in the seventh through ninth stanine will be administered the CogAT Post Screener Form 7 to identify giftedness in the areas of verbal, nonverbal and quantitative reasoning. While MPS will be using this tool to determine eligibility into accelerated programs, it can also be used to guide instruction for all students.

The vendor was chosen pursuant to RFB 5818 which opened on June 17, 2024, and closed on July 17, 2024. As a result of this RFB, pricing has been provided and established for a three-year period beginning with the 2024-25 school year and ending following the 2026-27 school year.

This purchase will be made annually over a three-year period on or around the anniversary date of the initial purchase order from October 1, 2024 through September 30, 2027. The total cost over three years will not exceed $170,235.00.

Budget Code: SYS-0-0-AMT-RH-ECTS (Assessment)..... $170,235.00

Total Cost Per Year		
Year 1	Year 2	Year 3
$56,160.00	$56,700.00	$57,375.00

Riverside Assessments, LLC DBA Riverside Insights

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 10 HOURS

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed $25,000.

Contract: C031956

NAF (National Academy Foundation)

On September 1, 2023, the Milwaukee Board of School Directors and NAF formerly National Academy Foundation entered into Professional Services Contract number C031956 (“Contract”), with a term of September 1, 2023 through August 31, 2024, for career academy support for 18 NAF academies (small learning communities) within eight high schools. On July 20, 2024, a Request to Change Contract (RCC) was approved to add funds of $31,500 to extend the contract for an additional year through August 31, 2025.

Original Contract Amount:.....$ 32,400.00

RCC 7/20/2024.....31,500.00

Ending amount: .....$ 63,900.00

Contract: C032935

CliftonLarsonAllen LLP

On July 2, 2024, the Milwaukee Board of School Directors and CliftonLarsonAllen LLP entered into Professional Services Contract number C032935 (“Contract”), with a term of July 2, 2024 through July 1, 2025, for audit and financial management advisory services. On July 31, 2024 a Request to Change Contract (RCC) was submitted for additional funds of $85,000 to be added to the contract to cover services.

Original Contract Amount: $ 49,999.00

RCC 7/31/2024.....85,000.00

Ending amount: $134,999.00

Monthly Financial Reports

The report on budget transfers; the report on contracts awarded with a value under $50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Burdick School	Reflo	200.00	Supplies for Globe Program
Pulaski High School	Gadzuric Foundation Inc	600.00	Help Students Purchase Prom Tickets
South Division High School	* Patti Sereno	300.00	New Comers Support
	Total Monetary Donations	*1,100.00*	
Non-Monetary Donations			
Allen-Field School	DonorsChoose	20.32	Classroom Essentials
Cass Street School	DonorsChoose	142.99	Health Sports & Wellness
Craig Montessori School	DonorsChoose	281.48	Life Skills, Literacy & Language
Craig Montessori School	DonorsChoose	999.06	Comprehending Compassion
Doerfler School	DonorsChoose	6.00	Classroom Essentials
Doerfler School	DonorsChoose	9.49	Classroom Essentials
Eighty-First Street School	DonorsChoose	719.60	Life Skills, STEM
Forest Home Avenue School	DonorsChoose	9.99	Classroom Essentials
Forest Home Avenue School	DonorsChoose	457.15	Literacy & Language
Fratney Street School	DonorsChoose	55.98	Classroom Essentials
Gaenslen School	DonorsChoose	689.91	Student Adapted At-Home Library
Goodrich School	DonorsChoose	19.64	Classroom Essentials
Greenfield School	DonorsChoose	14.00	Classroom Essentials
Hartford University School	DonorsChoose	473.46	Set up my students for success
Hi-Mount School	DonorsChoose	423.69	End of the School Year Snacks
Kilbourn School	DonorsChoose	147.05	New Magnetic Letters Needed
King High School	DonorsChoose	1,479.42	Literacy & Language
Kluge School	DonorsChoose	403.44	Let's Cook and Eat Healthy

Maple Tree School	DonorsChoose	224.57	Scholastic Magazines for K5
Marshall High School	DonorsChoose	889.42	STEM
Marshall High School	DonorsChoose	958.70	Health Sports & Wellness, STEM
Milwaukee High School of the Arts	DonorsChoose	577.98	Literacy & Language, Social Studies
Ninety-Fifth Street School	DonorsChoose	14.14	Classroom Essentials
Ninety-Fifth Street School	DonorsChoose	250.41	Life Skills, Students with Disabilities
South Division High School	MCDONALDS	105.17	Breakfast with Santa item
South Division High School	Sam's Club - Sander Irish	100.00	Breakfast with Santa Item
South Division High School	Starbucks	81.80	Breakfast with Santa Item
South Division High School	United Way	964.59	Food for Salad Bar
South Division High School	Anonymous	267.00	Breakfast with Santa Item
South Division High School	Hot Bargains Depot	725.00	Breakfast with Santa Item
South Division High School	UWM Office of Sustainability, Surplus & Recycling	9,675.00	Student Desk
Trowbridge School	DonorsChoose	135.54	Cards & Castles
Victory School	DonorsChoose	481.06	Life Skills, Students with Disabilities
Victory School	DonorsChoose	613.77	Giving Students Choices!
Victory School	DonorsChoose	636.04	Students Choose
Vincent High School	DonorsChoose	228.52	Social Studies
	Total Non-Monetary Donations	*23,281.38*	
	Total Value of Donations	*24,381.38*	
* Donations from MPS Alumni			

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Committee's Recommendation

Your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Action on the Award of Professional Services Contracts

Professional Services Contracts

The Administration recommends that the Board approve the following professional services contracts:

Cooperative Authorization to Enter into a Blanket Purchase Order with School Specialty, LLC. for Furniture, Installation, and Related Services

The Administration requests authorization to extend a blanket agreement with School Specialty, Inc., ("School Specialty) for furniture, classroom instructional solutions, and school supplies for school purchasing across the District

This contract is being extended pursuant to the cooperative agreement Omnia Partners Contract R191815.

The benefits afforded under this cooperative blanket agreement shall include:

35% off list price for supply items;

14% off list price on individual furniture, equipment, and AV tech*

Multiple tiered discounts off list price on furniture incorporated herein as Attachment One;

Free shipping on orders of $49.00 or more for supply items;

The contract will run from October 1, 2024 through April 30, 2025 and the total cost of the contract will not exceed $500,000.00.

Budget Code: 000-0-0-000-BL-ETCS.....$500,000.00

School Specialty, LLC.

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

Cooperative Authorization to Issue a Contract to Campus Kaizen LLC for Use of Guardian Software and Services.

The Administration is requesting authorization to enter into a contract with Campus Kaizen LLC for use of Guardian software and services as they relate to Title IX case management. Contractor will serve as the host for the online application of Guardian, central repository of an all-district Title IX cases, develop a workflow for case management and an interface with existing district technology platforms relative to Title IX compliance.

Title IX of the Education Amendments of 1972 (Title IX): protects individuals from discrimination based on sex and gender in programs or activities that receive federal financial assistance. Title IX applies to Milwaukee Public Schools, which includes all of its schools, educational programs, and activities. The new regulations strengthen the requirements for adopting and publishing non-discrimination and grievance procedures. The new regulations, effective August 1, 2024 were enacted requiring recipients of federal funding to maintain records for seven years.

Implementation of the new regulations will result in an increased number of cases being reported. The Guardian platform will allow streamlining of the intake process for complaints, track workflow for each individual case, ensure that the district is in compliance with the 2024 regulations.

Campus Kaizen LLC will customize their platform for district use to meet MPS branding specifications, and train essential district staff on how to use the software.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of the George Mason University Cooperative Agreement GMU-1547-19.

The contract will run from October 1, 2024 through September 30, 2027, and the total cost of the contract will not exceed $62,075.00.

Budget Code: SSV-0-0-SDS-SN-ECTS $62,075.00

Campus Kaizen LLC

HUB PARTICIPATION

Required .....N/A

Proposed.....N/A

$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

RFP 1140 Authorization to Enter into a Blanket Contract with Proximity Learning, Inc. for Online Interactive Learning Course System for World Languages Grades K-12

The Administration is requesting authorization to enter into a blanket contract with Proximity Learning, Inc. ("Proximity") for a vendor-hosted virtual Online Interactive Learning Course System for World Languages for grades K-12. Proximity will be utilized to deliver services for at least the following languages: American Sign Language (ASL); Chinese/Mandarin; French; German and Spanish to a maximum estimated 11,000 students throughout the district during the 2024-2025, 2025-2026, and 2026-2027 school years.

For the purposes of direct-to-student online courses with provision of layered levels of support for each course such as teacher-to-student, student-to-teacher, student-to-student, teacher-to-teacher and teacher-to-paraprofessional interaction, MPS requires a qualified and developed self-learning vendor-hosted Online Interactive Learning Course System for World Languages for grade bands K-12. All courses will be administered by a Licensed Content Certified Instructor. MPS seeks online interactive World Language courses due to changes in graduation requirements and as part of the Strategic Plan.

Proximity was chosen pursuant to RFP 1140, which closed on July 25, 2024. The contract will run from October 1, 2024, through September 30, 2027. The total cost of the three-year contract is $3,000,000. The total cost of the contract each year will not exceed $1,000,000.

Budget Code: GEN-0-0-INV-DW-ECTS.....$3,000,000.00

Proximity Learning, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor?.....No

Total # of Employees 950

Total # of Minorities 285

Total # of Women 779

HUB PARTICIPATION

Required 5%

Proposed.....5%

$ Value $2000,000

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

Cooperative Authorization to Enter into a Blanket Agreement with Ricoh USA, Inc., for Lease and Purchase of Copiers/Multifunction Device Equipment and Related Maintenance

The Administration requests authorization to enter into a blanket agreement with Ricoh USA, Inc., to provide copiers/multifunction device equipment, and associated maintenance to all MPS schools and departments under the State of Wisconsin's Contract #505ENT-M25-MFDCOPIER-01 Participating Addendum to a Western States Contracting Alliance–National Association of State Procurement Officials Master Agreement.

This blanket agreement will run from October 1, 2024 through September 30, 2027, and will not exceed $2,500,000.

Budget Code: Various School/Department Budgets $2,500,000.00

Ricoh USA, Inc.

HUB PARTICIPATION

Required 0%

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to Enter into a Contract with Gallagher Bassett Services, Inc. for Administration of the Workers' Compensation Program

The Administration is requesting authorization to enter into a contract with Gallagher Bassett Services, Inc. for workers' compensation services. Contractor will be used to deliver third-party administration of the district's self-insured workers' compensation program. Gallagher Bassett has been the third-party administrator for several years. The contract is being issued under the CoProcure cooperative agreement 7161804REN1.

The contract will run from October 1, 2024 through September 30, 2025 and will not exceed $248,529.00.

Budget Code: INJ-0-0-DIJ-DW-EWCM (Contracted Services).....$248,529.09

Gallagher Bassett Services, Inc.

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 6) Action on the Award of Exception-to-Bid Contracts

Exception Authorization to Extend a Contract with Instruction Partners for Professional Development, Support, and Curriculum Development in Math

The Administration is requesting authorization to extend a contract with Instruction Partners for professional development, support, and curriculum development in math. Instruction Partners provides in-depth support to the Research, Assessment and Data team for the ongoing support for leadership development, teaching and learning, and incorporating strategies for unfinished learning.

The costs included are funded by the Comprehensive Support and Improvement (CSI) Grant.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09 (7)(e)(b)(iv)).

The contract initial term was from October 10, 2022 through June 30, 2024. This first and final extension will run from September 27, 2024, through June 30, 2025.

Budget Code: SDV-0-S-3Z5-DW-ECTS... (CSI – RAD Department) $196,530.00

Instruction Partners

HUB PARTICIPATION

Required 0%

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee has advanced this item to the Board without a recommendation. A revised version of the first and final extension has been attached to this item.

Director Zombor moved to approve the award of the exception-to-bid contracts, as listed in the revised attachment.

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon – 7.
Noes — None – 0.

* * * * *

(Item 7) Action on Monthly Facilities Matters: FMS Award of Construction and Professional Service Contract Recommendation

Background

The contract award recommendations for the September, 2024 Regular Board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contracts

PLAYFIELD RENOVATION

Emigh Playfield

Prime Contractor: Poblocki Paving Corporation, 16363 West Ryerson Road, New Berlin, WI 53151

Low Bidder, Base Bid of.....$6,390,178.00

HUB

Certified HUB Vendor?.....No

Total # of Employees.....204

Total # of Minorities.....98

Total # of Women.....14

Required.....15%

Submitted.....16%

$ Value.....$1,026,000.00

COIN

Required.....10%

Student Engagement

Paid Employment (Required Hours) ..... 1000 Hours

Career Education Activity (Required Hours) ..... 10 Hours

Funds are available for the Emigh Playfield Renovation project from account code STS 00 RFI RC ECNC (Project No 8187). The project contract start date is scheduled for September 27, 2024, and completion date is September 30, 2025.

WINDOW SCREENS

Jeremiah Curtin Elementary School

Prime Contractor: Gordon Solutions LLC, 7500 North Teutonia Avenue, Milwaukee, WI

Low Bidder, Base Bid of $54,900.00

HUB

Certified HUB Vendor? ..... Yes

Total # of Employees 21

Total # of Minorities 9

Total # of Women 6

Required 15%

Submitted 100%

$ Value $54,900.00

COIN

Required 5%

Student Engagement

Paid Employment (Required Hours) ..... 100 Hours

Career Education Activity (Required Hours) ..... 10 Hours

Funds are available for the Window Screens project from account code MBM 0AC CT FM ECNC (Project No 9215). The project contract start date is scheduled for September 27, 2024, and completion date is November 29, 2024.

WINDOW SCREENS

Fairview Elementary School

Prime Contractor

Gordon Solutions LLC, 7500 North Teutonia Avenue, Milwaukee, WI

Low Bidder, Base Bid of $137,200.00

HUB

Certified HUB Vendor? ..... Yes

Total # of Employees 21

Total # of Minorities 9

Total # of Women 6

Required 15%

Submitted.....100%

$ Value $137,200.00

COIN

Required.....5%

Student Engagement

Paid Employment (Required Hours)..... 100 Hours

Career Education Activity (Required Hours)..... 10 Hours

Funds are available for the Window Screens project from account code MBM 0AC CT FM ECNC (Project No 9214). The project contract start date is scheduled for September 27, 2024, and completion date is November 29, 2024.

Total construction contract dollars awarded $6,582,278.00

Total dollars HUB participation.....$1,218,100.00

% of HUB participation 18.51%

% Minority employees within company 47.82%

% Women employees within company.....6.64%

PROFESSIONAL SERVICES CONTRACTS

The Administration requests that the Board approve the following professional services contracts:

RFP #Cohort 7 2025 Green Infrastructure Upgrades Cohort 7 Design Services

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Design Services – 2025 Green Infrastructure Upgrade Cohort 7 at Clemens, Humboldt Park, Kagel, Riverwest & Whitman.

Selected firm: Smith Group, Inc.

Contract Amount: $323,060.00

Contract Period: September 27, 2024 – August 22, 2025

Budget Code: Various

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Construction Contracts:
Total Construction Contracts Requested = $6,582,278.00
Professional Services Contracts:
Total Professional Services Contracts Requested = $323,060.00

Implementation and Assessment Plan

Upon Board approval, the attached construction and professional services contracts shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction and professional services contracts.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 8) Action on the Closure of South Accelerated Academy and Vincent Accelerated Academy

Background

In the 2017-18 school year, South and Vincent High Schools began operating small high schools/Accelerated Academies. The design of each small high school/Accelerated Academy was to serve 100 students from the "home school" populations who were at risk of not graduating based on credit attainment or attendance.

The goal of the Accelerated Academies was to strengthen the existing high schools by providing intensive supports in a smaller setting to the most vulnerable students at South Division and Vincent High Schools. A maximum of 100 students would be served in each academy. Students enrolled would be those with credit deficiency and/or low attendance.

A 2019 update to the Board led to use of the Competency curriculum at both sites.

Based on the data shared with the Board in September 2019, and the current data of the Accelerated Academies, they have not shown success in meeting the expected outcomes of this design, as shown in the attachment. Attendance, graduation rates, and enrollments have not met or exceeded those of other high school programs, including the home schools of South and Vincent. Furthermore, the Accelerated Academies are fully staffed with 5 licensed teachers at each site giving a student teacher ratio of 5:1, the closure of the Accelerated Academies would support the strategic plan goal of Right Sizing the District.

The Administration recommends that the Board approve the closure of South Accelerated Academy and Vincent Accelerated Academy effective at the Third Friday reassignment date for the 2024-2025 school year.

Data

Enrollment for 2024-25 school year shows that neither school is at or utilized the full 100 seats in the history of the programming.

Attendance going back to 2018-19 are significantly below the high school attendance rates for 9-12 schools. Similarly, the dropout rates of accelerated academies exceed the dropout rates for high schools

A four-year completion rate Although Vincent's rates are higher in recent years, the rates for both academies are not on par with high schools.

Administration's Recommendations

Based on the data and the need for teachers, the recommendation is to close both Accelerated Academies at the Third Friday reassignment date of the 2024-2025 school year. By:

- Meeting with the Accelerated Academy staff regarding closure
- Meeting with the Accelerated Academy students
- Sending a letter to families regarding closure
- Enrolling all of the current Accelerated Academy students in the Competency program existing at their current school building

* There will be no change to the academic programming for the Accelerated Academy students.

Next Steps

Upon closure of both Accelerated Academies at the Third Friday reassignment date of the 2024-2025 school year:

- Staff will participate in the Third Friday reassignment process to obtain a new assignment

▪ Research and Assessment will notify DPI of the school code end date with all data being archived as outlined in the DPI procedures

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Implementation and Assessment Plan

Upon Board approval, all of the currently Accelerated Academies enrolled students will return to their home school and continue with the same competency curriculum in their current school building. Staff members assigned to the Accelerated Academies will participate in the 3rd Friday reassignment process, already established by the district, for assignment to a vacant position either at the home school or another location.

Administration's Recommendation

The Administration has recommended that the Board approve the closure of South Accelerated Academy and Vincent Accelerated Academy effective at the Third Friday reassignment date for the 2024-2025 school year.

Committee's Recommendation

Your Committee forwarded this item to the Board without a recommendation.

Director Gokalgandhi in the Chair from 6:53 p.m. to 6:55 pm.

Director Garcia moved to place the item on file. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon - 7
Noes — None.

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Zombor presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

(Item 1) Action on a Request to Approve Revisions to Administrative Policy and Procedure 7.12 Foreign Languages

Background

Per Board Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Policies, rules, and procedures are reviewed on an ongoing basis. The Administration has reviewed the following policy and procedure:

Administrative Policy 7.12 World Languages

Administrative Procedure 7.12 World Languages

It has been determined that the policy listed above requires modifications to better align with the mission of the district and the evolving needs of our students. The policy changes were made to address the growing need for multilingualism among students in an increasingly globalized world. By strengthening world language offerings at all school levels, Milwaukee Public Schools aims to prepare students for the global workforce and foster an inclusive learning environment. Furthermore, ensuring that no child is excluded from language study due to disabilities aligns with our commitment to equity and accessibility in education. These policy changes reflect the Administration's dedication to providing comprehensive and inclusive educational opportunities for all students.

Administrative Policy 7.12
Foreign Languages

The Board ~~supports~~ commits to enhancing world language programs ~~the strengthening of foreign language offerings~~ in the Milwaukee Public Schools. To ~~accomplish this goal~~ achieve this objective,~~–~~, the superintendent will establish procedures to promote ~~shall implement processes to encourage~~ student enrollment in ~~foreign~~ world language courses ~~classes~~ at the high~~-, middle-, and elementary-~~school levels. Additionally efforts will ~~shall~~ be made to ~~publicize foreign~~ raise awareness of world language offerings ~~at~~ within the schools. All students, regardless of disability, shall have access to world language education. ~~No child shall be excluded from foreign language study by reason of handicap.~~

Administrative Procedure 7.12
~~Foreign~~ World Languages

The Board supports the strengthening of foreign language offerings in the Milwaukee Public Schools.

(1) High School Level

~~(a) Evening classes in foreign languages shall be on a fee basis.~~

(a) Implement beginning-level, conversation-oriented world language courses.

~~(b) Conversation-oriented foreign language courses shall be offered at the beginning level.~~

(b) Provide "bridge" courses between level one and level two shall be offered for students who have difficulty with level-one courses.

(c) Provide counseling services to advise students on the advantages of world language proficiency.

(d) Conduct orientation sessions to highlight the benefits of world language study.

(e) Use school websites, newsletters, and social media to promote language courses.

(f) Host language fairs and cultural events.

(g) Ensure accessibility for all students, including those with disabilities, by providing necessary accommodations.

(2) Middle School Level

~~(a) Courses in exploring languages and cultures shall be offered at any level~~

(a) Offer courses in exploring languages and cultures.

(b) ~~Students in superior ability classes and those reading at or above grade level shall be allowed to study foreign languages during the time allocated for reading~~. Provide regular instruction in world languages in grades 7 and 8 per Wisconsin Statute 121.02(1)(L)5

(c) ~~Heterogeneous groups of students shall be allowed to study foreign languages during the time allocated for reading, provided students in need of reading take a reading course every other day during another time block~~ Collaborate with elementary and high school educators to create a cohesive world language learning pathway.

(d) ~~Reading and foreign language shall be offered on a alternate day or alternate semester basis.~~ Organize informational sessions to explain the importance of early world language learning

(e) Content-area or accelerated foreign language courses (immersion courses) shall be offered.

(f) Ensure accessibility for all students, including those with disabilities, by providing necessary accommodations

(3) Elementary School Level

(a) ~~After school foreign language courses shall be offered on a fee basis at selected schools~~.

(a) Integrate basic world language exposure focusing on vocabulary and cultural appreciation.

(b) ~~Foreign language opportunities shall be included, as found desirable, in any extended day program operated by the Division of Municipal Recreation and Community Education.~~ . Engage parents through workshops to emphasize the benefits of early world language learning.

(c) ~~Efforts will be made to publicize foreign language offerings at the schools and also those at all special schools and specialty schools.~~ Include world language opportunities in extended day program

(d) ~~No child will be excluded from foreign language study by reason of handicap.~~ . Encourage participation in language immersion programs and cultural exchanges.

(e) Ensure accessibility for all students, including those with disabilities, by providing necessary accommodations.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.12 - Foreign Languages

Implementation and Assessment Plan

Upon Board approval, Administrative Policy 7.12 World Languages
and Administrative Procedure 7.12 World Languages will be implemented with the changes as written.

Committee's Recommendation

Your Committee recommends adoption of the proposed revisions to the policy and procedure.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on a Request to Approve Revisions to Administrative Policy and Procedure 7.13 Exceptional Education Programs

Background

Per Board Governance Policy 2.11, every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 7.13 and made revisions. It is recommended that the Board approve revisions to this policy.

Administrative Policy 7.13
~~Exceptional~~ Special Education Programs

(1) Under Wisconsin and federal law, the Milwaukee Public Schools are mandated to provide to its residents multidisciplinary team evaluations of all children ages birth to 21 (or to graduation) who are suspected of having ~~an exceptional~~ special education needs, and educational programming for all children ages three to 21 (or to graduation) who have ~~exceptional~~ special education needs.

(2) The ~~Division of Special Services~~ Department of Specialized Services shall be responsible for supporting the schools in providing diagnoses and appropriate educational programs designed to confer educational benefits to all eligible children. Programs shall be under the direct supervision of the ~~Division of Special~~ Department of Specialized Services.

(3) ~~In order to~~ To comply with the requirements of law (see delineation of applicable state and federal laws in the model special education policy document published by the Wisconsin Department of Public Instruction ~~(DPI)~~ and to ensure equal education~~al~~ rights for all ~~exceptional children and youth~~ students with disabilities living in the city of Milwaukee, the Board has established a comprehensive program for such students incorporating the following:

(a) An effective process for screening students new to the Milwaukee Public Schools for possible ~~exceptional~~ special education needs and a mechanism for ensuring that all ~~handicapped children~~ students with disabilities within its jurisdiction are identified, located, and evaluated, including children in all public and private agencies and institutions;

(b) A special education ~~multidisciplinary~~ referral system ~~which~~ that makes available appropriate diagnostic services to all children who have need of such services. A child may be referred to ~~a multidisciplinary~~ an evaluation team for evaluation by parents, ~~school principals~~ building administrators, teachers, or community agencies;

(c) A system to ensure informed parental consent before any action is taken by the ~~multidisciplinary~~ evaluation team;

(d) A system whereby the rights of parents and children are guaranteed throughout the entire diagnostic and programming process;

(e) ~~A multidisciplinary~~ An evaluation team and ~~exceptional~~ special education programming process ~~which~~ that involves parents of identified children throughout the process;

(f) The establishment of a centralized evaluation process. ~~of multidisciplinary teams for each school, which shall include at least two of the following staff members: school psychologist, school social worker, speech pathologist, exceptional education diagnostic teacher, and exceptional education classroom teacher~~. A regular classroom teacher is required for children who will participate in the general curriculum. ~~suspected of having learning disabilities~~. Additional members may be added to the team, based on the suspected needs of the child. A person shall be designated as case manager for each team to act as team coordinator and to ensure that all due-process requirements are met during the ~~multidisciplinary team~~ evaluation process;

(g) A ~~multidisciplinary~~ team and ~~exceptional~~ special education program placement process ~~which~~ that appropriately assesses the needs of each child referred, identifies ~~handicapping conditions~~ disability-related needs based upon criteria, develops an appropriate individualized education program (IEP) in conjunction with parents, and notifies parents of program placement decisions within 90 calendar days of receipt of the referral;

(h) An effective system for reevaluating the needs of children served in ~~exceptional~~ special education at least every three years;

(i) A process for the placement of children in the various ~~exceptional~~ special education programs accomplished in accordance with Department of Public Instruction rules, regulations, and procedures established by the Administration and approved by the Board.

(j) A ~~cascade~~ variety of ~~exceptional~~ special education services sufficient to meet the needs of and to confer educational benefits to all children with ~~exceptional~~ special education needs;

(k) A flexible service-delivery model of ~~exceptional~~ special education suited to the individual needs of the child ~~which~~ that provides for frequent reevaluation of the needs, capabilities, and progress of a child with ~~exceptional~~ special education needs throughout the school years and includes transition to the adult community;

(l) Education of the child with ~~exceptional~~ special education needs, whenever appropriate, in classes ~~along~~ with ~~children who do not have exceptional needs~~ non-disabled peers;

(m) Provision of related services, such as psychological services, social work services, health services, and ~~student and parent~~ counseling, identified by either the ~~multidisciplinary~~ evaluation team or IEP team and delineated in the IEP;

(n) Enrollment of ~~exceptional~~ special education students in all schools ~~shall be~~ that is proportional to district averages, ~~with all mildly disabled students being included as part of the student/teacher ratios at the elementary school level~~ as much as possible.

(4) To develop and implement programs in accordance with the aforementioned requirements, administrators, teachers, and other staff members in ~~exceptional~~ special education programs must be trained to work with children who have ~~handicapping conditions~~ special education needs; a well-defined staff development plan must be in place to ensure that best practices are known and followed; and the cooperation of parents and community agencies must be sought and utilized.

~~Note: For more detailed information and specific procedures pertaining to programs for students with exceptional educational needs, refer to the Division of Exceptional Education and Supportive Service's Referral, Diagnosis and Programming Handbook, Fourth Edition, September 1991, and the model special education policy document published by the Wisconsin Department of Public Instruction (DPI).~~

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.13 - Exceptional Education Programs

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

You Committee recommends adoption of the revisions to Administrative Policy 7.13 Special Education Programs

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on a Request to Approve Revisions to Administrative Policy and Procedure 7.14 Gifted Students: Programs

Background

Per Board Governance Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The Administration recommends revisions to Administrative Policy 7.14 to include the state definition of gifted and talented, the district definition of high ability/high potential, and services.

Revisions to Administrative Procedure 7.14 update the procedures used to identify students that are high ability/high potential or gifted and talented and the district goals for identification, services, and programs.

Administrative Policy 7.14
Gifted Students: Programs

(1) DEFINITIONS

(a) State law defines gifted and talented pupils as students enrolled in public schools who give evidence of high-performance capability in intellectual, creative, artistic, leadership, or specific academic areas and who need services or activities not ordinarily provided in a regular school program in order to fully develop such capabilities [Wis. Stat. §118.35(1)].

1. Gifted and talented pupils are students significantly above the average-ability students in a given domain who need a Tier 2 or Tier 3 level of differentiation as determined by national norms.

(b) High-ability/high-potential pupils are students above the average-ability student in a given domain who require a Tier 2 response to fully develop their talents as determined by local norms.

(2) PROGRAMS AND SERVICES

(a) The Board recognizes that students identified as gifted and talented or high ability/high potential require differentiated educational programs and/or services beyond those normally provided by the regular school program ~~in order~~ to realize their contribution to self and society.

(b) Gifted and talented students are capable of high performances in intellectual, creative, artistic, leadership, or specific academic areas.

(c) To help meet the needs of these students, the Board has approved the establishment of programs and services for ~~the~~ gifted and talented and or high ability/high potential ~~for academically talented.~~

Administrative Procedure 7.14
Gifted Students: Programsand Services

The Board recognizes that students identified as high ability/high potential or gifted and talented require differentiated educational programs and/or services beyond those normally provided by the regular school ~~program in order~~ to realize their contributions to self and society. To help meet the needs of these students, the Board has approved the establishment of programs for ~~the~~ students who are identified as high ability/high potential or gifted and talented ~~and academically talented~~. Placement of students in these programs and access to gifted services shall be accomplished in accordance with the following.

(1) ~~Placement of children in these programs requires careful and accurate identification.~~ Identification ~~and recommendation~~ shall be made based on ~~the basis of~~ multiple factors to match students' needs with appropriate services that are predictive of success, including ~~evaluation of mental ability, achievement, and emotion, social, and physical factors~~ intellectual ability, achievement, and social-emotional considerations.

(2) These factors will be assessed through various means, including local norms of ability and/or achievement group test data, school records and grades, teacher ratings, and individual psychological assessment.

(3) When data on ability, achievement, and teacher nominations ~~ratings~~ indicate consistent and positive performance at high levels, ~~together~~ they may be considered relatively safe predictors of probable success in ~~the~~ a program~~s; such students may be recommended for placement without further individual psychological study.~~

(4) When ~~school~~ assessment data ~~and teacher ratings~~ are in conflict ~~or are contradictory~~, the school academic building intervention team and district staff will meet to review data and create a strengths-based plan to meet the needs of the student while

providing the support that the student needs to reach their fullest potential. An individual psychological study shall be performed ~~in order~~ to obtain a fuller and more careful assessment of ability and personality factors to resolve the conflict and to provide a more objective basis for recommending the student for the program and/or services. Conditions may include the following:

(a) students whose group ability and achievement test scores meet the minimum screening criteria, but who ~~are not recommended by their teachers. These~~ may be under-motivated or under-achieving students who need ~~the~~ who need to be academically challenged ~~challenge of the programs~~.

~~(b) students who meet only the group achievement test criteria but who are recommended for the program by their teachers. These may be students of borderline superior ability who are achieving at or near maximum potential.~~

(b~~c~~) students for whom there is no group test data or for whom the data are below the established minimum criteria and whom the school wishes to recommend.

(5) All of the students described above may benefit from receiving gifted services available through the school and/or district ~~should be referred to the school psychologist for evaluation and recommendation to the Division of Curriculum and Instruction regarding placement in the programs for the academically talented.~~

(6) Among goals established for these programs are the following:

(a) that the~~ir~~ racial and ethnic composition of students identified as high ability/high potential or gifted be similar to that of the general district ~~school~~ population;

(b) that gifted services and ~~the location of schools offering the~~ programs are ~~be~~ equitably distributed throughout the city.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.14 - Gifted Students: Programs

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends adoption of the revisions to the Administrative Policy and Procedure 7.14, Gifted Students: Programs.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 4) Action on a Request to Approve Revisions to Administrative Policy and Procedure 7.17 Summer Academy

Background

Per Board Governance Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Revisions to Administrative Policy and Procedure 7.17 include updates to the types of alternative programs supported and provide clarity on tuition charges for non-resident students.

The policy has been revised to amend section (3) to add "Tuition is based on the cost of the course in which the student is admitted." Along with minor edits, reference to "exceptional education" has been updated to "special education" in both the policy and the procedure.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.17 - Summer Academy

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends adoption of the revisions to Administrative Policy and Administrative Procedure 7.17, Summer Academy.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Action on a Request to Approve Revisions to Administrative Policy 7.32 Comprehensive School Counseling Program and Related Procedures

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Postsecondary data and high school graduation rates become available in late fall. Revisions to Administrative Policy 7.32 includes modification of the date for reporting to the Board.

Revisions to Administrative Policy 7.32(2) includes minor changes to formatting and removal of reference to a past school year.

Administrative Policy 7.32
Comprehensive School Counseling Program

(1) Comprehensive School Counseling Program

(a) A comprehensive school-counseling program shall be incorporated into the curriculum in kindergarten through grade 12. The comprehensive school-counseling program comprises a number of programs and initiatives; elementary through high school; within the following areas: career planning; consultation; counseling; curriculum; education planning;

orientation; placement; program evaluation; referral; school; parent and community relations; and system support.

(b) The comprehensive school counseling program shall be coordinated by trained personnel in the Central Services offices and shall be under the direct supervision of a manager in the Office of Academics, Department of College ~~&~~and Career Readiness.

(2) Student Orientation

Principals shall make available to incoming students and their parents an orientation and tour of the school facility in order to address ~~encourage~~ students' and parents' concerns and encourage their involvement with the school.

(3) Monitoring and Evaluation

Annually, ~~in October~~ by January of the next school year, the Administration shall review the comprehensive school counseling program. A report shall be presented to the Board. The report shall describe the work that has occurred under the comprehensive school counseling program for the past year related to improving pupil postsecondary outcomes.

Revisions to Administrative Procedure 7.32(1) includes clarification of the academic and career planning assessment and planning process at the school. While nothing material was changed in Administrative Procedure 7.32(2), some minor formatting changes were made.

Administrative Procedure 7.32(1)
Academic and Career Planning

(A) Background

State law requires implementation of academic and career planning (ACP) statewide ~~beginning in the 2017-18~~ school year for students in grades 6 through 12. ~~ACP~~ Academic and career planning supports and aligns with the philosophy of the comprehensive school counseling program in Milwaukee Public Schools.

(B) Purpose

The purpose of ACP ~~Academic and Career Planning~~ is to enable students, supported by adults, to create their own academic and career plans for postsecondary success through self-exploration, career exploration, and the development of career-planning-and-management skills.

(C) Academic and Career Planning

1. The district Academic and Career Planning (ACP) implementation plan shall address:
   a. local, regional, and state labor market needs;
   b. educational and training requirements for occupations that will fill labor market needs;
   c. the parental engagement process, including opportunities for parents to participate;
   d. a description of career-and-technical-education (CTE) programming available, staff for ACP delivery, and a description of how the school district will meet the education for employment requirements; and
   e. a strategy to engage business, postsecondary education, and workforce development.

2. The ACP process addresses career planning and preparation in high school that includes:
   a. career research;
   b. school-supervised work-based learning experiences;
   c. career decision making;
   d. application of academic skills, technologies, and economics;
   e. entrepreneurship;
   f. personal financial literacy, including financial aid and postsecondary planning;
   g. CTE (career and technical education) opportunities;
   h. labor market information;
   i. employability skills;

j. individual academic and career plan development;
k. pre-college programs;
l. career/college awareness in elementary and career exploration in middle and high school;
m. career fairs;
n. articulation between levels (elementary, middle, and high);
o. communication with parents;
p. collaboration with our community, including government, business, post-secondary institutions, and private agencies.

3. In the Milwaukee Public Schools, the ~~Academic and Career Planning (~~ACP~~)~~ process is directed, coordinated, and monitored centrally to ensure that programmatic elements are in place. Also, data for local and state reports, as well as for funding sources, are gathered and written centrally.

4. Many school-based variables determine the ACP process's needs and priorities. Each school's ~~or comprehensive school counseling program~~ ACP team, in collaboration with the ACP coordinator, will assess annually the previous year's ACP plan and develop objectives for the next year. ~~The ACP~~ Academic and career planning is a critical strategy in the school-improvement plan, as well as part of the district's comprehensive school-counseling program plan.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.32 - Comprehensive School Counseling Program

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends adoption of the revisions to the Administrative Policy 7.32, Comprehensive Counseling and its related procedures.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 6) Action on a Request to Approve Revision to Administrative Policy 7.36 Promotion and Retention of Students

Background

Per Board Governance Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The revision to Administrative Policy 7.36 provides students who are admitted and enrolled into an alternative program, such as GED Option #2, to be identified as a senior to gain better access to graduation requirements restricted to students in grade 12.

In addition to stylistic changes throughout, Section 3 of the policy has been revised to include an additional requirement:

(3) HIGH-SCHOOL PROMOTION REQUIREMENTS

(a) The following minimum number of units, or the equivalent, is required for high-school students to be promoted at the end of the school year:

1. If a student is to be promoted from ~~9th to 10th~~ ninth to tenth grade (sophomore), 5 units or more will be required.
2. If a student is to be promoted from ~~10th to 11th~~ tenth to eleventh grade (junior), 10 units or more will be required.
3. If a student is to be promoted from ~~11th to 12th~~ eleventh to twelfth grade (senior), 16 units or more will be required, and the student must be on track for graduation after the successful completion of no more than two additional semesters.

(b) A student who is admitted and enrolled into an alternative program will be identified as a senior, grade 12, for the purpose of completing graduation requirements, regardless of the number of credits earned.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.36 - Promotion and Retention of Students

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revision to the policy.

Committee's Recommendation

Your Committee recommends adoption of the revision to Administrative Policy 7.36, Promotion and Retention of Students.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 7) Action on a Request to Approve Revisions to Administrative Policy 7.38 Balanced Assessment Systems, and to Approve Administrative Procedure 7.38 Balanced Assessment Systems

Background

The revisions made to Administrative Policy 7.38, Balanced Assessment Systems, primarily clarify the roles and responsibilities within the Balanced Assessment System. Key changes include the inclusion of additional supports and accommodations for English learners and students with disabilities. These revisions aim to enhance the policy's clarity, inclusivity, and effectiveness in guiding assessment practices. The creation of Administrative Procedure 7.38, Balanced Assessment Systems, outlines key aspects such as test administration, the district assessment calendar, roles of school assessment coordinators, assessment strategies for specific student populations, communication of assessment results to parents, and the process for parent opt-outs. Approving this new procedure will ensure that the Balanced Assessment Policy is clearly and consistently applied, enhancing assessment practices throughout the district.

Administrative Policy 7.38
Balanced Assessment System

(1) Definition and Purpose

(a) Within school districts, people in different roles need different assessment information at different times and in different forms in order to make decisions. The MPS Balanced Assessment System is designed to match assessment types, purposes, and users to improve data-informed decision making throughout the district.

(b) The Balanced Assessment System will support instructional planning, district- and school-improvement planning, curriculum and program evaluation, district-wide resource planning and decision making, and accountability. The Balanced Assessment System will include national, state, district, school- and classroom-based components. District-level oversight and guidance will be provided to support school staff, and data from assessments will be stored in the district's data dashboard. Data elements will be used to support graduation- and promotion-related decisions for individual students. Selected assessment data will also be reported to the public annually in the District Report Card as per Administrative Policy 2.16, District Accountability System, to promote transparency, shared responsibility for student success, and a focus on results.

(c) All students in all schools will participate in the Balanced Assessment System. Students with disabilities participate with designated supports and accommodations or in alternate assessments per the requirements of Individualized Education Plans. ~~Early~~ English ~~language~~ learners ~~may be assessed in their first language.~~ and students receiving instruction in languages other than English, participate with designated supports and accommodations, and/or complete assessments in other languages aligned with the instructional programming of their grade level and subject area. This includes, but is not limited to, Bilingual, English as a Second Language, and Immersion programs. English learners who have been in the United States less than 12 months and have an English Proficiency level of less than 2.9 may be exempt from assessments of English reading or English language arts.

(d) The MPS Balanced Assessment System comprises three major components: summative assessments, benchmark assessments, and formative assessments.

(2) Summative Assessments

(a) Summative assessments are used primarily for student, school, and district accountability. They typically include assessments such as end-of-course tests, chapter tests, state assessments, and national assessments such as the National Assessment of Educational Progress (NAEP). Some state and national assessment results ~~from these assessments~~ are reported publicly to provide to parents and the broader community with information about student, school and district performance and the effects of school- and program-improvement plans.

(b) The district's role in summative assessments is to guide the development of assessments and to coordinate the administration of district, state, and national tests. The district is responsible for reporting the results from state and national assessments in a manner consistent with state and federal guidelines and district policy. The district will also use the data for district improvement planning, school interventions, and program/policy-evaluation research. The role of school personnel is to administer the summative assessments consistent with Administrative Policy 2.14, Assessment Ethics, and to use the data, as applicable, for grade reporting and school-improvement planning.

(3) Benchmark Assessments

(a) Benchmark assessments are standardized assessments administered multiple times per year. The purpose of benchmark assessments is as follows:

1. The benchmark assessments will be used as part of the district's universal screening process to identify children in need of intervention;
2. They will inform instruction as much as formative assessment data do;
3. They can be used to measure students' responses to school-based interventions;

4. They can be administered upon entry into the district;
5. They provide information to monitor and evaluate school and program performance.

(b) The district's role in benchmark assessments is to provide and score assessments in selected grades and to provide reports to individual students, parents, classroom teachers, schools, and the district office. The district is also responsible for providing professional development for learning teams and classroom teachers in interpreting and using benchmark data to monitor performance and to improve instruction. The schools' role is to administer benchmark assessments to all students and to use the data for instructional and school-improvement planning by identifying and intervening with students at risk of future academic failure.

(4) Formative Assessments

(a) Formative assessment practices are intended to inform instruction; provide immediate, specific, and descriptive feedback for students; to guide differentiation of instructional practices; and facilitate students' goal setting and self-assessment. Typically, these assessments are not graded. Formative assessments shall be used across all content areas and all grades within the district. Data from these informal assessment strategies may be reported to the district.

(b) Formal assessment for progress monitoring is required with all students who receive additional educational supports and interventions. Progress monitoring is used to assess academic performance, quantify rate of improvement or responsiveness to instruction, and evaluate the effectiveness of instruction or intervention. Progress-monitoring procedures permit ongoing decision making and adjustment of interventions when needed, thereby increasing the likelihood of helping students acquire new skills, knowledge, or improved functioning. Progress monitoring occurs frequently throughout the course of the intervention/support, and data are routinely analyzed by staff so that adjustments can be made. These data will be available to the district.

(c) The district's role in formative assessments is to provide grade-level standards/learning targets, sample assessments of those targets/standards, grade-level exemplars of student work, progress-monitoring tools, and professional development for educators. The schools' role is to implement formative assessment practices, score assessments, analyze data within the learning team/collaborative teacher teams, and use the data to inform instruction and monitor the efficacy of interventions.

(5) Assessment Information

A list of current assessments and a description of each shall be posted to the Research, Assessment, and Data page of the MPS website.

* * *

Administrative Procedure 7.38
Balanced Assessment System

The district's balanced assessment system is comprised of state, district, and classroom assessments which are designed to support instructional planning and promote data-informed decision making throughout the district. Execution of the following assessment procedures ensures that practices in schools and classrooms support and align with the intended purpose of the balanced assessment system.

(1) TEST ADMINISTRATION

(a) Test administration refers to how an assessment is presented to students, and in the case of standardized assessments also includes specific directions for both the proctor of the assessment and the student taking the assessment. Information, training, and resources are provided to teachers and school staff from the district, state, and test vendors to ensure proper test administration.

(b) All assessments of student learning are administered in a manner that aligns with their intended purpose and design. Failure to adhere to these standards may result in assessment data that is difficult to interpret.

(2) DISTRICT ASSESSMENT CALENDAR

(a) A District Assessment calendar is created by the Department of Research, Assessment, and Data for the purposes of identifying testing dates and windows for each of the required federal, state and district assessments.

(b) By the end of each school year in the spring, an initial district assessment calendar for the upcoming school year will be published and communicated to schools. Revisions and updates to the calendar are made prior to the beginning of school in the fall or throughout the school year as needed.

(c) A list of current assessments and their descriptions will be posted on the district website.

(3) SCHOOL ASSESSMENT COORDINATOR

(a) Every school has one or more designated school assessment coordinators (SAC) whose responsibilities include the coordination of all aspects of required federal, state, and district assessments with pertinent school staff. The school assessment coordinator serves as the liaison between the school and the Department of Research, Assessment, and Data

(b) Before the beginning of the school year, school leaders must designate staff to be school assessment coordinators and share that information with the Department of Research, Assessment, and Data. These designations are used to create a SAC directory which drives the communication of assessment information between the district and schools.

(4) ASSESSMENT OF SPECIFIC STUDENT POPULATIONS

(a) Designated Supports

The use of designated supports and accommodations with any student must align with how the student is supported during classroom instruction and the intended design of the assessment. In some cases, certain supports may not be appropriate for how an assessment is designed (e.g. read aloud services for assessments of reading comprehension). All students receiving designated supports and accommodations will have their supports reviewed annually to ensure appropriateness and alignment to learning goals.

(b) Students with disabilities and 504 plans

1. Students with disabilities and 504 plans will participate in assessments with the appropriate designated supports and accommodations.

2. Some students with disabilities may be assessed with specific alternate assessments per the requirements of their individualized education plans

(c) English Learners

1. English learners will participate in assessments with the appropriate designated supports and accommodations.

2. English learners who have been in the United States less than 12 months and have an English proficiency level of 2.9 or less may be exempt from one administration of the state's English reading or English language arts assessment. Other subject areas are completed with the appropriate designated supports and accommodations. This exemption may be extended to any administration of district assessments within the designated 12-month period on a case-by-case basis as decided by the school-based educational team in consultation with district staff.

(d) Language Immersion and Bilingual Dual Language Programs

1. Students in the language immersion program are assessed in English and/or the target language when an appropriate and comparable assessment is available.

2. Students in the bilingual dual language program, grades K-2, are primarily assessed in Spanish in subject areas of literacy. Students in grades 3-12 are assessed in both Spanish and English in subject areas of literacy. The language of assessments administered in other subject areas are aligned with the instructional programing of the student's grade level and specific subject area.

(5) PARENT COMMUNICATION OF ASSESSMENT RESULTS

(a) Individual student reports (ISRs) from state required assessments are received by the district for distribution to schools and families. ISRs are shared with families in a timely fashion and with the appropriate support documents or cover letters.

(b) Results from interim and classroom assessments are shared with families by schools and teachers. While assessment results can be sent home with proper explanation, in-person conversations (e.g. parent-teacher conferences) about student assessment results are encouraged whenever possible.

(c) When communicating assessment results with parents, the district makes every effort to ensure the information is presented in an understandable format. For parents or guardians of English Learners whose primary language is not English, additional support is provided, including supplemental resources for further explanation, translation of communications and score reports into different languages, and interpretation services to ensure meaningful communication in a language they can understand.

(d) Standardized scores from summative and interim assessments are made available to parents electronically through the parent portal of the student information system.

(6) PARENT OPT-OUT

(a) Parent opt-out requests must be honored for any required state assessments under the Wisconsin Student Assessment System (WSAS) in grades 4, 8, 9-11, per Wis. Stats. 118.30(2)(b)3. A parent must submit a written request for student opt-out to the principal or school leader. The principal or school leader verifies the opt-out request, ensures the request is documented in the corresponding assessment system, and provides the district assessment coordinator with a copy of the request.

(b) Parent opt-out requests may be considered on a case-by-case basis for required WSAS assessments in grade levels other than 4, 8, 9-11, as well as local district or classroom assessments. In this situation, a parent must still submit a written request for student opt-out to the principal or school leader. The principal or school leader will discuss the case with the parent and determine if the opt-out is appropriate and whether to grant the request.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.38 - Balanced Assessment Systems

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon board approval, the Office of Board Governance will make and publish revisions to Administrative Policy 7.38 and implement Administrative Procedure 7.38.

Committee's Recommendation

Your Committee recommends adoption of the revisions to Administrative Policy 7.38 and approve implementation of Administrative Procedure 7.38.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 8) Action on a Request to Reaffirm Administrative Policy 6.10 Employee Assistance Program

Background

The Administration recommends that Administrative Policy 610 Employee Assistance Program, be reaffirmed.

Implementation and Assessment Plan

Upon Board approval, Administrative Policy 6.10 Employee Assistance Program, will remain as written.

Committee's Recommendation

Your Committee recommends reaffirmation of Administrative Policy 6.10 Employee Assistance Program

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 9) Action on a Request to Approve Revisions to Administrative Policy 6.12 Drug-Free Workplace

Background

Per Board Governance Policy 2.11, every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 6.12 and made revisions. It is recommended that the Board approve revisions to this policy.

Administrative Policy 6.12
Drug-Free Workplace

All Milwaukee Public Schools workplaces and facilities shall be drug-free, safe working environments for all employees in accordance with the following.

(1) The manufacture, distribution, dispensing, possession, or use of controlled substances by employees is prohibited in school district buildings, on school premises, and in school-owned vehicles or any other school-approved vehicle used to transport students to and from school or school activities or off school property during any school-sponsored or school-approved activity, event, or function.

(2) All employees in the district shall abide by provisions of this policy. Employees engaged in the performance of a federal grant shall be required to notify the superintendent of any criminal drug statute conviction occurring in the workplace within five days of the conviction. The district administrator shall notify the appropriate federal agency.

(3) Any employee who violates this policy shall be disciplined, up to and including dismissal in accordance with the provisions of the current MPS Employee Handbook and district policy, procedures, rules, and regulations. ~~collective bargaining agreement or other procedures established by the Board for non-represented employees.~~

(4) Any employee convicted of a criminal drug statute violation occurring in the workplace and not dismissed by the district shall be required to satisfactorily participate in the district's employee assistance program. Failure to satisfactorily participate in such program shall result in disciplinary action, up to and including dismissal in accordance with provisions of the current MPS Employee Handbook and district policy, procedures, rules, and regulations. ~~collective bargaining agreement or other procedures established by the Board for non-represented employees.~~

(5) All district employees shall be informed of this policy, the dangers of drug abuse, the district's employee assistance program, and the penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 6.12 - Drug-free Workplace

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy and procedure.

Committee's Recommendation

Your Committee recommends adoption of the proposed revisions to Administrative Policy 6.12 Drug-Free Workplace.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 10) Action on a Request to Reaffirm Administrative Policy 6.13 Drug and Alcohol Testing

Background

The Administration recommends that Administrative Policy 6.13 Drug and Alcohol Testing be reaffirmed.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 6.13 - Drug and Alcohol Testing

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon Board approval, Administrative Policy 6.13 Drug and Alcohol Testing, will remain as written.

Committee's Recommendation

Your Committee recommends reaffirmation of Administrative Policy 6.13 Drug and Alcohol Testing.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 11) Action on a Request to Approve Revisions to Administrative Policy 6.14 Personnel Records

Background

Per Board Governance Policy 2.11, every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 6.14 and made revisions. It is recommended that the Board approve revisions to this policy.

Administrative Policy 6.14
Personnel Records

(1) The ~~Department~~ Office of Human Resources shall be charged with maintaining personnel records in accordance with the state open records law, other applicable statutes, collective bargaining agreements, and administrative procedures. Personnel, medical, and similar records, disclosure of which would constitute unwarranted invasion of personal privacy, shall be handled in a manner that will ensure such privacy.

(2) The ~~Department~~ Office of Human Resources shall treat as privileged information letters of reference pertaining to an employee's potential and similar correspondence. Such letters shall not be available for employee inspection under Wis. Stat. § 103.13.

(3) The Office of Human Resources must still turn over letters of reference to the Office of Board Governance when the Office of Board Governance requests copies of those letters in order to respond to a public records request. There is a statutory exclusion under the public records law, that, in most instances, precludes the Office of Board Governance from releasing letters of reference; however, the Office of Board Governance still needs to see the letters of reference, as it has to disclose to a requester what specific records are being redacted or withheld, and under what authority.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 6.14 - Personnel Records

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish the revisions.

Committee's Recommendation

Your Committee recommends adoption of the revisions to Administrative Policy 6.14 Personnel Records.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 12) Action on a Request to Approve Revisions to Administrative Policy 6.18 Definitions: Staff

Background

Per Board Governance Policy 2.11, every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 6.18 and made revisions.

It is recommended that policy section (3) on Non-Represented Staff be struck from the policy.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 6.18 - Definitions: Staff

Fiscal Impact Statement

No Fiscal Impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish the necessary revisions.

Committee's Recommendation

Your Committee recommends the adoption of the revisions to Administrative Policy 6.18 Definitions: Staff.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 13) Action on a Request to Approve Revisions to Administrative Policy 6.28 Resignation: Staff

Background

Per Board Governance Policy 2.11, every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 6.28 and made revisions. It is recommended that the Board approve revisions to this policy.

Administrative Policy 6.28
Resignation: Staff

(1) Certificated Staff

(a) The superintendent is authorized and directed to accept finally on behalf of the Board the resignation of all certificated employees.

(b) The superintendent shall transmit a report of all such accepted resignations to the Board or its designated committee. The superintendent's report shall then be included with the committee's report to the Board.

(2) Classified Staff

The superintendent is authorized and directed to accept resignations of classified employees in their respective departments~~, and such resignations shall be filed with the Milwaukee City Service Commission.~~

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 6.28 - Resignations: Staff

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends adoption of the revisions to Administrative Policy 6.28 Resignation: Staff.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 14) Action on a Request to Approve Revisions to Administrative Policy 6.29 Retirements: Staff

Background

Per Board Governance Policy 2.11, every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 6.29 and made revisions. It is recommended that the Board approve revisions to this policy.

Administrative Policy 6.29
Retirements: Staff

(1) Certificated Staff

Any employees defined as teachers in section 40.02(55) of the Wisconsin Statutes are participants in the Wisconsin Retirement System.

(2) Classified Staff

Employees of the Milwaukee Public Schools, with exceptions noted in section 63.53 of the Wisconsin Statutes, and those who are eligible according to the rules of the Employees' Retirement System of the City of Milwaukee (ERS) may participate in the ERS program. Employees hired on or after January 1, 2024, shall be eligible to participate in the Wisconsin Retirement System.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 6.29 - Retirements: Staff

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends adoption of the revisions to Administrative Policy 6.29 Retirements: Staff.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 15) Action on a Request to Approve Revisions to Administrative Policy and Procedure 8.35 Inoculation of Students

Background

Per Board Governance Policy 2.11, every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 8.35 and made revisions. It is recommended that the Board approve revisions to this policy.

Administrative Policy 8.35
Inoculation of Students

(1) For admission to school (preschool through high school), students must present written evidence of immunization and/or immunization-in-progress against hepatitis B, mumps, measles, rubella (~~German measles~~ MMR), diphtheria, pertussis (whooping cough), poliomyelitis, meningitis, (MenACWY), varicella (chickenpox) and tetanus (Tdap), as required by law. Schools are required to implement the law and report to authorities students who fail to be immunized or do not maintain their immunization schedules. Students may be excluded from school in accordance with s. 140.05(16), Wisconsin Statutes, for noncompliance.

(2) The requirement is waived for students whose parents submit written statements to the school expressing their objections for reasons of health, religion, or personal conviction.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 8.35 - Inoculation of Students

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommend adoption of the revisions to Administrative Policy 8.35 Inoculation of Students.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 16) Action on a Request to Administrative Policies 8.42: Student Records

Background

Revisions to Administrative Policy 8.42: Student Records reflect the timeline for the transfer of student records to a resident school district and a change in how military recruiters and institutions of higher learning will gain access to student directory data.

Section (5), Confidentiality, Section (f)(1), has been modified to read

(f) Disclosure of Pupils' Names, Addresses, or Telephone Listings to Military Recruiters and/or Institutions of Higher Education

1. The District shall provide, on a request made by military recruiters or institutions of higher education, access to secondary-school pupils' names, addresses and telephone listings. All such requests must be made through the Department of Student Services.

Section (7)(c), Transfer of Records, has been modified to read

(c) Pupil records shall be transferred within ~~five~~ one working day~~s~~ of receiving the written notice, as is required by law. Patient healthcare records and law-enforcement agency records shall be maintained separately from a pupil's other records.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 8.42 - Student Records

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will update the policies.

Committee's Recommendation

Your Committee recommends adoption of the proposed revision as presented in the attachment.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 17) Action on a Request to Reaffirm Administrative Policy 8.47 Children's Internet Protection Act

Background

Per Board Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Policies, rules, and procedures are reviewed in an ongoing basis. The Administration has reviewed Administrative Policy Administrative Policy 8.47 Children's Internet Protection Act.

It has been determined that the policy listed above is still appropriate to the mission of the district and does not need modifications at this time.

Therefore, it is recommended that the Board reaffirm this policy.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 8.47 – Children's Internet Protection Act

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon Board approval, Administrative Policy 8.47 Children's Internet Protection Act will remain as written.

Committee's Recommendation

Your Committee recommends reaffirmation of Administrative Policy 8.47 Children's Internet Protection Act.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 18) Action on a Request to Revise Administrative Policies 8.48 Student Internet Safety and Acceptable Use Policy (AUP)

Background

At its June 2024 meeting, the Board adopted revision to Administrative Policy 8.48, the acceptable use policy for students. This policy is being brought back to the Board for approval of a minor addition regarding Wi-Fi hotspot use for students. This language will allow the district to apply for a new funding opportunity through the E-rate program to use E-rate funded Wi-Fi hotspots while off school premises.

The proposed revisions would modify section (3), Education, Supervision and Monitoring to add a fifth clause:

> (e) The off-premise use of any E-rate supported Wi-Fi hotspots and/or services is primarily for educational purposes as defined in 47 U.S.C. §54.500 (integral, immediate, and proximate to the education of students). The Wi-Fi hotspot and/or service is for use by students based on need.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 8.48 - Student Internet Safety Acceptable Use Policy (AUP)

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will make and publish the necessary revisions.

Committee's Recommendation

Your Committee recommends adoption of the proposed revisions as indicated in the attachments.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 19) Action on a Request to Approve Revisions to Administrative Policy 2.10 Administrative Reports

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Procedure 2.10 and made revisions. It is recommended that the Board approve revisions to this policy

Administrative Policy 2.10
Administrative Reports

At the conclusion of each semester, the Administration shall develop and present to the Board a profile for each ~~school~~ region within the system, containing at a minimum, the following management indices:

- student achievement level (STAR, Forward, literacy, and math
- ~~mean grade point average~~
- school improvement plan progress by region
- number of student suspensions by region
- average daily attendance rate by region
- official student enrollment by region
- ~~budget and expenditures~~
- ~~full-time equivalent teachers~~
- ~~full-time equivalent administrators~~
- ~~full-time equivalent clerical support.~~

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will make and publish revisions to Administrative Policy 2.10 Administrative Reports

Committee's Recommendation

Your Committee recommends adoption of the revisions to Administrative Policy 2.10 Administrative Reports

Approved with the roll call vote to approve the balance of the Committees' reports.

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Leonard presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Report with Possible Action on Parent and Community Engagement: District Advisory Council

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

MPS is committed to fostering a collaborative environment where parents, guardians, and City of Milwaukee community members are actively involved in shaping practices and providing relevant feedback related to the education of all students. The District Advisory Council would like to update some of its current practices to collaborate more closely with the district Parent and Community Engagement Committee (PACE). The benefits would help create a platform for families to be able to provide regular feedback, and improve communication and reporting between Administration, the MPS Board of Directors and families.

• The District Advisory Council (DAC) was established to ensure that families of Milwaukee Public Schools (MPS) students have a voice
• The DAC consists of two parent representatives from each school across the district
• Meetings are held virtually on the first Thursday of the month from October to May
• Build stronger connections with the Parent and Community Engagement (PACE) Committee

District Advisory Council

• Families can work with their school leader if they have an interest in becoming a delegate
• Meetings are open to any families or community members that would like to attend
• Positive Notes & School Highlights
• School/District Presentations

2024-25 Initiatives

• District Advisory Council updates at PACE Committee meetings
• Establish a parent workgroup to strengthen parent involvement to regularly collaborate with PACE
• Increase opportunities for parents to provide feedback on district initiatives during DAC meetings
• Implement sub-committees for DAC to address specific topics such as Special Education and Family Advocacy

Benefits

• Create a platform for regular feedback from families
• Provide a clearer pathway for families to share input on topics at board meetings
• Improve communication and reporting between Administration, Board of Directors and Families
• Increase training and support opportunities for families who want to be involved

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 2) Report with Possible Action on Annual School Procedural Compliance Self-Assessment (PCSA)

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The Procedural Compliance Self-Assessment (PCSA) includes a school-based assessment aspect that is completed annually during the spring. At that time, an annual measurement of compliance is completed by each school in the district. The results of the measurement are reported by school and by district-level. The schools' data are used to form the goals and action steps for special education compliance in each individual School Improvement Plan (SIP). The District's data are used to analyze district supports and to develop plans of improvement for district-wide systems that serve students with disabilities.

Results-driven Accountability (RDA) is a revised accountability system from the federal Office of Special Education Programs (OSEP). States were allowed to choose a focus for RDA. Wisconsin chose literacy outcomes because this is an area of challenge for many students with disabilities in the state. Thus, Wisconsin's effort retools the acronym as "Reading Drives Achievement: Success through Literacy (RDA:StL)." The revised accountability system, which used to focus solely on compliance, now includes both compliance and results. Each Milwaukee public school receives the results of PCSA with the expectation that data will be included in the school-wide planning each year. The target for the PCSA is to achieve (and to maintain) 100% in each of the identified compliance items. Federal oversight requires 100% compliance. Milwaukee Public Schools strives to meet this goal each year.

The full 32-page report is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 8.01 - Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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(Item 3) Update on Enhancing Educational Communities and School Climate August Report

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Milwaukee Public School's vision is to cultivate a positive school climate across the district by enhancing educational communities. Being intentionally strategic, Milwaukee Public Schools employs proactive strategies and interventions, within a multi-tiered system of support, that aims to provide an educational and nurturing platform for all students. The overarching goal is to foster an equitable school climate district wide. School teams and district administration collaborate closely, utilizing up-to-date data to implement best practices with Tier 1 supports, and focus is given to individual students that require additional supports.

At the August, 2024 PACE Committee meeting, committee members inquired about specific areas which are addressed in this month's report.

School Improvement Plans (SIP)

For the 2023-2024 school year, all schools conducted root cause analysis regarding culture and climate and selected one of four climate pathways to create a positive climate and culture.

Climate Pathways Chosen by Schools for 2023-2024:

Anti-racism/ Anti-bias 4.62%
Mental Wellness 8.46%
Restorative Practices 20.77%
Positive Behavior Interventions and Support (PBIS) ..66.15%

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For the 2024-2025 school year, all schools selected an evidence-based improvement strategy (EBIS) based on research.

Trauma Sensitive Schools 2.92%
Mentoring 6.57%
Sense of Belonging.....8.03%
Restorative Practices 16.06%
Community Schools 0.73%

Schools also selected one of the five components of school climate to focus on for cycle 1 of their school improvement plan.

Skill Development.....3.33%
Accountability Systems.....6.67%
Expectations and Procedures.....40.83%
Relationships & Community 47.50%
Systems of Acknowledgment.....1.67%

All schools selected a staff practice to monitor implementation and a student outcome to measure outcomes. The most common staff practices selected to utilize included PBIS Walkthrough tool, Infinite Campus PLP behavior data, Second Step data, and positive phone call logs. The most common student outcomes being monitored include student attendance, office discipline referrals, Infinite Campus PLP behavior data, and wellbeing survey data.

All schools have a climate goal within their SIP of “schools will reduce the percentage of Black/African American students receiving behavior referrals (ODRs) by 10% by the end of the school year through the use of equitable practices as part of a multi-tiered system of support. Progress with the SIP is monitored in cycles with a rubric indicating end of cycle progress along a continuum following the school improvement process of plan, do, study, and act. Cycle one results will be shared at the January Parent And Community Engagement (PACE) committee meeting.

Professional Development

Based on the end of the year discipline survey, the most selected topics for professional development (PD) included re-entry, restorative practices, alternatives to suspension, classroom management, Culturally Responsive Problem Solving, and engaging student voice. Staff were also asked to identify their preferred means of receiving professional development, with the most popular choices being district-led PD opportunities, school-based PD after school, and self-paced modules.

There will be breakout sessions on identified topics regarding climate on all district PD days this year. Schools also can request school-based PD from a variety of district departments on a variety of topics. Within our Learning Management System (LMS) there are self-paced modules on topics such as microaggressions, Culturally Responsive Problem Solving, re-entry, accessing data, elevating student voice, interrupting bias, and community building. Additional modules are being created.

All professional development is monitored through a check for understanding occurring at the end of each session. Facilitators use the results to determine if participants acquired the knowledge and skills set forth in the session’s learning intention and success criteria.

Courageous Conversations about Race and District Equity Leadership Team (DELT)

At the end of the 2023-2024 school year staff completed a survey with some questions about Courageous Conversations about Race (CCAR) implementation. Staff selected which part of the framework they are still struggling to implement with the most common responses being speaking my truth, experiencing discomfort, staying engaged, and engaging multiple perspectives. Staff expressed the most concern over the topics from the seminar of examining the presence and role of whiteness as well as isolating race. Staff responses indicated confusion on the concept of whiteness and some resistance to discomfort with the reflections. Staff indicated they are looking for additional support holding conversations on racial equity and the opportunity to engage in protocols to better understand how to integrate into their practices. Many staff indicated they appreciated the seminar but did not understand implementation.

For the 2024-2025 school year, the District Equity Leadership Team (DELT) will meet monthly with membership from a variety of district departments. The team will be creating an action plan with measurable outcomes in September and utilizing the Framework for Systemic Change from CCAR to engage in this work at a systemic level. To continue the collaboration with CCAR during the 2024-2025 school year, MPS will be partnering to engage in Students Organized Against Racism (SOAR) and Beyond Diversity for students. Additionally, monthly central services staff members will have the opportunity to attend a Courageous Conversations Continued Learning Series as well as a Courageous Conversations luncheon to practice utilizing protocols in conversations with their colleagues.

Staff members from the district's Research, Assessment, and Data (RAD) department are collaborating with DELT to create a year-long implementation evaluation. Information gathered from the evaluation will be utilized to guide continued implementation of Courageous Conversations about Race and racial equity.

Supporting Schools

For the 2024-2025 school year, all schools are organized into tiers of support based on disciplinary data. Through data analysis, 15 schools have been identified as high intensity support schools. These 15 schools make up 14% of total district enrollment while having 48% of all suspensions. Teaming in Equitable Education Coaching & Holistic Support (TEECHS) collaboration has been created to support these schools. A cross-departmental collaboration will be working with and in these schools to meet school-specific needs regarding climate and instruction. During September, observations and a collaborative root cause analysis will be conducted at each of these schools to identify specific needs and to identify how the TEECHS collaboration can best support the school. School implementation plans will be monitored to determine which support plans are impactful in lowering suspensions and disproportionality.

Student Engagement

For the 2024-2025 school year, all traditional middle and high schools are continuing with their Student Discipline Committee. Students will attend the Student Leadership Summit in October to kick-off their work for the year by creating a school-based problem of practice to investigate throughout the year. Students will meet monthly and make a recommendation regarding their problem of practice after researching the problem, interviewing students and staff members, learning about best practices, and other activities throughout the year. On a monthly basis students also provide feedback on implementation and whether they have seen change in the school regarding their identified problem of practice. Students will present their problem of practice and recommendation at the Student Leadership Summit in April 2025.

Restorative Practice Implementation

The Department of Restorative Practices has developed a school-wide implementation plan that will support schools to develop communities of care by using restorative practices (RP) to build, maintain and heal relationships and community. The department currently works with 22 schools across the district. The department is approaching this effort from multiple levels, including providing consultation support to schools as requested. Restorative practitioners guide schools to develop new systems through the implementation process, train and coach staff members to use restorative practices, and support a RP high school elective course focused on developing student practitioners that can work with school system change efforts. It is a department goal to begin to address barriers to implementation by increasing the knowledge

and use of restorative practices with senior level staff, community members and Central Services departments, as well as provide training to school principals at Principal Leadership Institutes.

Suspension Deep Dive

For the 2024-2025 school year additional data analysis will be conducted regarding district disciplinary data. A new report, "Monthly Climate and Culture Snapshot" was created in Data Dashboard showing a monthly snapshot of data by region and school including attendance, enrollment, classroom behaviors, strategies used, behavior referrals, suspensions, and Tier 2 interventions. This report is used at the school and district level to monitor trends across schools and months. Additionally, students with repeated suspensions will be monitored and reported on this school year. Data will be shared regarding the number of students with one suspension and number of students with multiple suspensions to help schools and the district determine students with greater needs of support and schools with greater needs of support.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 1.06 - Equity in MPS

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Annual Update with Possible Action on Workforce Readiness for the 2023-2024 School Year

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The annual workforce-readiness report was last provided at the September 2023 meeting of the Committee on Student Achievement and School Innovation. The Career and Technical Education (CTE) office has continued its work to improve and expand student work readiness and provide work opportunities for students throughout the district. The following are highlights from the 2023–24 school year:

• At least 2,055 students had some sort of work experience in 2023–24 that included youth apprenticeships, internships, the School-to-Work Transition Program, work release, and the 2023 summer Mayor's Earn and Learn program.

• There was a record number of youth apprenticeships and internships in 2023–24. Internship numbers have grown every year since the internship program's inception seven years ago.

• Students participating in work-based learning are representative of the district's population for gender, disability, and race.

• Full-time, limited-term employment, work-based learning specialist positions were filled to assist 13 high schools with student work readiness and employment. These individuals worked directly in our schools to assist students with securing and sustaining employment.

• CTE met monthly with school staff to ensure efficient communication and coordination between the schools and CTE to continue growing the number of internships and youth apprenticeships for our students.

• A new Employer Handbook was developed with our M3 partners, UWM and MATC, to supply employers with a resource for providing high-quality work-based learning for our students.

• The district's student job board was the students' tool for viewing and applying for positions. CTE contracted with a vendor to provide an improved job board for the upcoming year.

• Students interested in work opportunities had access to two Google Classrooms, and staff had access to a Google Drive folder to provide students with an array of work-readiness resources.

• Over 1,000 juniors and seniors participated in spring job fairs, exceeding the previous year's numbers by 12%. A work-readiness conference in February prepared students for the fairs.

• Approximately 700 students participated in the fall 2023 Skilled Trade and Technical Career Fair.

• A student advisory group and student surveys provided CTE with feedback so that we can better meet students' work-based learning needs.

• More than 100 students were recognized this past spring for successfully completing an internship and at least four related courses in their chosen career pathway.

• More than 100 employers were recognized in August for their support of our students and participation in our work-based learning program.

• CTE continued a contract with District C to train teachers and facilitate alternative work experiences for students that will provide them with the kinds of transferable skills needed to succeed in the workplace.

• We continue to work together with our M3 partners on the M3 Work-Based Learning Committee to improve and expand work-based learning opportunities for students.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.01 - Teaching and Learning Goals

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(Item 2) Report with Possible Action on Work Readiness Opportunities for Students

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Milwaukee Public Schools provides work readiness opportunities for students to engage in. This presentation will review three different types of work readiness opportunities which includes Internships, School to Work, and Youth Apprenticeships. Additionally, information will be shared about MPS as the employer for the work readiness opportunities.

Youth Apprenticeship Program

Thanks to local employers who are eager to develop future employees, MPS high school students are training for high-demand, high-skill careers while still in school. Students may spend half the day in class and half the day on the job. Some youth apprentices transition to registered apprenticeships after graduation. Overseen by the Wisconsin Department of Workforce Development, current pathways include engineering, finance, manufacturing, construction, health services, transportation, and more.

High School Students

Are high school juniors or seniors
Submit an application detailing grades, behavior, and attendance
Must be paid minimum wage or higher and receive on-the-job training
Must enroll in related coursework at school
Receive credit toward high school graduation
Receive a certificate of completion from the State of Wisconsin

Employers

May hire students for one or two years (450 or 900 hours)
Assign a workplace mentor
May invite students for continued training/employment upon graduation

Internships

MPS students are finding career pathways through internships! Interns get to experience a workplace, develop essential work habits, and gain confidence.

Students complete a Work Readiness Session to be eligible for internships.

High School Students

Are high school juniors or seniors
Submit an application detailing grades, behavior, and attendance
May receive paid or unpaid on-the-job training
May take related coursework at school
Sign an internship agreement listing all parties' roles and responsibilities
Receive credit toward high school graduation

Employers

Assign a workplace mentor
May pay the student or make internships voluntary
May invite students for continued training/employment upon graduation

School-to-Work Transition Program

Each year, about 500 students with special needs begin the transition from school to work. MPS special education professionals support student readiness, identify career interests, and provide coaching for specific job skills. Our staff assesses student skills and career abilities, then oversees appropriate placement. Required length of employment varies by program.

High School Students

Are at least 16 years old
Submit an application detailing behavior and attendance
Are screened for appropriate work environments based on their needs, skills, and interests
Sign a work agreement
May enroll in related classes at school
Often receive credit for work-based learning
Learn work habits and career-specific skills

Employers

Provide paid or unpaid on-the-job training
May invite students for continued training/employment

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 3) Report with Possible Action on Montessori Strategic Plan

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The Montessori Strategic Plan, which was adopted on March 28, 2019, and revised on May 26, 2022, is a framework for structural supports for our eight Montessori schools, educating more than 3,500 students.

An update on the implementation of the Montessori Strategic Plan will be presented; covering items that have been completed, what is being worked on at this time, and providing an outline of future work.

Success = Alignment and Connection

1. Build positive relationships with students and families.
2. Know what each student needs in each content area.
3. Conduct formative assessments regularly.
4. Differentiate instruction for students.
5. Instruct students at or above grade level.
6. Utilize scaffolding for students above and below grade level.
7. Design instruction using the content standards.
8. Use district-adopted/endorsed materials during instruction.
9. Center learning around student interests, voice, and choice.
10. Design learning experiences for students that are inquiry-based.

Montessori Strategic Plan

Completed Work

Celebrated 50 years of Montessori in MPS

- Implemented Montessori three-year grading cycle
- Facilitated Montessori Advisory Committee meetings
- Presented Montessori-specific professional development for new teachers, principals, and Teacher Institute
- Developed Riley Dual Language curriculum
- Hosted Montessori summer school

Current Work

- Holding monthly Montessori principal meeting
- Facilitating teacher work sessions for consistency in grading and phase III secondary curriculum
- Supporting Montessori credentialing courses for elementary and secondary teachers
- Systematizing creation of handmade Montessori materials
- Managing math textbook adoption
- Developing Montessori Second Step curriculum for lower elementary

Montessori Teacher Credentialing

75 total MPS Staff			
Primary	Elementary	Secondary	Administration
10	35	27	3

Secondary Curriculum Expectations

Phase One, 22–23

- Micro-economy
- Community meeting
- Socratic seminar
- Scheduling
- Solo time

Phase Two, 23–24

- Pedagogy of place
- Service experience
- Nature experience

Phase Three, 24–25

- Cycle of study:
  - Theme-based pacing guide
  - Kick-off
  - Group initiative
  - Culminating activity
  - Student self-assessment
  - Manipulative materials

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

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(Item 4) Report with Possible Action on ESSER Funded Tutoring

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

During the 2022-2023 and 2023-2024 school years, Milwaukee Public Schools (MPS) provided in-school tutoring through the Elementary and Secondary School Relief (ESSER) Fund to address learning loss

that may have occurred during the COVID-19 pandemic. Tutoring was requested for reading grades K-3 and math grades 9-12.

In-school tutoring vendors were selected through a Request for Proposal (RFP) process. Tutoring services were provided in either individual, group, or virtual modalities. Traditional schools in MPS were provided with the opportunity to opt in to tutoring.

The research and evaluation (R&E) division of the Department of Research, Assessment, and Data was asked to complete an evaluation of the in-school tutoring services provided by vendors during the 2023–24 school year. The vendors were selected through the request for proposal process by the extended learning opportunities office and paid for using ESSER funding to address learning loss accrued during the COVID-19 pandemic and the disruption that the pandemic caused to regular school operations. The ELO office also used ESSER funding to pay for after-school tutoring that was provided by school staff; however, the focus of this evaluation is on the tutoring services provided by external vendors with which the department had contracted for the 2023–24 school year.

A total of six vendors were selected to provide in-school tutoring to students. The vendors varied in their approach to tutoring, with some providing only one-on-one sessions while others provided a mix of one-on-one and group sessions as well as in the content areas covered during tutoring sessions

This presentation includes a brief overview of the RFP process, types of tutoring, and review the evaluation of the in-school tutoring services provided during the 2023-2024 school year.

The evaluation examined the impact of tutoring on student STAR assessment, attendance, and course outcomes. Additionally, limitations of the evaluation and additional evaluation questions will be discussed.

Methodology

Students were identified for tutoring if they met certain criteria, with the priority of identifying students performing below grade level but not currently receiving Tier 2 or Tier 3 interventions. Vendors were required to complete tutoring session forms after each session that they completed with a student or group of students. The form asked tutors to provide information about the content area covered, the number of minutes spent with the student(s), the time of day and date of the session, any resources or curricula used, and notes about how the session went. These forms were collected via the district's survey platform and Qualtrics, and a dashboard was created to assist vendors in tracking and ensuring that their data were accurate and complete.

To evaluate the effectiveness of in-school tutoring as a whole and by vendor, the R&E team consulted with the ELO office to determine the student outcome metrics. The teams decided to use Star Reading percentile rank (PR) change and Star Math PR change for students in grades 1–8, and average daily attendance (ADA) and ELA and math course passing rate for students in grades 9–12. Star was selected since it is used for district accountability and is given three times per year, which allows for within-year comparison, whereas the Wisconsin Forward Exam or ACTs are given only once per year and are subject to delays in test result availability for district personnel. High schools do not uniformly administer the Star for their student assessment, so coursework performance and ADA were used instead to ensure that there were enough data points for a robust analysis.

Results

During the 2023–24 school year, 4,092 students had at least one tutoring session recorded with at least one vendor

Star Reading

DPI On Target PR	Grade	Average Fall PR	Average Spring PR	Average PR Change Fall to Spring
60	2nd	24.4	32.9	8.5
60	3rd	22.2	27.7	5.5
60	4th	23.9	27.4	3.5
60	5th	23.1	25.5	2.4
60	6th	22.6	22.5	-0.1

60	7th	23	23.9	0.9
60	8th	22.6	22.6	0
60	9th	16.5	16.6	0.1
60	10th	18.2	18.4	0.2

Star Early Literacy

DPI On Target PR	Grade	Average Fall PR	Average Spring PR	Average PR Change Fall to Spring
60	1st	22.4	37.5	15.1

Star Math

DPI On Target PR	Grade	Average Fall PR	Average Spring PR	Average PR Change Fall to Spring
60	1st	37.32	49.9	12.7
60	2nd	29	39.9	10.9
60	3rd	30.2	35.5	5.3
60	4th	26.9	33.4	6.5
60	5th	26.2	31.5	5.3
60	6th	23.8	25.5	1.7
60	7th	23.3	25.9	2.6
60	8th	23.5	25.4	1.9
60	9th	20.4	22	1.6
60	10th	27.3	26.8	-0.5

Conclusion

Notwithstanding the limitations described above, the results demonstrate that the use of ESSER funding to provide in-school tutoring services to students significantly improved the students' chances of improving on a variety of metrics, namely their Star test performance, attendance rates, and course passing rates. To be sure, some vendors outperformed others in terms of student outcomes observed, and others did not demonstrate significant effects for specific content areas, but the overall effect observed regardless of vendor was a significant increase in the odds that the students who received at least 11 tutoring sessions made notable improvements in the Star Reading test, attendance, and/or coursework performance. Math tutoring was not quite as consistently effective across vendors, but specific providers did demonstrate impressive results for students. The R&E team hopes that this evaluation provides clarity on the value and effectiveness of the tutoring program more generally as well as guidance for the ELO office should the staff decide to pursue tutoring through an external vendor in the future.

The full report is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 5) Report with Possible Action on Interventions Across a Continuum

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The purpose of this presentation is to provide an overview of the multi-tiered system of supports implemented within the district. It will cover the academic and behavior strategies and interventions used at Tier 1, Tier 2, and Tier 3 levels, explain how these tiers function to support student achievement, and describe the process when a student enters an intervention.

Multi-Tiered System of Support

Tier 1 – Universal Instruction - High-quality instruction for all students; Regular assessments to monitor progress.

Tier 2 – Targeted Interventions - Small group instruction for students who need additional support; Focused on specific skills or areas of concern

Tier 3 – Intensive Interventions - Personalized and intensive instruction for students with significant difficulties; Often involves one-on-one or very small group support and frequent monitoring

Tier 2 – Academic Overview

Screen – All students; use data and observation
Diagnose – Determine specific needs
Match – Ensure intervention matches need
Intervention – Deliver intervention on a regular basis
Progress Monitor and Record – Collect on-going data
Evaluate – Use data; Continue, adjust or end intervention

Tier 2 Academic Interventions

	# Not on Target	# w/Academic Goals	# Students w/ Progress Monitoring
Reading (EN)	31,215	8,482	7,174
Reading (SP)	2,702	771	580
Math (EN)	35,166	5,677	5,454
Math (SP)	2,870	485	396

Addressing Tier 3 – Intensive Intervention

- Wraparound
- RENEW
- 1-1 Therapy
- FBA/BIP
- Psychologist
- Social Worker
- PBIS Coach
- TSS
- Special Education PSTs

Data Since 2022

Type of Contact	Service Number
PLP Log contacts: psychologists, SSW, TSS	65,318

PLP - Individual/Group Counseling	10,092
PLP – Social Emotional/Behavioral	37,616
PLP – Special Education Related	8,644
Community Mental Health Referral	1,375
Dialectical Behavioral Therapy (DBT)	429
Cognitive Behavioral Intervention for Trauma in Schools (CBITS)	381

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

No fiscal impact

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(Item 6) Report with Possible Action on Comprehensive School Counseling 2024

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

This report is being presented in compliance with Administrative Policy 7.32, Comprehensive School Counseling Program, which requires a report on comprehensive school counseling program activities to improve postsecondary outcomes, must be provided to the Milwaukee Board of School Directors.

School counselors take a proactive role in providing appraisal and advisement to students as a part of the school counseling program. They help students, families, and staff assess the individual student's strengths and interests and encourage the selection of a rigorous and relevant educational program supporting each student's postsecondary goals

Role of MPS School Counselors

Focusing on the following areas is vital for providing support that is unique to each student's path, aiming to get students the right resources and opportunities to achieve their full potential

- Personalized support
- Informed decision making
- Goal alignment
- Equity and access
- Long-term success

Milwaukee Parent Institute

- M3 Milwaukee Parent Institute for elementary, middle, and high school families
- M3 Milwaukee Parent Institute college tours for elementary, middle, and high school families
- UNCF Empower Me Tour parent sessions, grades 9–12
- Parent grade-level meetings, grades 9–12

Activities and Strategies

During the 2023-24 school year, the comprehensive school counseling program implemented and collaborated with multiple departments and stakeholders on activities and strategies to increase postsecondary outcomes for students in Milwaukee Public Schools. The comprehensive school counseling program is closely aligned with the academic and career planning (ACP) process, which is statewide and now a graduation requirement. The 2023-2024 school year continued to be a year of transition for students. School counselors worked to provide various levels of support to students to ensure a successful transition. The activities implemented in 2023-24 for improving postsecondary outcomes included the following:

- ACP conferences – grades 5, 7, 9, 11
- ACP school teams and school plans – all schools

- College Application Week – grade 12
- Ca$h for College Campaign (scholarship application) – grade 12
- Common Black College Application – grade 12
- Comprehensive school counseling program professional development – K–grade 12
- Day of Hope – grade 12
- Decision Day – grade 12
- FAFSA (Free Application for Federal Student Aid) Campaign – grade 12
- Historically Black Colleges and Universities (HBCU) Week – K–grade 12
- Historically Black Colleges and Universities Campus and College Tours – grades 10,11
- High School/Top Grade Signing Day – grades 5 and 8
- High School Enrollment Parent Meeting – grades 6 and 7
- M-cubed Milwaukee Parent Institute – elementary, middle, and high schools
- M-cubed Milwaukee Parent Institute College Tours– elementary, middle, and high schools
- National Apprenticeship Week Pilot- grades 9-11
- New school counselor 414 Tour
- Parent grade-level meetings – grades 9–12
- School counseling curriculum – K5–grade 12
- School counselor small groups – K–grade 12
- UNCF Empower Me Tour- grade 12
- UNCF Empower Me Tour Parent Session – grades 9-12
- Virtual mindfulness room – K–grade 12

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.32 - Comprehensive School Counseling Program

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

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(Item 7) Report with Possible Action on Ambitious Instruction

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

This presentation will provide a comprehensive update on the plans to address student achievement, focusing on key initiatives for FY25 under the Ambitious Instruction plan.

The Ambitious Instruction plan revolves around three key levers: formative practices, explicit instruction, and engagement. It aligns with the district's Five Priorities of Success, which focus on increasing academic achievement and accountability, developing staff, and strengthening communication and collaboration. We will share how these priorities guide our strategies and initiatives.

To effectively track the progress of Ambitious Instruction, we have developed a non-evaluative Walk-Through Rubric. This tool is designed to provide constructive feedback, supporting teachers and leaders in understanding and implementing best practices for teaching and learning.

Success = Alignment and Connection

One Initiative ties the MPS Strategic Plan with Ambitious Instruction and with the following Academic Standard of Care:

1. Build positive relationships with students and families.
2. Know what each student needs in each content area.
3. Conduct formative assessments regularly.
4. Differentiate instruction for students.
5. Instruct students at or above grade level.
6. Utilize scaffolding for students above and below grade level.
7. Design instruction using the content standards.
8. Use district-adopted/endorsed materials during instruction.
9. Center learning around student interests, voice, and choice.
10. Design learning experiences for students that are inquiry-based.

EMPOWER: Cultivating Learner Identity and Agency

Student-run business in Montessori grades 7–12

- Joyful approach to learning
- Relevant and applicable to student lives
- Authentic learning
- Student choice
- Demonstrating knowledge of standards
- Help students know their strengths and areas of growth

NURTURE: Emotional Safety and a Supportive Environment

Strategic Plan (Student Achievement): Students will feel emotionally and physically safe in school.

Based on the Components of School Climate:

- Relationships and Community
- Expectations and Procedures
- Skill Development
- Accountability Systems
- Systems of Acknowledgement

NURTURE: Emotional Safety and a Supportive Environment

How do we measure it?

- Belonging Before Learning

o Monitoring implementation, measuring outcomes, maintaining/modifying practices

- Well-being survey data
- PBIS
- Second Step
- DESSA

GUIDE: Instructional Transformation

Hattie: Teacher efficacy is the number one influence on student achievement

	Then	Now
Coaching Focus	Regional	New Educators
Coaching Caseloads	Variable	Maximum of 12 educators
Approach to Coaching	Variable	Coaching cycles
Frequency of Coaching	Variable	Minimum of 3 times per month

Supervision Meetings	Variable	Weekly meeting to study data or provide feedback
Coaching Impact	Variable	Clear and measurable

GUIDE: Instructional Transformation

Middle/High School Summer Institute – Mathematics

Teachers collaborated to understand the mathematics content and plan each unit of instruction for the first semester of the 2024–25 school year.

What teachers are saying….

"...very critical in helping teachers prepare for teaching…" – Algebra 2 teacher

"It is really helpful to have designated time to plan for the units…" – Seventh grade teacher

"I hope this training can be mandatory for all math teachers or anyone else teaching math in the district." – Algebra teacher

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

No Fiscal Impact

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(Item 8) Report with Possible Action on Academic Standards

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

As required by the Wisconsin Department of Public Instruction, the school board includes a notice of adopted academic standards on its agenda at the start of the school year. The academic standards addressed are:

Common Core State Standards (CCSS): Adopted on September 27, 2012, they form the foundation of classroom instruction and professional development.

Common Core Essential Elements (CCEE): Provide students with significant intellectual disabilities the same challenging expectations as the CCSS and they serve as the foundation of instruction in the classroom and of professional development for teachers and principals.

Career and Technical Education Standards (2013): Cover six content areas for grades PK-12, preparing students for college and careers. (Agriculture, Food and Natural Resources, Business and Information Technology, Family and Consumer Sciences, Health Science, Marketing, Management, and Entrepreneurship, Technology and Engineering)

Wisconsin Model Early Learning Standards (WMELS) (2014): Emphasize child-initiated and teacher-initiated activities for early learning. These standards reflect the belief that children should be provided with opportunities to explore and apply new skills through child-initiated and teacher-¬ initiated activities and interactions with peers, adults, and materials.

Next Generation Science Standards (2017): Identify essential science and engineering content and practices for K-12 students. These include elementary science, physical science, life science, earth and space science, engineering, technology, and applications of science in middle and high school.

Social Studies Standards (2018): Establish foundational knowledge and skills for appropriate grade levels.

Common Core State Standards for World Languages (2019): Support bilingualism and biliteracy.

English Language Development (ELD) Standards (2021): Focus on expanding multilingual learners' communication abilities. The standards are aligned to the academic content standards to plan for both language and content learning, allowing for the engagement of multilingual students in the learning process.

Wisconsin Career and Technical Education (CTE) Standards (2024): Set knowledge and skills necessary for successful transition to postsecondary programs and careers. (Agriculture, Food, and Natural Resources; Business and Information Technology; Family and Consumer Sciences; Health Science; Marketing, Management and Entrepreneurship; and Technology and Engineering).

Wisconsin Academic Standards: Cover areas not addressed by CCSS, CCEE, and WMELS, including Art and Design, Dance, Environmental Education, Health Education, Information and Technology Literacy, Music Education, Nutrition Education, Personal Financial Literacy, Physical Education, Reading, School Counseling, Theatre Education, and World Languages.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Admin Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegate to CESA 1 in the form of an oral report.

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(Item 1) Report of the President of the Milwaukee Board of School Directors

Report of Milwaukee Board of School Directors President, Marva Herndon – September 26, 2024

Welcome to all as we have nearly completed our first month of the 2024-25 school year. We celebrated the first day of school at South Division High School, welcoming the students and staff with the Red Carpet. In addition, we are so honored to have been joined in this endeavor by Gov. Tony Evers, Senator Tammy Baldwin, Dr. Jill Underly, State Superintendent along with other elected officials.

Interim Superintendent Galvan, Administrative Staff and I then traveled to Kluge Elementary. Principal Willingham, staff and students were already hard at work on their first day and were very welcoming.

I am delighted to share the highlights of our activities and achievements for the month of September. This month has been very busy, yet very productive.

Effective and Efficient Operations

We have been working hard to ensure everything runs smoothly and efficiently.

The Board held our first Legislation, Rules and Policies committee meeting for this school year. Our purpose is to accept or deny the recommendation of Administration’s review/modification/removal of the policy and procedures in the agenda. It is a goal of the board to complete this process by the end of this school year. There are 300+ Administrative Policy and Procedures that must be reviewed.

Again, we held a very productive meeting of the Committee on Accountability, Finance and Personnel this month, where we discussed our approving a job description for Grief Support Specialist as well as financial strategies and personnel updates.

In terms of meeting attendance, I attended quite a few:

- Four detailed audit status meetings this month. These meetings are essential for keeping on track with our compliance activities, goals ensuring that the Board stays updated on our audit work.
- Attended one meeting with Interim Superintendent Galvan regarding safety.
- Attended one Legislation, Rules and Policies committee meeting.
- Three meetings with OBG Board Clerk to review meeting schedule, review possible committee agenda items, board initiatives or projects.
- Four strategic meetings with our Kane Communications partners. These discussions are focused on taking proactive steps to keep the public informed.
- Two meetings with attorneys regarding personnel matters.
- One meeting with MHSA Principal Farris.
- One meeting regarding Long Range Facilities Master Plan.
- Two meetings regarding or with the Hazard, Young, Attea Associates (HYA) – consulting firm hired to conduct the Superintendent search.
- I will be joining Ald. Larresa Taylor, District 9 with visits to four schools.

Student, Parent, and Community Engagement

I encourage everyone to attend one of the Long- Range Facilities Master Plan (LRFMP) meetings. We need your input to help shape the school district's future by commenting at town hall meeting on the 10-year plan for district buildings.

You will be able to review Perkins Eastman's (MPS Consultants) proposed options for buildings and comment on them to help build the final plan. This plan will have a direct impact on the future of schools buildings and student experiences across Milwaukee. Please go to this link for location, dates and times: MPS: Milwaukee Public Schools Calendar.

Parents of 8th graders – don't miss this chance to explore MPS high schools, meet educators, learn about programs, and apply to secure your child's school assignment for Fall 2025.

HIGH SCHOOL ENROLLMENT FAIR
Saturday, September 28, 9:00 a.m. – Noon
South Division High School 1515 W. Lapham Blvd

Additional High School Enrollment Open House events will be held at various locations throughout the month of October.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

1.17 - President's Duties and Powers: Exo Officio Membership

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ITEMS DEFERRED

The Board returned to the following items that were previously deferred:

- Action on a Request to Retire to Closed Session Relative to School Resource Officers

- Action on a Request to Retire to Closed Session to Consider the Salary Range for the Superintendent of Schools

- Action on a Request to Retire to Closed Session Regarding Employee Personnel Matters

- Action on a Request to Retire to Closed Session to Discuss an Employee Who Disregarded a Board Directive and Legal Advice

- Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Director O'Halloran moved to retire to closed session pursuant to pursuant to Wisconsin Statutes, 19.85(1) (b), (c), (d), (f), and (g). The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon - 7
Noes — None.

The Board retired to closed session at 7:02 p.m.

The Board resumed open session at 11:57 p.m.

The question being on the salary range for the superintendent of schools, Director O'Halloran moved to approve a salary range of $275,000 – 350,000. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon - 7
Noes — None.

The Board adjourned at 11:59 p.m.

TINA OWEN-MOORE Ed.Ld.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 29, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 5:34 p.m.

Present — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.
Absent and Excused— Director Herndon – 1.

The Board Clerk read the following call of the meeting:

October 28, 2024

To the Members of the Board of School Directors:

A Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

SPECIAL BOARD MEETING
5:30 P.M., TUESDAY, OCTOBER 29, 2024

ITEMS OF BUSINESS

1. Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation
2. Action on a Request to Retire to Closed Session Relative to an Employee Who Disregarded a Board Directive and Legal Advice
3. Update with Possible Action on the 2023-2028 Strategic Plan
4. Report with Possible Action on Long-Range Facilities Master Plan
5. Action on a Request for a Title I Part A ED-Flex Waiver
6. Action on a Request to Approve the 2024-25 (FY25) Proposed Fall Budget Adjustments to the Adopted FY25 Budget

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

Relative to Item 1, the Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.
Relative to Item 2, the Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(b) to consider the dismissal, demotion, licensing or discipline of any public employee or person licensed by the Board or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken; Chapter 19.85(1)(c), for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; Chapter 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or

investigations; and Chapter 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

TINA OWEN-MOORE, Ed.L.D.

Board Clerk

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(Item 1) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation

Background

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

* * * * *

(Item 2) Action on a Request to Retire to Closed Session Relative to an Employee Who Disregarded a Board Directive and Legal Advice

Background

The Board may retire to a closed session to consider this item:

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(b) to consider the dismissal, demotion, licensing or discipline of any public employee or person licensed by the Board or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken;

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(c), for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;

Pursuant to Wisconsin Statutes 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Item deferred to the end of the meeting.

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(Item 3) Update with Possible Action on the 2023-2028 Strategic Plan

Background

Since the launch of the 2023-2028 Strategic Plan on July 1, 2023, the Administration has regularly provided updates on its progress. These updates are available through the Strategic Plan dashboard located on the district's homepage and during presentations to the School Board. The Administration will present an update on the current status of the Strategic Plan, summarizing the end of the 2023-2024 school year and focusing on key developments and progress toward 2024-2025 strategic plan tasks.

New/Different This Year

- Student achievement and graduation combined
- Rightsizing the district combined with facilities an upgrades
- These changes are reflected in the updated graphic
- Timeline documents now have a color key
- Timeline update section was removed from reports

Strategic Plan Highlights

Rightsizing the District

- Long-Range Facilities Master Plan dashboard and feedback sessions identify student, family, and staff needs
- Rightsizing solutions will require review of MPS program distribution, enrollment, and transportation policies

Student Achievement and Graduation

- Students are developing real-world skills with internships and apprenticeships

Staff-Morale & Professional Learning

- Staff benefit offerings and information have been updated on mConnect
- Staff professional learning continues to occur monthly

Special Projects

- Department of Communications and Marketing continues to update school websites and logos

Strategic Plan Dashboard

- Quarter one reports and updated timelines will be available on dashboard page at the end of the month

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

The Board received the foregoing report. Although the item was noticed for possible action, no action was required.

* * * * *

(Item 4) Report with Possible Action on Long-Range Facilities Master Plan

Background

MPS initiated a process to develop a Long Range Facilities Master Plan by issuing a Request for Proposal to hire an outside firm to assist the district with the process of developing an updated plan.

In March 2024, the Board approved the professional service contract with Perkins-Eastman to begin the process of developing a new Long Range Facilities Master Plan. This plan provides an in-depth review of how MPS buildings support the learning environment and identifies opportunities to further the work toward advancing the district's goals of academic achievement; student, family, and community engagement; and effective and efficient operations.

The scope of work outlined for Perkins-Eastman included site visits to review and rate the condition of building infrastructure and the educational adequacy of all learning spaces. The review took into consideration many factors including enrollment trends, program and building capacities, deferred and projected capital maintenance, ADA accessibility, universal design principals, transportation policies, and equity with a focus on neighborhood characteristics such as household income, reported crimes, and minority populations.

The analysis included input from stakeholders including students, teachers, parents, district partners, and community members. Input was obtained through online surveys. In addition to the surveys, large-scale in person and virtual community engagement sessions were held in order to gather additional stakeholder input. The large-scale community engagement sessions comprised of a series of meetings. Perkins-Eastman interacted with participants at each of the meetings by explaining the goals of the Long Range Facilities Master Plan, asking questions to gain feedback from the community on priorities, and facilitating open discussions for clarity and understanding.

The analysis included data gathering sessions and review meetings with key individuals from all departments within the district to allow Perkins-Eastman to obtain and validate the information needed for a complete analysis in order to develop the Long Range Facilities Master Plan. After assessing the data gathered, a progress report with considerations will be provided in October of 2024 to the Administration. The progress report will contain details on educational suitability, technology readiness, and building conditions for all schools along with a review of district enrollment trends and building capacity. The information also includes potential plans for consideration to serve as a roadmap for facility use, classroom modernization, and capital investment. The plan is not finalized but focuses on identifying additional programming, instructional and partnership opportunities, and provides considerations for investment or divestment of current building inventory to maximize the use of resources.

In this report, the Administration will review the information previously shared while providing additional details regarding a Long Range Facilities Master Plan.

Long-Range Facilities Master Plan (LRFMP): Project Goals & Context

• The goal of the LRFMP is to support student success by making sure that the district's learning spaces meet student needs – "Rightsizing the District"

• MPS enrollment is declining in large part due to declining birth rates, consistent with national trends

• Schools receive funding based on enrollment, directly affecting school budgets for staff, supplies, and programs

• To increase enrollment, MPS will need to focus on retaining current students and attracting non-MPS students.

Stakeholder Engagement:

What We Have Done

• Spring Stakeholder Survey – 8.6 thousand responses from students, staff and families, and community members.

• Spring Town Hall Meetings: Hosted 4 in-person town hall meetings and 2 virtual town hall meetings

• Dept. Leadership Interviews: Interviewed MPS department leadership members

• Summer Community Events: Attended National Night Out Events, Black Arts Fest MKE, HAFA Back to School Fair, Mexican Fiesta & Run Back to School

• Summer Student Workshops: Led engagement activities with middle and high school students

• Fall Town Halls : Hosted 4 in-person town hall meetings and 2 virtual town hall meetings

• Fall Student Focus Groups: Led LRFMP-specific group discussions with high school student

• Fall Stakeholder Survey : ~2.8k responses from students, staff and families / community members

• Data Analysis: People, Places & Programs

People

• Nearly ⅔ of all MPS schools have fewer students in 2024 than they did in 2014.

• School building utilization is imbalanced, around ¼ of schools are underutilized and ¼ are overcrowded.

Places

• The average age of an MPS-owned school building is 82 years, and 85% of them were built before 1970.

• The average age of a U.S. public school building is 49 years, and 38% of them were built before 1970

Programs

• Around 65% of all MPS schools offer one or more of the district's main specialty programs.

• Geographic distribution of main specialty program offerings is uneven, resulting in increased travel times for some students.

Prioritization Framework: Process Overview

The process will be data-informed, not data-driven.

Guiding Principles

1. Rightsizing to address over and under-utilization issues
2. Improve access to high quality programming
3. Minimize disproportionate impacts
4. Equitable resource allocation
5. Appropriately staffed schools
6. Improve access to high quality buildings with appropriate spaces
7. Ensure long-term financial sustainability
8. Strengthen the role of schools as community hubs

Stakeholder Engagement: What We Have Heard

How are MPS students choosing their schools?

Students and families are choosing schools based primarily on specialty programs, school culture and reputation, and perceived safety of a school and its surrounding community.

What are MPS stakeholders' greatest concerns?

Students, families and staff have highlighted appropriate class sizes, availability of student supports, and diversity of school programming as both top priorities and major concerns.

How can MPS improve its schools?

Students, families and staff have repeatedly noted that improving the quality and features of school buildings is the most effective way MPS could improve schools across the district.

Future Planning Considerations

Regional Steering Committees

1. To help develop strategies, MPS could set up 4 regional committees (2 school board districts each) with representative stakeholders.
2. Committee participants could review region specific data and strategy candidate groups to explore options and implementation strategies.
3. Committee groups might include around 10-15 members representing students, parents, school staff, community groups, school leadership, and school board members.
4. Each committee might also include MPS staff representing district teams, such as facilities, engagement, academics, enrollment, and finance.
5. Committees could kick off in December 2024.

Citywide Steering Committee Option

Citywide Steering Committee

1. To review potential strategies from a district-level lens, 2-3 members from each of the regional committees could form a citywide committee.
2. The citywide committee could collectively process regional committee input to prioritize needs across the city and develop equitable district plans.
3. The citywide committee members could report back to regional committees, and both committees could share updates with their constituents and broader stakeholder groups.
4. Each committee might also include MPS staff representing district teams, such as facilities, engagement, academics, enrollment, and finance.
5. The committees could kick off in January 2025.

Key Considerations

Minimizing Disproportionate Impact

• Research has shown that U.S. school closures have disproportionately impacted disadvantaged and/or underserved communities

• To minimize these impacts, the project team is exploring:

o Pairing closure/merger strategies with investments in the same communities to balance impact

o Exploring alternate uses for closure/merger candidates to maintain or improve community amenities

o Target programmatic investments to balance specialty program access and reduce student travel needs across the district

Fall Town Hall attendees and Fall Stakeholder Survey respondents were given this context and asked, "When closing or merging schools, what should the project team consider to help minimize impacts on disadvantaged or underserved communities?"

1. Student transportation: How students currently get to school and how they will reach their new school

2. Community impact: Potential social and economic effects on residents and local businesses

3. Community engagement: Inclusive decision-making process with a variety of feedback methods

4. Outreach and communication: Transparent messaging about overall process and student support plans

Potential Policy-Focused Initiatives

- Existing policies and statutes are at the root of many of the challenges MPS is facing
- Addressing administrative barriers is vital in achieving lasting and sustainable change
- A strong and well-aligned policy foundation is key to long-term district improvements

Immediate Impact Initiatives

- Student enrollment decision data collection
- Enhanced online availability of school and program information
- Equity-based budgeting for facility projects

Long-Term Effort Considerations

- Standard grade level configurations
- Enrollment baselines and caps with equity based seat preferences
- Standard student supports/program access
- Standard school staffing models
- Transportation policy adjustments
- Advocacy for state statute amendments around school building use and management

Strategy Candidate Groups: Context Within LRFMP Development Process

- These strategy candidate groups represent initial groupings based on key data points and do not represent any final strategy decisions
- Strategy candidate groups are not permanent – schools may be reassigned to different strategy candidate groups upon additional evaluation and/or over time throughout the 10-year plan
- These groups are a midway point in the prioritization framework process, which is a starting point in the overall LRFMP development process

Ongoing Monitoring & Evaluation: Initial Strategy Candidate Group

Candidate Group School Characteristics

- One of the following utilization rate statuses:
  - Below 50% but growing enrollment trend over last 5 years
  - Below 50% but not within 1 mile of another underutilized school
  - Below 100% or projected to be below 100% within next 10 years
- Composite Building Score of 6 or above
- 2 or more specialty program offerings

School Name School	Type
Alexander Hamilton High School	HS
Anna F. Doerfler School	K-8
Bay View High School	HS
Casimir Pulaski High School	HS
Clement J. Zablocki School	ES
Edward A. MacDowell Montessori School	HS
Elm Creative Arts School	ES
Golda Meir School - Upper	HS
Hamlin Garland School	K-8
Hayes Bilingual School	K-8

James Whitcomb Riley School	ES
Milwaukee French Immersion School	ES
North Division High School	HS
Riverside University High School	HS
South Division High School	HS
Wedgewood Park International School	MS

Programmatic Investment: Strategy Candidate Group

Candidate Group School Characteristics

- One of the following utilization rate statuses:
  - Below 50% but growing enrollment trend over last 5 years
  - Below 50% but not within 1 mile of another underutilized school
  - Below 100% or projected to be below 100% within next 10 years
- Composite Building Score of 6 or above
- Less than 2 specialty program offerings

Aligns to These Guiding Principles

Improve access to high quality programming
Minimize disproportionate impacts
Equitable resource allocation
Appropriately staffed schools
Ensure long-term financial sustainability
Strengthen the role of schools as community hubs

Programmatic Investment: Draft Metrics Stakeholder Feedback

Feedback from the Fall Stakeholder Survey highlights these metrics as critical factors in prioritizing schools within the programmatic investment strategy candidate group.

A school should be prioritized for programmatic investment if it…

is in a region where more MPS schools are lacking specialty programs 23%
lacks specialty programs (Bilingual, Career & Technical Education, Montessori, etc.) 25%
is near a higher number of non-MPS schools (within 1 mile) 4%
has more students enrolled who live in the neighborhood 8%
has more economically disadvantaged students enrolled 18%
has higher enrollment and a higher utilization rate 16%
has lower enrollment and a lower utilization rate 5%

Programmatic Investment: Implementation Planning Considerations

- Schools identified for programmatic investment could be assessed based on their potential to fill gaps in citywide program offerings.
- Programmatic decisions at the school level could be shaped in collaboration with that school community.
- MPS could implement marketing efforts to increase visibility of new program offerings and highlight opportunities for stakeholder engagement in the program design process.

Implementation timeline likely to be three years: a planning year, the program start year, and a review in year three.

Building Investment: Strategy Candidate Group

Candidate Group School Characteristics

- One of the following utilization rate statuses:
  - Below 50% but growing enrollment trend over last 5 years
  - Below 50% but not within 1 mile of another underutilized school
  - Below 100% or projected to be below 100% within next 10 years
- Composite Building Score of 5 or below

• Two or more specialty program offerings

Aligns to These Guiding Principles

Minimize disproportionate impacts
Equitable resource allocation
Appropriately staffed schools
Improve access to high quality buildings with appropriate spaces
Ensure long-term financial sustainability
Strengthen the role of schools as community hubs

School Name	School Type
Academia de Lenguaje y Bellas Artes (ALBA)	K-8
Albert E. Kagel School	K-8
Allen-Field School	ES
Audubon MS & HS	MS/HS
Bay View Montessori School - Upper	K-8
Craig Montessori School	K-8
Forest Home Avenue School	ES
Golda Meir School - Lower	ES
Green Tree Preparatory Academy	HS
Lincoln Avenue School	ES
Lloyd Barbee Montessori School	ES
Milwaukee German Immersion School	ES
Milwaukee Parkside School for the Arts	K-8
Milwaukee School of Languages	HS
Milwaukee Spanish Immersion School - Lower	ES
Milwaukee Spanish Immersion School - Upper	ES
Obama School of Career & Technical Education	HS
Richard Kluge School	ES
Victory K-8 & Milwaukee Italian Immersion School	K-8

Building Investment: Draft Metrics Stakeholder Feedback

Feedback from the Fall Stakeholder Survey highlights these metrics as critical factors in prioritizing schools within the building investment strategy candidate group.

A school should be prioritized for building investment if it…
has less gym and cafeteria space than other schools..... 9%
has a poor building condition (needs repairs/upgrades or uses a lot of energy) 32%
is near a higher number of non-MPS schools (within 1 mile) 3%
has more students enrolled who live in the neighborhood 11%
has more economically disadvantaged students enrolled 14%
has higher enrollment and a higher utilization rate..... 26%
has a lower enrollment and a lower utilization rate 5%

Building Investment: Implementation Planning Considerations

• As outlined in MPS administrative policies, engagement with a school community and its students is a critical component of navigating the design and construction process.
• There may be opportunities to explore grants and federal funding to extend MPS capital resources.
• Additional local capital funding would likely be necessary to fully update all MPS school buildings facilities to 21st century K-12 education and building standards.
• Implementation timeline likely to be three years: a planning year, a design year, and a construction year.

Building & Programmatic Investments: Strategy Candidate Group

Candidate Group School Characteristics

• One of the following utilization rate statuses:
  o Below 50% but growing enrollment trend over last 5 years

- o Below 50% but not within 1 mile of another underutilized school
- o Below 100% or projected to be below 100% within next 10 years

• Composite Building Score of 5 or below
• Two or more specialty program offerings

Aligns to These Guiding Principles

Improve access to high quality programming
Minimize disproportionate impacts
Equitable resource allocation
Appropriately staffed schools
Improve access to high quality buildings with appropriate spaces
Ensure long-term financial sustainability
Strengthen the role of schools as community hubs

School Name	School Type
Albert Story School	K-8
Benjamin Franklin School	K-8
Byron Kilbourn School	ES
Clara Barton School	ES
Dr. Benjamin Carson Academy of Science	K-8
Dr. Martin Luther King Jr. School	K-8
Engleburg School	ES
Fifty-Third Street School	K-8
Frances Brock Starms Early Childhood Center	ES
Grant Gordon Learning Center	ES
Grantosa Drive School	K-8
Hampton School	ES
Hartford Avenue University School	K-8
Henry David Thoreau School	K-8
James E. Groppi High School	HS
Louisa May Alcott School	K-8
Lowell P. Goodrich School	ES
Manitoba School	K-8
Maple Tree School	ES
Milwaukee Sign Language School	K-8
Morse Middle School	MS
Parkview School	ES
Ralph Waldo Emerson School	ES
Samuel Clemens School	ES
Thurston Woods Campus	K-8
Townsend Street School	K-8
Trowbridge Street School of Great Lakes Studies	K-8

Building Addition: Strategy Candidate Group

Candidate Group School Characteristics

• Utilization rate above 100% and projected to remain above 100% for next 10 years
• No capacity for students at schools within 1 mile
• Site capacity for campus exp

Guiding Principles Alignment

Rightsizing to address over and under-utilization issues
Improve access to high quality programming
Equitable resource allocation
Improve access to high quality buildings with appropriate spaces
Ensure long-term financial sustainability

Strengthen the role of schools as community hubs

School Name	School Type
Academy of Accelerated Learning	ES
Alexander Mitchell Integrated Arts School	K-8
Eighty-First Street School	ES
Escuela Vieau	K-8
Greenfield Bilingual School	K-8
Honey Creek Charter School	ES
Humboldt Park School	K-8
James Fenimore Cooper School	K-8
Jeremiah Curtin Leadership Academy	K-8
Mary McLeod Bethune Academy	K-8
Morgandale School	K-8
Ninety-Fifth Street School	ES
Whittier School	ES

Building Addition: Draft Metrics Stakeholder Feedback

Feedback from the Fall Stakeholder Survey highlights these metrics as critical factors in prioritizing schools within the building addition strategy candidate group.

A school should be prioritized for a building addition if it…

has less gym and cafeteria space than other schools 9%
has a poor building condition (needs repairs/upgrades or uses a lot of energy) 15%
is near overutilized MPS schools and could be expanded to reduce overcrowding at nearby schools 15%
is near a higher number of non-MPS schools (within 1 mile) 2%
has a lower number of dedicated specialty classrooms (art, music, science, etc.) 14%
has minimal or no self-contained special education programs 6%
has more students enrolled who live in the neighborhood 7%
has more economically disadvantaged students enrolled 7%
has higher enrollment and a higher utilization rate 24%

Building Addition: Implementation Planning Considerations

• To preserve capital funding, MPS could first explore non-capital solutions through enrollment policy changes/amendments or programmatic initiatives.
• MPS could identify strategies to minimize future enrollment growth after construction if it continues with the building addition option.
• MPS could conduct site assessment and engage with school community and students to determine critical space needs that might address program deficiencies.
• Implementation timeline likely to be three years: a planning year, a design year, and a construction year.

Site-Specific Evaluation of Alternative Options: Strategy Candidate Group

Candidate Group School Characteristics

• Utilization rate above 100% and projected to remain above 100% for next 10 years
• One of the following capacity statuses:
  o Capacity for students at schools within 1 mile
  o No capacity for students at schools within 1 mile and no site capacity for expansion

–OR

• Other unique circumstances

Guiding Principles Alignment

None

School Name	School Type

Bay View Montessori School - Lower	ES
Bradley Technology and Trade School	HS
Fairview School	K-8
Fernwood Montessori School	K-8
Gilbert Stuart School	ES
H.W. Longfellow School	K-8
Hawley Environmental School	ES
La Escuela Fratney	ES
Lowell International Elementary School	ES
Luther Burbank School	K-8
Marvin Pratt Elementary School	ES
Maryland Avenue Montessori School	K-8
Milwaukee High School of the Arts	HS
Reagan College Preparatory High School	HS
Rogers Street Academy	K-8
Rufus King International High School	HS
The Alliance School of Milwaukee	HS

Closure/Merger: Strategy Candidate Group

Candidate Group School Characteristics

- Utilization rate below 50%
- Five-year declining enrollment trend
- Within 1 mile of another underutilized school

Guiding Principles Alignment

Rightsizing to address over and under-utilization issues
Improve access to high quality programming
Equitable resource allocation
Appropriately staffed schools
Improve access to high quality buildings with appropriate spaces
Ensure long-term financial sustainability
Strengthen the role of schools as community hubs

Cluster	School Name	School Type
1	Brown Street Academy	ES
	Clarke Street Academy	K-8
	Siefert School	ES
	Starms Discovery Learning Center	K-8
2	Auer Avenue School	ES
	Hopkins Lloyd Community School	ES
	Jackson Elementary School	ES
3	Dr. George Washington Carver Academy	K-8
	Oliver Wendell Holmes School	K-8
4	Andrew S. Douglas Middle School	MS
	Keefe Avenue School	ES
	Robert M. LaFollette School	K-8
5	William T. Sherman School	K-8

Steering Committee review could be the likely next step for closure/merger strategy candidate group schools.

Closure/Merger: Strategy Candidate Group – Reassigned Schools

- These schools were initially in the closure/merger strategy candidate group
- After additional evaluation, these schools were reassigned to the site-specific evaluation of alternative options strategy candidate group

• This additional evaluation step will be repeated for each school in every strategy candidate group to ensure all critical data and factors are considered

School Name	School Type
Hi-Mount Community School	K-8
James Madison Academic Campus	HS
Lincoln Center of the Arts	MS
Milwaukee Marshall High School	HS
Project STAY High School	HS
Roosevelt Creative Arts Middle School	MS
Rufus King International Middle School	MS
Transition High School	HS
Washington HS of Information Technology	HS
Westside Academy	ES
William Cullen Bryant School	ES

Closure/Merger: Strategy Candidate Group – Geographic Context

• The majority of closure/merger cluster candidates are in School Board Districts (SBDs) 4 and 5 where there are the greatest amounts of excess student capacity

• SBDs 4 and 5 are the only SBDs where both the student enrollment and the number of students residing are well below the available student capacity

• The remaining closure/merger cluster candidates are in SBD 3 near the border of SBD 4, and share similar characteristics with the candidates in SBD 4

Closure/Merger Strategy: Example Approaches

• There is a range of approaches that can be explored for a school cluster should closure/merger strategy implementation be considered

• Closure/merger implementation within a cluster could result in one or more of the other schools in that same cluster being reassigned to a new strategy candidate group

• For instance, a school initially in the closure/merger strategy candidate group could be reassigned to an investment strategy candidate group, potentially as a top candidate to balance overall impact

Example Approaches

Approach A: Two schools close/merge into two receiving schools.
Approach B: Three schools close/merge into one receiving school.
Approach C: One school closes/merges into three receiving schools.

Closure/Merger: Draft Metrics Stakeholder Feedback

Feedback from the Fall Stakeholder Survey highlights these metrics as critical factors in prioritizing schools within the closure/merger strategy candidate group.

A school should be prioritized for a building addition if it…

has less gym and cafeteria space than other schools 4%
has a poor building condition (needs repairs/upgrades or uses a lot of energy) 22%
is near overutilized MPS schools and could be expanded to reduce overcrowding at nearby schools 18%
is near a higher number of non-MPS schools (within 1 mile) 5%
has a lower number of dedicated specialty classrooms (art, music, science, etc.) 6%
has minimal or no self-contained special education programs 9%
has more students enrolled who live in the neighborhood 9%
has more economically disadvantaged students enrolled 5%
has higher enrollment and a higher utilization rate 32%

Closure/Merger: Implementation Planning Considerations

• To ensure appropriate allocation of district support and resources for impacted school students, families and staff, MPS could limit the number of closures/mergers per year.

• MPS facilitation and support of collaboration between closing/merging and receiving schools could help students, families and staff throughout the planning year.

• Early engagement with potentially impacted communities could help MPS better evaluate possible alternative use options for closing school buildings.

• Implementation is expected to take three years, with the first year for planning, the second year to start the program, and a review in the third year.

Draft Additional Evaluation Factors

To prioritize schools within strategy candidate groups, MPS is also evaluating these factors:
• Building amenities (elevator, wheelchair ramp, production kitchen, etc.)
• Outdoor amenities (athletic field/court, playground, etc.)
• Additional programs and services (K3 classes, childcare, etc.)
• Size and proportion of classrooms
• Neighborhood safety concerns
• Recent and ongoing building investments • Student demographics
• Community amenities (public parks, pedestrian walkways, etc.)
• Suitability for alternate use (recreation center, office space, etc.)
• Environmental conditions (proximity to highways, industrial sites, etc.)
• Changes in city population patterns

Fall Town Hall attendees and Fall Stakeholder Survey respondents were shown this list and asked, "What other factors do you think should be considered?"

Most common response themes:
1. Community history and projected impacts
2. Student and staff safety
3. School building historical significance
4. Americans with Disabilities Act compliance
5. Short- and long-term cost impacts

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy5.01 - Facilities

Fiscal Impact Statement

This item does not authorize expenditures.

Director O'Halloran moved to refer this item to the Committee on Accountability, Finance and Personnel and direct the Administration to bring forward a recommendation for next steps with regard to creating and implementing the committees.

The gavel was passed to Director O'Halloran at 7:20 p.m. and returned to Vice-President Gokalgandhi at 7:26 p.m.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.
Noes – None– 0.

* * * * *

(Item 5) Action on a Request for a Title I Part A ED-Flex Waiver

Background

The Administration seeks your approval to request an ED-Flex waiver from the Department of Public Instruction (DPI) that would allow us to exceed the 15 percent carryover limit for Title I, Part A funds. According to the Every Student Succeeds Act (ESSA), local education agencies (LEAs) with Title I, Part A allocations over $50,000 are restricted to carrying over only 15 percent of these funds.

The U.S. Department of Education has granted DPI the authority to waive specific requirements under the Every Student Succeeds Act (ESSA), enabling greater flexibility for LEAs in meeting their unique needs. By securing this waiver, Milwaukee Public Schools (MPS) would have the opportunity to carry over more than the standard limit, allowing us to allocate these funds more effectively toward initiatives that enhance our students' academic performance.

We believe this request is justified and necessary for our ongoing efforts to improve services provided to Milwaukee resident students attending private schools. Therefore, we respectfully ask for your support in pursuing this waiver.

The full waiver write-up was distributed under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy3.05 - Fund Carryover

Fiscal Impact Statement

The fiscal impact is that $8,570,508.75 in Title I, Part A funds would be carried over.

Implementation and Assessment Plan

Upon Board approval the Administration will submit the ED-Flex written request to the Wisconsin Department of Public Instruction.

Recommendation

The Administration recommends the Board approves the submission of the Ed-Flex waiver to the Wisconsin Department of Public Instruction.

Director O'Halloran moved to approve the submission of the Ed-Flex waiver to the Wisconsin Department of Public Instruction.

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.
Noes – None– 0.

* * * * *

(Item 6) Action on a Request to Approve the 2024-25 (FY25) Proposed Fall Budget Adjustments to the Adopted FY25 Budget

Background

The Wisconsin Department of Public Instruction (DPI) certified school districts' aid amounts on October 15, 2024. Since the institution of revenue limits, it has been routine to amend the District's annual budget at this point in the fiscal year in order to adjust projections to actual revenue and enrollment. These changes require adjustments to revenues and expenditures, as well as technical adjustments to the proposed 2024-25 budget as adopted by the Milwaukee Board of School Directors (Board) on June 3, 2024.

Attachment (2), distributed under separate cover, summarizes the recommended fall changes to the budget adopted in June 2024, based on current data and the priorities established in the Board's three goals of academic achievement; student, family, and community engagement; and effective and efficient operations.

Attachment (3) provides the proposed budget resolutions, including the total budget amount and the portion of tax levy for the School Operations Fund, the Construction Fund, and the Extension Fund. The final board-adopted budget resolution will be transmitted to the Common Council of the City of Milwaukee for adoption as prescribed by State Statutes, sections 119.46 and 119.48, prior to the adoption of the City's budget in November 2024.

In accordance with Board Rule 1.14(3)(g), a recorded affirmative vote of two-thirds of the Board's membership will be necessary to request tax funds or the sale of bonds for the purpose of school construction.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy3.01 - Annual Operating Budget

Fiscal Impact Statement

Approval of the proposed fall budget changes as outlined in Attachment 1 will result in a total budget, including estimated categorical grants, of $1,485,178,058, based upon current law and revenue-limit calculations.

Implementation and Assessment Plan

Upon the Board's approval, the adjustments will be made to the 2024-25 budget.

FY25 Budget Adjustment Update

Key Takeaways

- MPS will maintain all educational services and staff as budgeted for the 2024-25 school year
- The state aid overpayment correction will be absorbed by using fund balance

Budget Process

Spring FY25 Proposed Budget

- Proposed budget was prepared in Spring 2024
- Planning
- School community meetings
- Principal and administration meetings to balance requests and resources
- Proposed budget was presented to the Board and passed June 2024

Fall FY25 Budget Adjustment

- Spring budget is reviewed and adjusted based on several factors:
- Enrollment
- State aid
- Revenue limits

MPS Structural Financial Challenges

- Revenue limits prevent the district from raising additional funds
- State funding continues to lag behind inflation
- One-third reimbursement for Special Education services

- End of federal ESSER funding
- Referendum funds absorbed many services
    - General school district revenues per pupil lag inflation by more than $3,300 since 2009.
    - National teacher shortage
    - Fewer children born in Milwaukee, reflecting a national trend
        - 10,357 children born in 2010, down to 8,690 in 2020, and to 7,893 in 2022

2024 Referendum Educational Services and Supports

- Authorized additional revenue that helped the district address financial challenges
- Prevented deep service reductions of 13% for schools and 26% for offices
- Allowed for a per pupil allocation increase from $4,073 to $5,000
- Supported a 4.12% cost of living adjustment
- Increased supply costs: $9.2 million
- Increased pension costs: $17.6 million
- Increased medical insurance costs: $6.3 million
- Increased facilities maintenance: $5 million
- Increased utilities costs: $1.5 million
- Increased capital lease costs: $8.3 million
- Extra hours for paraprofessionals in the classroom: $4.1 million
- Gender Identity and Inclusion and Restorative Practices: $1.8 million
- Black and Latino Male Achievement: $1.2 million
- Textbooks: $7 million
- Centrally funded Early Childhood Learning: $5.2 million
- Maintained art, music, and physical education programming: $33.5 million

Corrective Action Plan (CAP)

- Office of Finance is:
- Working to address challenges around
- Completing past audits
- Submitting critical reports to DPI while managing current year end deadlines
- Submitting grant claims
- Completing the annual fall budget adjustment
- Building accounting and reporting capacity
- Evaluating processes, assessing opportunities for improvement, and efficiencies

Fall Budget Adjustment

MPS State Aid Correction

- Reporting overstated MPS's financial needs resulting in the district receiving more state aid than entitled to in FY24
- DPI decreased the district's FY25 aid allocation to correct the overpayment
- Estimated correction on July 1 was $42.5 million
- The actual net impact announced October 15 was $9.5 million
- The negative impact on the budget was offset by increases in aid:
    - Statewide enrollment
    - Statewide spending trends

How MPS Addresses the One-Time Aid Reduction

- Property taxes will be levied to support the School Operations fund to preserve the district's revenue limit instead of for the Extension Fund by $10.9 million
- Use Extension Fund reserves to offset this aid correction without impacting educational services or Milwaukee Recreation operations
- No visible difference to taxpayers

Proposed Use of Fund Balance

• The administration is requesting to use fund balance to offset reduction of aid
• Fund balance should be preserved to maintain the district's financial position
• Supports educational services in in case of unforeseen costs
• Maintains credit rating

Fund Balance Policy

• Administration recommends developing and implementing policies to guide and limit the use of fund balance
• Administration will provide recommendations that monitors the district's financial position and maintain fund balances

Funding Central K3-K4 Classrooms

MPS believes in the importance of funding K3 and K4 classrooms:

- Created 22 classrooms at 17 locations for an approximate cost of $5.2 million
- ESSER funds were used to support the 2024–25 textbook adoption, allowing for the use of board funds to support K3 and K4 classrooms

Office Budget Adjustments

• Changes to offices are limited to critical expenditures and needs:

- Office of Academics
- Office of School Administration
- Office of Operations
- Office of Human Resources
- Office of Finance
- Office of Chief of Staff

Office of Academics

- $750,000 for Act 20 Literacy training
- $100,000 for new educators training
- $244,611 for two additional mentor teachers

Office of School Administration

- $250,000 for Title IX compliance efforts
- $-125,000 Manager III of School Safety Operations moved under Chief of Staff

Office of Human Resources

- $400,000 for increased support of visa exchange teachers
- $150,000 for supporting Alverno College teacher certification program
- $1 million for licensed, remote contracted teachers
- $300,000 for new, out-of-state teacher bonuses

Office of Finance

- $55,079 for salary adjustment for new hires
- $97,780 Title funded compliance position

Office of Chief of Staff

- $125,000 for Manager III of School Safety Operations

Offices Without Changes

- Office of Superintendent
- Office of Board Governance
- Office of Accountability and Efficiency
- Office of Communications

High-Level Impacts

- Drivers and Results
  - Enrollment
  - Tax Levy by Fund
  - Total Expenditure Budgets

Enrollment

Enrollment Summary

Enrollment Category	FY24 Third Friday Enrollment	FY25 Third Friday Enrollment	FY24 to FY25 Difference	FY24 to FY255 Difference
MPS Traditional & Instrumentality Charter Schools	58,136	58,152	16	0.03%
Alternative / Partnerships / Other sites	892	801	-91	-10.20%
Non-Instrumentality Charter Schools	7,595	6,891	-701	-9.27%
Subtotal	*66,623*	*65,844*	*-779*	*-1.17%*
Chapter 220 in Suburbs	217	102	-115	-53.00%
Open Enrollment in Suburbs	5,368	4,745	-623	-11.61%
Total	*72,208*	*70,691*	*-1,517*	*-2.10%*

- It is important to know that enrollment is always a snapshot in time
- Enrollment at traditional and instrumentality charter schools have stabilized since declines related to COVID-19
- Across all enrollment types, the district's enrollment fell by 1,517, or by 2.1%
- One MPS non-instrumentality charter closed

Tax Levy Impact

All-Fund Tax Levy

Fund Category	FY25 (June)	FY25 (October)	Difference June to October	June to October % Change
Operations	$369,939,750	$381,465,266	$11,525,516	3.1%
Construction	15,000,000	14,449,619	-550,381	-3.6%
Extension	29,870,928	18,895,793	-10,975,135	-37%
Total Statutory Funds	*$414,810,678*	*$414,810,678*	*$0*	*0.0%*

- The property tax levy under control of Milwaukee Board of School Directors remains same as approved by Board in spring budget process

All Funds – Expenditure Budget Table

Budget Change Spring to Fall

Fund Category	Spring FY24	Fall FY25	Difference	Percentage
Operations	$1,166,739,797	$1,168,076,263	$1,336,466	0.1%
Construction	19,100,000	18,549,619	-550,381	-2.8%
Extension	37,629,856	37,629,856	0	0%
Total Statutory Funds	*$1,233,469,653*	*$1,224,255,738*	*$786,085*	*0.1%*
Categorical	246,993,412	260,922,320	13,928,908	5.6%
Total All Funds	*$1,470,463,065*	*$1,485,178,058*	*$14,714,993*	*1%*

* * *

Budget Resolutions

Recommendation

The Administration recommends the Board adopt the fall budget changes as proposed, and that the annual budgetary resolutions be adopted as indicated in Attachment 2 to this item. The budgetary resolutions read as follows:

School Operations Fund

BE IT RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $1,228,132,038 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2025 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that $1,228,132,038 will be required for the operations of the Milwaukee Public Schools and that a total of $381,465,266 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2025, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Extension Fund

BE IT RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of $37,629,856 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2025 Fiscal Year, and that $18,895,793 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2025, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Construction Fund

BE IT RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $18,549,619 will be required for the 2025 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $14,449,619 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2025, said amount to be in addition to the money received from other miscellaneous sources.

Director O'Halloran moved to divide the question in order to give separate consideration to the Construction Fund resolution. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.
Noes – None– 0.

On the question of the fall budget adjustments and on the adoption of the resolutions for the School Operations and Extension funds, Director Siemsen moved approval. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.
Noes – None– 0.

On the question of the adoption of the resolution on the Construction fund, Director Leonard moved approval. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.
Noes – None– 0.

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ITEMS DEFERRED

Having been previously deferred, the Board returned to the following items:

1. Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation

2. Action on a Request to Retire to Closed Session Relative to an Employee Who Disregarded a Board Directive and Legal Advice

Director O'Halloran moved to retire to closed session:

on Item One, pursuant to Wisconsin Statute 19.85(1)(g); and

on Item Two, pursuant to Wisconsin Statutes 19.85(1)(b),(c), (f), and (g).

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 7.
Noes – None– 0.

The Board adjourned from closed session at 9:14 p.m., taking no action.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 31, 2024

Regular meeting of the Board of School Directors called to order by President Herndon at 5:31 p.m.

Present — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 6.
Absent and Excused — Directors Herndon and Jackson – 2.

Before commencing with the agenda, Vice-President Gokalgandhi asked for a moment of silence to commemorate the passing of the following members of the MPS community:

- Monte Edmond, a Student from Obama
- Kristine Goff, a retired School Kitchen Manager from Story School
- De'Khai Horton, a Student from Westside Academy
- Rebecca Hull, a retired Teacher from Burroughs Middle School
- Desiree Jarvis-Sartin, a Student from North Division
- Ethan Martinez, a Student from Spanish Immersion
- Marquell Newburn, a Student from Wedgewood
- Francine Oglesby, a retired Educational Assistant from Genesis High School
- Lamar Parish, a Student from Washington
- Jaylen Sloan, a Student from Hampton
- Hattie Thomas, a retired Teacher from Milwaukee Environmental Science
- Carole Zandron, a retired Paraprofessional from Stuart School

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of September 2024 were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report, with Possible Action, from the Superintendent of Schools

Background

Each month, the Interim Superintendent presents a report to the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. This report serves as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academic achievements, and outline areas where gains and growth are noted, ensuring that both successes and challenges are transparently communicated.

The content is aligned with the 2023-2028 Strategic Plan initiatives, ensuring that the reporting remains consistent with our overarching goals and vision. Through these updates, we aim to keep all stakeholders informed and engaged in our mission to advance the district's priorities.

Strategic Plan Key Initiatives:

- Rightsizing the District
- Student Achievement and Graduation
- Staff-Morale & Professional Learning
- Special Projects

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy2.10 - Administrative Reports

The Interim Superintendent presented an oral report.

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REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

Monthly Report

Superintendent Search

October has been a busy month for the superintendent search. We have conducted more than 50 focus groups, virtual and in person, and have also facilitated 25 one-on-one conversations with community leaders and elected officials. The HYA update is attached to this month's Board item. I want to thank all the people who took time to share their thoughts. One of the highlights for me was the student focus group, and tonight we have a couple of students to share a bit about their experience participating in the process.

Fast Facts

This month we instituted a weekly update called "Fast Facts" from the Board of School Directors. This resulted from conversations with President Herndon, who shared that we must find a way to get the facts out there regarding the ongoing work of the Board and District. Each week, we collaborate with Administration, our Legislative Policy Manager, our communications team, and our Board President to

identify what facts need to be shared. We then work with our communications partner to put these facts into a document that is quick and easy to read. We send these out via E-Notify (the city notification service), press releases, posting on our webpage, and emails to Board members and Administration so they can also share them as needed.

Findings Report

I have completed the first three months in the role, and as promised in my entry plan, I'd like to share a few of my findings, progress towards urgent goals, and considerations for the next steps.

Meet, Listen & Learn/ Stakeholder Engagement

Over the past three months, I have met with and/or had conversations with numerous constituents, central office staff, administrators, and business partners. I have also had one-on-one meetings with team members in the Office of Board Governance, a representative from DPI, and with all Board members to better understand the needs of this office, the district and this role. One of the key themes that I heard in those conversations was a need for increased communication and transparency. I have made it my aim to support the district with consistent and open communication, internally and externally, and to ask direct questions when there is any doubt.

I have spoken to several community members who have been feeling unheard and have been speaking about these frustrations at Board meetings or on social media. This led to some of the changes to Board meetings and to how we are sharing information.

Through the superintendent search process, the facilities meetings and the SRO conversations, I have had the opportunity to engage in discussions with several elected officials to gain their perspectives and to share some of the district perspectives.

I also learned about the changing needs of the Office given new technologies, different demands, and current political trends. As a result of these things, the number of records requests we are processing on a weekly basis has almost doubled.

The desire for increased communication and the changes in the ways people prefer to receive information have also led us to put more emphasis on this need in our staffing, planning and contracted services. We recently adopted new software that will allow us to create newsletters that integrate with email systems using HTML technology to produce beautiful, integrated emails.

We have a new organizational chart for the Office of Board Governance that reflects the needs of the office and outlines reporting dynamics. We have also identified team and individual goals for everyone in the Office of Board Governance. We are currently working on a chart that outlines the duties and responsibilities of each role so that this information is clear to the team, the Board and constituents.

Fill Vacancies & Adopt Quick Fixes

The onboarding of our new Executive Administrative Assistant has improved office efficiencies and communication, and our new Planning Assistant is fast at work supporting Board members with communications, events and meeting preparations. We have also made offers to candidates for the last two open positions in the Office of Board Governance. We hope to be able to say that we are fully staffed in the coming month. A special thank you to Pepper Lamothe for her efforts in this regard.

Superintendent Search

We successfully selected a firm, completed the contract, and kicked off the superintendent search. This has been a whirlwind of work, given the timeline for the search. Attendance in focus group meetings has been low, however survey responses have been better, and one-on-one conversations have generated thoughtful information for the development of a candidate profile.

Review of Governance Documents and Current Practices

I have spent a lot of time reviewing and learning how the governance processes work. We made some quick changes to the scripts of meetings to improve community relations. A couple of examples include moving the public testimony ahead of the board deliberation and clarifying expectations for public testimony.

One of the challenges that had been made clear by the Board before I even started was the need to review and update policies. The Governance team and the Administrative team met with representatives from Neola to determine if their services could be a good solution for our district's policy management. That item

is before the Board tonight for consideration, and if adopted, we will begin the work of updating all our policies starting in December. This partnership will also allow us to keep our policies and resolutions on an easily searchable interface, which will create greater accessibility for those who need them. While we work to make that transition, we will continue to work with the administration and our city attorneys to update policies as required by law or as needed for effective operations.

Another area of opportunity is our records retention. Most of our systems are paper-based and take up a lot of time, space and resources. We are moving to digital records retention, where possible, to save on printing costs and to create greater work efficiency. Given the number of records that are processed on a regular basis through our office, this is a big task, but it is one that the entire office has committed to. I could not have inherited a better team!

Finally, we are working towards creating some clarity around the effects of resolutions versus policies and will bring forward some language that will clarify when and how to use each to govern over the work of the district.

Celebrations and Next Steps

Some celebrations to highlight in the Office of Board Governance:

All vacancies have been posted, interviews have been conducted and offers have been made to preferred candidates.

We have dramatically reduced the turnaround time for records requests.

Monthly board member newsletters are back, and we are, once again, supporting proactive board communications.

All team members in the Office of Board Governance have been trained in how to use ChatGPT.

We are now hosting a monthly professional development opportunity for our team in the Office of Board Governance.

Our team has worked with the IT team to set the framework for using SharePoint as a hub for office documents and records.

Next Steps

• Review policies and procedures through an equity-focused lens and develop systems and practices to center equity, inclusion and transparency in governance

• Initiate Neola update of policies and procedures (pending Board approval)

• Continue progress on records-keeping system and file moves to Office365

• Take the Superintendent search to the next phase – profile development and first round interviews

• Develop a mechanism for ongoing feedback for the Office of Board Governance

• Support the Board in the development of evaluation policy and protocols for the evaluations of the Superintendent, Board Clerk and Senior Director of the Office of Accountability and Efficiency

• Update the Board training manual and provide renewed opportunities for Board development

* * *

Update on Superintendent Search

The HYA team has provided the following update on the search for a superintendent:

Engagement

Interviews

Individual interviews have been scheduled with all Board Members, Board Candidate for District 4, Interim Superintendent, MPS Foundation, Milwaukee Mayor, Milwaukee County Exec, NAACP, Wisconsin State Superintendent, Wisconsin Governor.

As of October 19, 2024 - 13 individual interviews have been completed with three remaining

Focus Groups

Group interview sessions have been scheduled for elected officials, MPS central services staff, students, all staff, community groups, city services, parents, community members, business community, and union leadership.

As of October 19, 2024 - 11 group interviews have been completed with four remaining

ZOOM / Virtual Sessions - Sessions have been scheduled for families, parents, caregivers, staff, and community and various times throughout the dates.

As of October 19, 2024 - 16 ZOOM sessions have been conducted with eight remaining

Survey

The online survey is provided in eight languages. Originally scheduled to close on 10/20/24, the survey will remain open until 10/30/24 to encourage stakeholders to complete the survey. The district will need to push the survey link out through all of their social media platforms and other methods to communicate with students, families, community and residents.

As of October 17, 2024 a total of 712 stakeholders have participated in the MPS Superintendent Search Survey.

The breakdown is as follows:

4 Certified Staff	240
4 Parents	166
4 Support Staff	107
4 Administration	73
4 Students	69
4 Community Members	57

District Profile Leadership Report

The HYA search team will present the District Profile Leadership Report, a summary of the engagement findings, to the MPS Board of School Directors on November 21, 2024 in open session.

Recruitment

Job Postings

The MPS superintendent job posting has been posted or will be posted on the following sites:

HYA website
Association of Latino Administrators and Superintendents (ALAS)
WI School Leadership Center
HYA National Advertising Package
National Alliance of Black School Educators (NABSE)

Closing Date - The deadline for candidates to apply is November 30, 2024.

Recruiting

The HYA search team is currently reaching out to potential candidates and encouraging them to apply. We will be vetting and pre-screening the candidates as we receive applications.

Applications - As of 10/17/24, there are four completed applications in the Board Portal and an additional four candidates have started the application process in Frontline but have not yet completed all of the application materials or submitted their application. It's important to note that most candidates will apply toward the end of the job posting and there is still over one month for candidates to apply for this position.

Present Slate of Candidates to the MPS Board of School Directors

The HYA search team will present the slate of candidates to the MPS Board of School Directors on December 17, 2024.

First Round Interviews

First round interviews will be conducted on Saturday, January 11, 2025.

Finalists Day in District

The three finalists will spend a full day in the district on January 27, 2025. Candidates will tour a few schools and conduct meet-and-greets throughout the day. Stakeholders that attend the meet-and-greets will

be provided a QR code and feedback forms to provide input to the MPS Board of School Directors on the finalists.

Final Interview

Final interviews will be conducted by the MPS Board of School Directors on January 28, 2025

Comments from Search HYA Team

The consultants would like to mention that participation in group interviews and ZOOM sessions has been extremely low and therefore results may not be generalizable to any population. Participants in the group sessions however, have been very sincere and informative and their input is valuable for understanding the strengths and challenges of MPS and the desired characteristics of the new superintendent.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

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(Item 2) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

Gov. Tony Evers and the Wisconsin Department of Administration announced the state of Wisconsin ended Fiscal Year (FY) 2024 with a positive balance of $4.6 billion. In addition, the state saw its 'rainy day' fund (Budget Stabilization Fund) increase to a record-high $1.9 billion. An additional state fiscal update will be provided in November. The Department of Public Instruction's state budget proposal is also expected in November.

In 2023 The School Levy Tax Credit related to MPS was $68,569,045.91. The credit effectively reduces the school district's levy impact by that amount as is applied after the school district sets its levy.

Statewide the levy credit will increase by about 6%. A 6% increase applied to the Milwaukee school district levy credit, would put the credit in the neighborhood of $72 million in 2024. The school levy credit is delivered to municipalities on November 20.

Local and State level updates will be provided as warranted.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

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(Item 3) Consideration of and Possible Action on Performance Evaluation Data Relative to the Interim Superintendent of Schools

Background

Pursuant to Wisconsin Statutes 19.85(1)(c), the Board may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in closed session for the purpose stated above.

If the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may return to open session to proceed with its agenda or the Board may adjourn from the closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.04 - Executive Sessions

Recommendation

The recommendation is that the Board determine how it wishes to proceed.

This item was deferred to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE, The attached report includes activities from late September through mid-October.

Accountability and Efficiency Services

Between September 15, 2024, and October 19, 2024, Accountability and Efficiency Services completed six constituent inquiries and satisfied two impartial hearing officer (IHO) requests.

The OAE also provided guidance via templates to the Office of Communications and School Performance, Research, Assessment and Data, used to modify the School Improvement Plan (SIP) document district-wide for the current academic year (2024-2025).

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP was approved by the Board on June 13, 2024 and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

During this period, the CCS team focused on enhancing the Historically Underutilized Business (HUB), Communities in Need (COIN), and Student Engagement programs. Highlights include:

CCS staff attended the American Contract Compliance Association's National Training Institute (NTI), where one team member earned the Master Compliance Administrator certification after completing 84 CEUs. The training provided valuable insights into Diversity, Equity, and Inclusion in contracting, HUB compliance best practices, and industry trends.

On October 2nd and 9th, CCS participated in career fairs at Ronald Reagan College Preparatory High School and MPS Skilled Trade and Technical Career Fair, engaging with students and promoting our internship opportunities.

CCS continues to build partnerships with internal departments and sponsors to expand these efforts. We remain dedicated to supporting the District's implementation of Administrative Policies 3.10 and 3.13, reinforcing our commitment to compliance and student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period of September 14, 2024, through October 16, 2024, include:

Audit Completions and Activities

Corrective Action Plan Updates: Updated Board Rule sent to City Attorney for their review in August 2024 and awaiting their input

- Issued two school audits
- Currently five new principal school audits underway
- Issued Accounts Payable Audit
- Issued three Special Investigative reports
- Reviewed one charter school external auditor's report
- Developed Expulsion Audit presentation to be presented at October 2024 AFP meeting
- Conducting several ongoing investigations resulting from Fraud Hotline tips
- Provided analysis to Procurement Department on contract invoicing matter
- Chief Auditor, a member of the Association of Local Government Auditors (ALGA) Peer Review Committee (PRC) attended the Fall 2024 ALGA PRC meeting

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented two expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director O'Halloran moved to accept the reports of the Independent Hearing Officers of October 1, 2024, 9:00 a.m. and October 28, 2024, 10:00 a.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 6.
Noes — None - 0.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items from the Committee on Accountability, Finance, and Personnel.

Item One, Listening Session on the Implementation of School Resource Officers (SROs) as a Result of ACT 12, has been set aside at the request of the Administration.

Item Five, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days, has been set aside at the request of the Administration.

Item Six, Action on a Request to Approve Prevailing Wages, has been set aside pursuant to Board Rule 1.14.

On the motion of Director Siemsen, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 6.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Garcia presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Listening Session on the Implementation of School Resource Officers (SROs) as a Result of ACT 12

Background

Historical Timeline:

On February 29, 2024 the Administration shared this update:

On June 20, 2023, the State of Wisconsin passed Act 12 which reads, "Beginning January 1, 2024, the school board of the 1st class city school district that is located in the 1st class city shall ensure that not fewer than 25 school resource officers (SRO) are present at schools within the school district during normal school hours and that school resource officers are available during before-school and after-school care, extracurricular activities, and sporting events as needed."

In response, Milwaukee Public Schools has been in discussion with stakeholders, including student groups, the Milwaukee Teachers' Education Association (MTEA), the Administrators and Supervisors Council (ASC), district staff, community members, and the Milwaukee Police Department (MPD). The goal has been to develop a plan, in partnership with MPD, that redefines the previous role of the school resource officer in MPS.

In addition to working with local stakeholders, MPS conducted site visits at public schools in Washington, DC; Atlanta, GA; Fulton County, GA; and Bibb County, GA. During these visits, district representatives observed school resource officer programs that implement a variety of practices focused on improving relationships between schools, law enforcement, youth, and the greater community.

To date, no financial agreement has been reached between the parties responsible for implementing Act 12. The Administration will update on its progress toward the implementation of Act 12.

On August 29, 2024 the Administration updated the Board on the following:

• Status of an MOU between MPS and MPD

• Next steps for implementing an SRO plan

October 22, 2024:

The Administration will review the information previously shared while providing additional details regarding the MPS safety team and the requirements of ACT 12.

Important facts that will be shared are:

• MPS has a safety team of nearly 300 staff

• MPS is ready to implement an SRO program as soon as officers are made available

• MPS does not hire school resource officers – these officers work for the Milwaukee Police Department

• MPS is in communications with the National Association of School Resource Officers

• MPS was not a part of the shared revenue agreement discussions that included the requirement to reimplement School Resource Officers

• MPS did not receive funds from the 200 million dollars the city received as part of the shared revenue agreement which resulted in the implementation being an unfunded mandate on the district

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy2.10 - Administrative Reports

Committee's Recommendation

Your Committee reports having given public hearing on this item.

The Administration requested that the Board continue its consideration of this item in closed session. The item was deferred to the end of the meeting.

* * * * *

(Item 2) Follow-up with Possible Action on Resolution 2425R-001 on the Relocation of Carmen High School

Background

At the April 23, 2024, Regular Board Meeting, Resolution 2425R-001 by Director Zombor on the Relocation of Carmen High School was introduced and referred to the Committee on Accountability, Finance and Personnel (AFP). The Resolved portion of the resolution reads as follows:

> RESOLVED, That the Milwaukee Board of School Directors directs the Administration to give immediate notice of non-renewal for the Carmen leases at the Walker Complex at 1712 S 32nd Street and Pulaski at 2500 West Oklahoma Avenue, both set to expire at the end of the 2025-26 school year; and, be it

FUTHER RESOLVED, That the Administration work with Carmen to offer alternative MPS building space lease options that would not require a co-location of an instrumentality charter or traditional MPS school for the start of the 2026-27 school year.

On May 21, 2024, the AFP Committee recommended this item be carried over to the June Committee on Accountability, Finance and Personnel.

On June 25, 2024, the AFP Committee recommended this item be carried over to the October Committee on Accountability, Finance and Personnel.

Carmen's lease expires June 30, 2026. Carmen is actively engaged in the construction of a new facility; scheduled completion is prior to the start of the 2026-27 school year. However, if unforeseen construction delays occur, it is requested that Carmen be allowed to request a new or extended MPS lease option not to exceed one year with a minimum of a one year advanced request, ensuring students are not displaced at the start of the 2026-2027 school year.

The Administration recommended that the Board

1. approve Resolution 2425R-001, as modified; and

2.determine how it wishes to proceed, relative to leasing options.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy5.01 - Facilities

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends:

1. adoption of Resolution 2425R-001, as modified;

2. that the Board direct Administration to bring back a new lease proposal with Carmen Schools, if needed, that sufficiently addresses the concerns of both host schools (ALBA and Pulaski)

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Update with Possible Action on Resolution 2324R-007-Audit Review of Expulsion Process

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

On February 29, 2024, the Milwaukee Board of School Directors approved Resolution 2324R-007-Audit Review of Expulsion Process. The scope of this audit included a review of the expulsion process including expelled students, early reinstatement students, and revocation of early reinstatement students for the period of July 1, 2022, to January 31, 2024 if applicable.

Our review concluded that the Department of Student Services has guidelines, policies, procedures, and controls in place for the district to review, recommend, and approve student expulsion. The process is

adequate as designed and operated in accordance with the state statues and district administrative policies and procedures.

Scope

- Review period 07/01/22 to 01/31/24.
- Review expelled, early reinstatement, and revocation of early reinstatement students.

Objectives

- Do policies, procedures, guidelines, and manuals exist for the district to follow for student expulsion?
- Are the district's policies, procedures, guidelines, and manuals for student expulsion in compliance with the Wisconsin State Statues?
- Do the district's expulsion processes agree to the Wisconsin statutory requirements?
- Do the district's early reinstatement and revocation of early reinstatement processes agree to the Wisconsin statutory requirements?

What We Did To Address The Audit Objectives

- Held meetings with the departmental director, manager, and staff as necessary throughout the audit process.
- Conducted interviews with the departmental manager and staff.
- Reviewed the state statues and district administrative policies and procedures.
- Reviewed the departmental guideline and manual also known as internal controls related to student expulsion.
- Reviewed supporting documents including student expulsion records and listened to the expulsion recordings for the sample tested.

Areas Where the Department Excels

- The Department of Student Services has guidelines, policies, procedures, and controls in place for the district to review, recommend, and approve student expulsion.
- The process is adequate as designed and operated in accordance with the state statues and district administrative policies and procedures.
- Student expulsion records are well maintained and made available upon request.
- The department provide training for school administrators and Central Services staff that support school-based discipline.

Recommendations, best practices, and the Administration's response to the audit are detailed in the full report. Said report (Audit #2025-005) is attached to the minutes of your Committee's meeting and has also been published on the district website.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.12 - Board Audits: Annual Plan and Coordination

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Our review identified certain enhancements that can be made to further strengthen the processes, and our recommendations and best business practices are noted in the audit report presented this evening.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Resignations and Retirements, Affirmative Action

Classified Personnel Transactions

In accordance with action taken by the Board on August 1, 1972, (Proc. pp. 82-83) concerning the approval of personnel transactions relating to classified employees, the Interim Superintendent presents the attached report to the Board recommending the appointments and promotions, to be effective as of the dates indicated.

Name	Position	Date	Salary
	NEW HIRES		
2 Viennetta Adams	Building Service Helper I	09/09/2024	$17.88/hr
2 Eboneke Barksdale	Building Service Helper I	09/23/2024	$17.88/hr
2 Calvin Beamon	Building Service Helper I	09/09/2024	$17.88/hr
2 Joshua Germany	Building Service Helper I	09/23/2024	$17.88/hr
2 Robert Lesure Jr	Building Service Helper I	09/23/2024	$17.88/hr
2 Tony Martin	Building Service Helper I	09/09/2024	$17.88/hr
4 Rosalba Sandoval	Building Service Helper I	09/09/2024	$17.88/hr
2 Cordell Simmons	Building Service Helper I	09/09/2024	$17.88/hr
2 Damarion Thomas	Building Service Helper I	09/23/2024	$17.88/hr
2 Montajia Walker	Building Service Helper I	09/23/2024	$17.88/hr
2 Maurekus Williams	Building Service Helper I	09/09/2024	$17.88/hr
2 Edriana Brooks	Children's Health Assistant	08/27/2024	$22,103.36
2 Jadda Burdine	Children's Health Assistant	09/23/2024	$22,103.36
2 Drakeylia Cook	Children's Health Assistant	09/16/2024	$25,662.76
2 Ityunna Cooper	Children's Health Assistant	08/28/2024	$25,662.76
2 Lauren Davis	Children's Health Assistant	09/03/2024	$24,239.49
2 Morlisha Eason	Children's Health Assistant	09/30/2024	$25,787.05
2 Marquita Hicks	Children's Health Assistant	09/23/2024	$24,239.49
2 Ina Howard	Children's Health Assistant	08/28/2024	$24,951.12
2 Brittany Johnson	Children's Health Assistant	08/27/2024	$24,951.12
2 Monica Johnson	Children's Health Assistant	08/28/2024	$24,239.49
2 Shavonne Louis	Children's Health Assistant	08/29/2024	$24,951.12
2 Melanie Luter	Children's Health Assistant	09/30/2024	$22,103.36
2 Arletha Moss	Children's Health Assistant	09/23/2024	$26,375.61
4 Cecelia Munoz	Children's Health Assistant	09/16/2024	$22,815.00
2 Tristen Norwood	Children's Health Assistant	08/27/2024	$22,103.36
2 Tierra Outlaw	Children's Health Assistant	08/27/2024	$24,239.49
2 Michaela Sanders	Children's Health Assistant	08/27/2024	$26,375.61
2 Jayla Sterling	Children's Health Assistant	09/23/2024	$22,103.36
2 Nasharee Turnbull	Children's Health Assistant	09/30/2024	$22,103.36
2 Iyonna Washington	Children's Health Assistant	09/03/2024	$22,103.36
2 Felicia Akins	Food Service Assistant	09/09/2024	$17.88/hr
5 Nancy Alsheshani	Food Service Assistant	08/27/2024	$18.95/hr
4 Jeannette Areizaga	Food Service Assistant	09/30/2024	$17.88/hr
3 Nasreen Azmat	Food Service Assistant	09/09/2024	$17.88/hr
4 Ivonne Bautista	Food Service Assistant	09/09/2024	$17.88/hr
2 Latasha Brackett	Food Service Assistant	09/30/2024	$18.41/hr
2 Loletha Caldwell	Food Service Assistant	09/09/2024	$17.88/hr
2 Ozell Carson	Food Service Assistant	09/03/2024	$21.63/hr
4 Diana Castro	Food Service Assistant	08/27/2024	$17.88/hr
2 Kurtina Colbert	Food Service Assistant	09/30/2024	$17.88/hr
2 Glenda Coleman	Food Service Assistant	08/27/2024	$17.88/hr
2 Willie Cook	Food Service Assistant	08/27/2024	$18.95/hr
2 Erica Dancey	Food Service Assistant	09/10/2024	$17.88/hr

Name	Position	Date	Salary
2 Shavonna Daniels	Food Service Assistant	09/09/2024	$18.95/hr
2 Brandon Davis	Food Service Assistant	09/09/2024	$17.88/hr
6 Kathleen Frothingham	Food Service Assistant	09/30/2024	$17.88/hr
2 Rikkita Grover	Food Service Assistant	09/10/2024	$17.88/hr
2 Cynthia Hankins	Food Service Assistant	09/03/2024	$17.88/hr
2 Mykiela Hoskins	Food Service Assistant	08/27/2024	$17.88/hr
2 Veronica Howard	Food Service Assistant	09/09/2024	$17.88/hr
2 Dwight Hughes	Food Service Assistant	09/09/2024	$17.88/hr
2 Kalvin Hurt	Food Service Assistant	09/09/2024	$17.88/hr
2 Khali Jackson	Food Service Assistant	08/27/2024	$17.88/hr
2 Chasity Kilpatrick	Food Service Assistant	09/30/2024	$17.88/hr
2 Jacqueline Love	Food Service Assistant	09/30/2024	$17.88/hr
5 Andrew Macquarrie	Food Service Assistant	08/27/2024	$19.49/hr
4 Valerie Martinez Vasquez	Food Service Assistant	08/27/2024	$17.88/hr
2 Desiree McClinton	Food Service Assistant	09/03/2024	$21.10/hr
2 Lisa McCoy	Food Service Assistant	08/27/2024	$17.88/hr
2 Lenda McGowan	Food Service Assistant	09/09/2024	$19.49/hr
2 Alycia Moore	Food Service Assistant	09/09/2024	$17.88/hr
2 Chaszmin Murphy	Food Service Assistant	08/27/2024	$17.88/hr
4 Wilberto Porto	Food Service Assistant	09/09/2024	$18.95/hr
4 Freddy Rivera Bones	Food Service Assistant	08/27/2024	$18.41/hr
2 Carolyn Robbins	Food Service Assistant	08/16/2024	$21.10/hr
2 Diamonique Sanders	Food Service Assistant	09/30/2024	$17.88/hr
1 Raven Simmons	Food Service Assistant	08/28/2024	$20.02/hr
2 Ashley Smith	Food Service Assistant	09/09/2024	$17.88/hr
3 Glenna Smith	Food Service Assistant	08/27/2024	$17.88/hr
2 Audreyana Spinks	Food Service Assistant	08/27/2024	$20.02/hr
2 Sandra Tiller	Food Service Assistant	09/09/2024	$17.88/hr
2 Kelly Triggs	Food Service Assistant	09/09/2024	$17.88/hr
2 Tatianna Williams	Food Service Assistant	08/27/2024	$17.88/hr
2 Victoria Williams	Food Service Assistant	09/09/2024	$18.95/hr
2 Michelle Willis	Food Service Assistant	09/03/2024	$18.95/hr
4 Hector Cruz	IT Service Technician	09/16/2024	$60,412.05
4 Jessica Arreguin De Huaracha	Paraprofessional – Parent Involvement	09/23/2024	$29,624.35
2 Kerry Walton	Paraprofessional – Parent Involvement	09/16/2024	$29,624.35
6 Rasha Abduljalil	Paraprofessional	09/16/2024	$25,921.31
5 Andrea Rose Acker	Paraprofessional	09/09/2024	$26,028.55
5 Penelope Arvanetes	Paraprofessional	09/23/2024	$24,400.98
5 Benjamin Audevart	Paraprofessional	09/09/2024	$29,624.35
4 Elizabeth Azpeitia	Paraprofessional	09/30/2024	$26,028.55
5 Ruby Lou Balotovsky	Paraprofessional	09/09/2024	$22,760.79
2 Markeivia Black	Paraprofessional	08/16/2024	$22,218.26
2 Yolanda Bonds	Paraprofessional	09/16/2024	$22,218.26
5 Sussan Brettingen	Paraprofessional	09/23/2024	$23,580.88
2 Tyeana Buford	Paraprofessional	09/30/2024	$22,218.26
5 Nicole Carney	Paraprofessional	09/23/2024	$23,580.88
2 Lioneal Clay	Paraprofessional	09/23/2024	$22,218.26
2 Angela Cosey	Paraprofessional	09/16/2024	$22,218.26
2 Rose Ann Cross	Paraprofessional	09/16/2024	$32,280.20
2 Brandy Davis	Paraprofessional	09/09/2024	$22,218.26
2 Nyomi Davis	Paraprofessional	09/16/2024	$22,218.26
5 Riley Dziewik	Paraprofessional	08/19/2024	$22,218.26
2 Briyanna Ellis Ware	Paraprofessional	09/09/2024	$22,218.26
4 Marisol Fonseca	Paraprofessional	09/16/2024	$22,218.26
2 Jasmine Freeman	Paraprofessional	09/16/2024	$22,218.26
2 Takeyla Gee	Paraprofessional	09/30/2024	$22,218.26

Name	Position	Date	Salary
7 Joshua Gray	Paraprofessional	08/27/2024	$29,624.35
2 Ezekiel Hibbler	Paraprofessional	09/09/2024	$23,580.88
4 Ibama Ibanez	Paraprofessional	09/30/2024	$22,218.26
2 Peggy Jackson	Paraprofessional	09/16/2024	$28,476.22
5 Crosbie Kowalski	Paraprofessional	09/09/2024	$22,218.26
5 Autum Krutina	Paraprofessional	09/09/2024	$22,218.26
2 Jasmine Love	Paraprofessional	09/16/2024	$22,218.26
2 Daijanae Lovett	Paraprofessional	09/23/2024	$23,580.88
5 Steven Mathie	Paraprofessional	09/09/2024	$22,218.26
2 Makayla Mayon	Paraprofessional	09/30/2024	$22,218.26
2 Ebiani McFadden	Paraprofessional	09/16/2024	$22,218.26
5 Daniel McLaughlin	Paraprofessional	09/09/2024	$22,218.26
5 Roy Nichols	Paraprofessional	09/09/2024	$28,476.22
5 Adam Nowaczynski	Paraprofessional	09/30/2024	$22,218.26
5 Catherine Nowak	Paraprofessional	09/23/2024	$22,218.26
2 Wendlaviim Ouedraogo	Paraprofessional	09/16/2024	$22,218.26
4 Alejandro Parra	Paraprofessional	09/30/2024	$22,218.26
4 Beatriz Pena	Paraprofessional	09/09/2024	$22,218.26
4 Argelia Perez Rubio	Paraprofessional	09/30/2024	$24,400.98
2 Jameelah Reynolds	Paraprofessional	09/16/2024	$22,218.26
2 Tiffany Richardson	Paraprofessional	09/30/2024	$22,760.79
2 Dominique Robinson	Paraprofessional	09/09/2024	$22,218.26
3 Ashley Schiller	Paraprofessional	09/23/2024	$22,218.26
5 Madison Smith	Paraprofessional	09/16/2024	$23,580.88
2 Catera Stanfield	Paraprofessional	09/16/2024	$22,218.26
2 Patricia Diggins	School Safety Assistant	08/27/2024	$28,658.91
2 Khionna Thompson	Paraprofessional	09/09/2024	$22,218.26
2 Janelle Tyler Schroeder	Paraprofessional	09/09/2024	$22,218.26
2 Lachelle Whitehead	Paraprofessional	09/09/2024	$22,218.26
2 Janacia Williams	Paraprofessional	09/16/2024	$22,218.26
4 Alexa Romero	Paraprofessional – Hourly	09/09/2024	$19.80/hr
2 Dexter Verner	Paraprofessional – Hourly	09/30/2024	$19.80/hr
2 Jeffrey Bell	School Nursing Associate	09/16/2024	$47,309.12
2 Linda Hodges Scott	School Nursing Associate	09/16/2024	$51,182.48
2 Donniesha Bell	School Safety Assistant	09/12/2024	$28,658.91
2 Nadia Bennett	School Safety Assistant	09/12/2024	$28,658.91
2 Marquala Blackmore	School Safety Assistant	09/12/2024	$28,658.91
2 Valencia Burton	School Safety Assistant	09/16/2024	$28,658.91
2 Tiffany Carter	School Safety Assistant	09/12/2024	$28,658.91
2 Somiale Durant	School Safety Assistant	09/12/2024	$28,658.91
2 Nebraska Howard	School Safety Assistant	09/12/2024	$36,998.90
2 Winford Johnson	School Safety Assistant	09/12/2024	$28,658.91
2 Ashley Jones	School Safety Assistant	09/12/2024	$28,658.91
2 Laprincia Maclin	School Safety Assistant	09/12/2024	$28,658.91
2 Samara Miller	School Safety Assistant	09/12/2024	$28,658.91
5 Sarah Mueller	School Safety Assistant	09/12/2024	$31,549.18
2 Janae Petty	School Safety Assistant	09/12/2024	$28,658.91
2 Alexandria Reed	School Safety Assistant	09/12/2024	$28,658.91
2 Tavion Sandifer	School Safety Assistant	09/12/2024	$30,452.27
2 Nicholas Slayden	School Safety Assistant	09/12/2024	$28,658.91
2 Ashley Thompson	School Safety Assistant	09/12/2024	$28,658.91
2 Twannia Tolefree	School Safety Assistant	09/12/2024	$28,658.91
2 Ashley Williams	School Safety Assistant	09/12/2024	$30,452.27
2 Mishiah Williams	School Safety Assistant	09/12/2024	$28,658.91
4 Areli Luevano Roberto	Secretary I – 10 Month	09/23/2024	$29,606.75
2 Chantay Morris	Secretary I – 10 Month	09/18/2024	$29,606.75
2 Tiara Tobias	Secretary I – 10 Month	09/03/2024	$39,741.36
2 Shanice Crowley	School Kitchen Manager I	08/27/2024	$34,383.25
2 Shaneice Barnett	School Kitchen Manager Trainee	09/30/2024	$19.37/hr
3 Ammara Bashir	School Kitchen Manager Trainee	09/03/2024	$18.29/hr

Name	Position	Date	Salary
2 Lenieya Jones	School Kitchen Manager Trainee	09/16/2024	$18.83/hr
5 Denise Kohnke	School Kitchen Manager Trainee	09/09/2024	$18.29/hr
5 Josephine Kroon	School Kitchen Manager Trainee	09/03/2024	$22.59/hr
2 Lewis Lindsey Jr	School Kitchen Manager Trainee	09/09/2024	$18.29/hr
7 Kalimah Newson Duvall	School Kitchen Manager Trainee	09/16/2024	$20.44/hr
2 Rashad Rodgers	School Kitchen Manager Trainee	09/16/2024	$18.29/hr
5 Ellen Schulz	School Kitchen Manager Trainee	09/09/2024	$22.59/hr

PROMOTIONS

6 Joleen Fraser	Accounting Assistant III	09/30/2024	$65,936.00
4 Kehila Cruz Capdevila	Food Service Assistant	09/03/2024	$18.41/hr
5 Jenna Irish Stanley	Paraprofessional – Parent Involvement	08/27/2024	$34,704.74
2 Lena Brooks	Paraprofessional	09/16/2024	$26,848.65
2 Fay Nash Hazelwood	Paraprofessional	08/27/2024	$22,218.26
2 Thalia Salton	Paraprofessional	09/09/2024	$22,218.26
2 Stanley Shackelford	Paraprofessional	09/09/2024	$27,668.74
2 Jaziah Weston	Paraprofessional	09/09/2024	$22,218.26
2 Deovion Young	Paraprofessional	09/09/2024	$22,218.26
4 Tracy Lopez	Secretary I – 12 Month	09/16/2024	$38,662.87
2 Charnell Wells	School Engineer I	09/16/2024	$62,553.64
2 Natalie Sanders	School Engineer I	09/16/2024	$67,617.41
2 Ryan Jackson	School Engineer I	09/16/2024	$74,307.10
2 Catherine Clinton	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
2 Sonja Coleman	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
2 Wanda Delarosa	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
5 Deborah Deschler	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
2 Sarita Griffin	School Kitchen Manager Trainee	08/27/2024	$19.37/hr
5 Debra Hutwagner	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
2 Veneus McKinney Roberson	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
4 Thomas Orosco	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
5 Michelle Parr	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
2 Sheila Semons	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
5 Janeen Vanderboom	School Kitchen Manager Trainee	08/27/2024	$24.19/hr
2 Saleka Anderson	Social Work Aide II	08/27/2024	$21,671.43

REHIRES

2 Tyrone Lewis	Building Service Helper I	09/23/2024	$17.88/hr
2 Tiawanda Campbell	Children's Health Assistant	09/03/2024	$22,103.36
2 Tywona Cooper	Children's Health Assistant	09/23/2024	$27,800.10
4 Elisabeth Soto Ruiz	Children's Health Assistant	08/27/2024	$23,526.63
2 Ashia Turner	Children's Health Assistant	08/27/2024	$22,815.00
2 Teri Herford	Food Service Assistant	09/09/2024	$17.88/hr
2 LaTanya Kimmons	Food Service Assistant	09/09/2024	$17.88/hr
2 Ronda Rockett	Food Service Assistant	09/09/2024	$19.49/hr
5 James Annunziato	Paraprofessional	09/16/2024	$24,400.98
2 Gregory Bates	Paraprofessional	09/23/2024	$22,218.26
2 Eunicia Bowie	Paraprofessional	09/18/2024	$24,400.98
4 Hazel Cespedes	Paraprofessional	09/16/2024	$24,400.98
2 Dariana Davis	Paraprofessional	09/30/2024	$22,218.26
2 Deaduri Gales	Paraprofessional	09/16/2024	$22,218.26
2 Deanna Green	Paraprofessional	09/16/2024	$29,624.35
2 Justin Landrum	Paraprofessional	09/16/2024	$22,218.26
5 Antje McClellen	Paraprofessional	09/09/2024	$25,208.46
5 Abbey Pahlisch	Paraprofessional	09/23/2024	$22,218.26
2 Carmelita Perry	Paraprofessional	09/30/2024	$22,218.26
5 Nancy Jean Pieper	Paraprofessional	09/09/2024	$22,218.26
2 Jeffrey Rhodes	Paraprofessional	09/16/2024	$30,116,41

Name	Position	Date	Salary
2 Ariana Washington	Paraprofessional	09/09/2024	$22,218.26
2 Brianna Wright	Paraprofessional	09/23/2024	$22,218.26
2 Raivaughn Clark	School Safety Assistant	09/12/2024	$29,372.77
2 Tinisha Jones	School Safety Assistant	09/12/2024	$29,372.77
2 Erica Ramsey	School Safety Assistant	09/12/2024	$28,658.91

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

nr, 4	Alcala,Matthew AMP HPE	01/BA	$52,827.70	9/9/2024
r,2	Annor,Linda DAY TO DAY TEACHER	01/BA	$72,242.12	8/27/2024
nr,2	Benner,Brenda J EARLY CHILDHOOD- SPEC ED	01/MA	$96,813.48	9/9/2024
r,4	Chamorro Soto,Katiria DAY TO DAY TEACHER	01/BA	$52,827.70	9/23/2024
nr,5	Dennee,Alex GEN ELEM & K8 - ALL GRADES	01/BA	$52,827.70	8/27/2024
r,2	Djan,Isaac AMP ART	01/MA	$62,839.09	8/27/2024
nr,2	Harris,Dedric L MULTICATEG. COMP. SEN	01/BA	$85,831.59	9/16/2024
nr,2	Kwaw,Patrick SCIENCE	01/MA	$96,813.48	8/27/2024
r,5	Malkowski,Gareth A MATHEMATICS	01/BA	$72,242.12	9/23/2024
r,2	Onyango,Jenipher EARLY CHILDHOOD- SPEC ED	01/BA	$85,831.59	8/27/2024
nr,4	Quezada,Ana C GEN ELEM & K8 - ALL GRADES	01/BA	$56,710.58	8/27/2024
nr,5	Retzlaff,John SOCIAL STUDIES	01/BA	$52,827.70	8/27/2024
nr,2	Richards,Corrine V SPEC ED MULTICATEG.	01/MA	$77,702.67	8/27/2024
nr,5	Sheetz,Abigail MUSIC	01/BA	$52,827.70	9/16/2024
nr,4	Suarez,Miannette Yari GEN ELEM & K8 - ALL GRADES	01/BA	$64,476.35	4/12/2024
r,1	Traversie,Yuki E GEN ELEM & K8 - ALL GRADES	01/BA	$83,890.71	9/16/2024
r,2	Whitmore,Benjamin A SPEC ED MULTICATEG.	01/BA	$80,007.89	9/9/2024
r,2	Williams,Hyacinth BUSINESS ED	01/BA	$74,183.00	8/27/2024
r,2	Yawson,Samuel SCIENCE	01/MA	$86,195.99	8/27/2024
nr,5	Zimmer,Joseph T. MULTICATEG. COMP. SEN	01/BA	$83,890.71	8/27/2024

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER

nr, 5	Adams,Bethany EARLY CHILDHOOD- SPEC ED	XX/4W2	$52,827.70	8/27/2024
r,4	Aviles,Julissa R SPEC ED MULTICATEG.	XX/4W2	$52,827.70	9/9/2024

nr,5	Bender,Jacob GEN ELEM & K8 - ALL GRADES	XX/4W2	$52,827.70	9/9/2024
nr,2	Blocker,Bo SPEC ED MULTICATEG.	XX/4W2	$52,827.70	9/16/2024
nr,2	Bradley,Javin GEN ELEM & K8 - ALL GRADES	XX/4W2	$51,888.74	9/9/2024
r,2	Brown,LeShaundria AMP MUSIC	XX/4W2	$52,827.70	9/9/2024
nr,4	Contreras,Marcelly SPEC ED MULTICATEG.	XX/4W2	$52,827.70	8/27/2024
r,2	Dodd,Nikiya Q GEN ELEM & K8 - ALL GRADES	XX/4W2	$52,827.70	8/27/2024
r,5	Eagon,Gabriel GEN ELEM & K8 - ALL GRADES	XX/4W2	$52,827.70	8/27/2024
r,5	Entzminger,Amy L DAY TO DAY TEACHER	XX/4W2	$51,888.74	9/9/2024
r,5	Essex,Jesse D GEN ELEM & K8 - ALL GRADES	XX/4W2	$52,827.70	9/9/2024
r,4	Fernandez,Jhoanna FOREIGN LANGUAGE	XX/4W2	$52,827.70	8/27/2024
nr,4	Godkin,Yosmary C EARLY CHILDHOOD- SPEC ED	XX/4W2	$52,827.70	8/27/2024
r,2	Gordon,Kya TITLE I SCHOOLWIDE	XX/4W2	$52,827.70	9/9/2024
r,4	Guerra Lopez,Carina Mirena EARLY CHILDHOOD- SPEC ED	XX/4W2	$52,827.70	8/27/2024
r,2	Howard,Tonisha L TECHNICAL SERVICES	XX/4W2	$52,827.70	9/9/2024
r,5	Michael,Samuel EARLY CHILDHOOD- SPEC ED	XX/4W2	$52,827.70	9/9/2024
r,2	Mullins,Jermyer GEN ELEM & K8 - ALL GRADES	XX/4W2	$51,888.74	9/9/2024
nr,2	Ogunyemi,Boladale GEN ELEM & K8 - ALL GRADES	XX/4W2	$52,827.70	8/27/2024
r,2	Oludare,Gbenga MULTICATEG. COMP. SEN	XX/4W2	$52,827.70	8/27/2024
r,2	Omoruyi,Moses SPEC ED MULTICATEG.	XX/4W2	$52,827.70	8/27/2024
r,2	Ottor,Nwamaka J GEN ELEM & K8 - ALL GRADES	XX/4W2	$52,827.70	8/27/2024
r,2	Paige,LeJanee GEN ELEM & K8 - ALL GRADES	XX/4W2	$51,888.74	9/16/2024
nr,5	Pietrzak,Agatha EDUCATIONAL OPERATIONS	XX/4W2	$51,888.74	9/16/2024
r,2	Quadri,Yusuf O MATHEMATICS	XX/4W2	$52,827.70	8/27/2024
r,2	Rodriguez,Quade G GEN ELEM & K8 - ALL GRADES	XX/4W2	$51,888.74	9/9/2024
nr,5	Schramm,Laura MATHEMATICS	XX/4W2	$52,827.70	9/9/2024
nr,5	Shea,Peter MATHEMATICS	XX/4W2	$52,827.70	9/16/2024
r,5	Weber,Ethan GEN ELEM & K8 - ALL GRADES	XX/4W2	$52,827.70	8/27/2024

nr,5	Zabors,Katharine J GENERAL OPERATIONS	01/MA	$79,826.85	8/27/2024

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER W/LICENSE

nr,4	Blanco,Sharit FOREIGN LANGUAGE	01/BA	$56,710.58	8/27/2024
r,2	Ehinju,Olajumoke M GEN ELEM & K8 - ALL GRADES	01/MA	$77,702.67	8/27/2024
nr,4	Medina-Cordova,Indania SPEC ED MULTICATEG.	01/MA	$79,826.85	9/23/2024
nr,4	Murillo,Jeny BILINGUAL EDUCATION	01/MA	$71,332.40	8/27/2024
r,2	Olaolu,Olubukola GEN ELEM & K8 - ALL GRADES	01/BA	$74,183.00	8/27/2024
nr,5	Rusch,Alexis SPEC ED MULTICATEG.	01/BA	$64,476.35	9/16/2024
r,5	Cohen,Matthew R SCIENCE	XX/4W2	$52,827.70	9/9/2024
nr,4	Delgand,Yara BILINGUAL EDUCATION	XX/4W2	$52,827.70	8/27/2024

ACTION ON CERTIFICATED APPOINTMENTS -LIBRARY MEDIA SPECIALIST

r,4	Stella,Andrea V LIBRARY	01/2FB	$55,317.33	9/9/2024

ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL COUNSELOR

nr,5	Guerra,Allison GUIDANCE	01/MA	$67,085.18	9/23/2024
r,5	Hill,Monique D GUIDANCE	XX/4W2	$52,827.70	9/19/2024

ACTION ON CERTIFICATED APPOINTMENTS -SPEECH PATHOLOGIST

r,5	Hausman,Evyn SPEECH PATHOLOGY	01/SLP	$59,457.73	8/30/2024

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
Teachers	24	38	1	26	0	14	21	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	24	38	1	26	0	14	21	0	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave September 2024 Jean Sauceda	Riverside	September 24, 2024

Personal Leave October 2024:		
Michell Robertson	Itinerant	October 17, 2024
Personal Leave November 2024:		
Amanda Almquist Shrubb	Itinerant	November 11, 2024
Personal Leave December 2024:		
Gina DacQuisto	Maryland Avenue	December 20, 2024

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Retire	23.8	5	Sherry Anderson	Teacher	Honey Creek	11/01/2024
Retire	26.7	5	Jennifer Barton	Teacher	Cooper	10/29/2024
Retire	2.0	2	Ida Butler	Teacher	Congress	09/19/2024
Other Dist	0.1	4	Stephanie Calzada	Teacher	Pulaski	09/23/2024
Personal	1.0	1	Khalil Capers	Teacher	River Trail	08/27/2024
Retire	32.0	2	Tanya Daniel	Teacher	Central Svcs	09/27/2024
Personal	11.1	5	Michael Dossett	Teacher	Burdick	10/11/2024
Retire	36.0	5	Lynn Greb	Sr Director	Recreation	01/31/2025
Personal	0.1	7	Nathaniel Hecimovich	Teacher	MACL	08/31/2024
Personal	1.9	5	Marlise Kuehn	Teacher	Elm	09/14/2024
Other Dist	1.1	5	Rachel Leckie	Teacher	Carson Acad	09/27/2024
Personal	1.1	5	Rachel Lewis	Teacher	WCLL	09/20/2024
Personal	11.6	2	Demetrius Moore	Teacher	Townsend	08/27/2024
Other Dist	7.0	2	Shaprice Moore	Teacher	Auer	09/23/2024
Retire	16.1	5	Margaret Roushar	Teacher	Parkview	11/04/2024
Retire	28.0	5	Gina Sanfelippo	Teacher	MACL	10/17/2024
Personal	1.0	2	Kiearra Vann	Teacher	Metcalfe	08/28/2024
Personal	0.1	5	Emily Zimmer	Teacher	Vincent	09/20/2024
Classified Resignations						
Retire	37.7	2	Calvin Abney	Safety Asst	School Safety	11/29/2024
Personal	2.0	2	Elizabeth Amigon	Para	Fairview	09/18/2024
Personal	9.0	5	Carolyn Atwell	Para	Burbank	09/16/2024
Personal	0.1	3	Mohammad Bakhtyari	Boiler Att	Central Svcs	10/05/2024
Personal	0.6	2	Kimyattah Bell	FSA	Westside Acad	10/18/2024
Personal	36.6	5	Lance Berg	Para	Gaenslen	09/09/2024
Personal	11.9	5	David Breen	Driver	Central Svcs	09/17/2024
Personal	0.1	2	Loletha Caldwell	FSA	Rogert St	10/16/2024
Personal	4.6	2	Tiawanda Campbell	CHA	MACL	09/19/2024
Personal	5.0	4	Nairobys Caraballo	Para	Audubon MS	09/04/2024
Other Work	5.1	5	Stephanie Coman	CHA	Audubon HS	10/04/2024
Personal	15.6	2	Latoya Davis	Para	Ronald Reagan	09/19/2024
Personal	24.9	5	Jennifer Dodridge	Para	Central Svcs	10/04/2024
Personal	1.6	2	Lakicia Douglas	Secretary I	Washington	09/05/2024
Retire	12.0	2	Beverly Driver	Insulator	Facilities & Maint	10/31/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	1.0	2	Ametrious Farmer	Para	Marshall	09/03/2024
Personal	0.1	4	Nilsa Gonzalez	Secretary I	Doerfler	09/24/2024
Personal	0.6	2	Kristopher Goodrum	Para	Parkside	09/21/2024
Other Work	0.1	2	Rikkita Grover	FSA	German Imm	09/13/2024
Personal	1.0	2	Heidi Jiles	Plan Asst	Central Svcs	08/31/2024
Personal	1.7	4	Teresa Llamosa	Para	Curtin	09/17/2024
Personal	6.0	5	Melissa Longoria	Para	Riley	08/27/2024
Personal	0.1	2	Lisa McCoy	FSA	Burbank	08/27/2024
Personal	8.0	5	Zhanna Michels	Para	Humboldt Park	10/01/2024
Other Work	9.8	2	Latasha Oates	FS Mgr Trn Hawley	10/02/2024	
Personal	11.6	4	Aida Ortiz	Para	Lincoln Ave	09/30/2024
Other Work	1.0	5	Abbey Pahlisch	Para	Townsend	09/30/2024
Personal	0.9	5	Samantha Pigg	Para	Stuart	08/27/2024
Personal	1.7	2	Gregory Renfro	Safety Asst	School Safety	09/03/2024
Personal	1.0	2	Marla Reynolds	Para	95th Street	10/11/2024
Personal	8.0	5	Shantel Richardson	Secretary I	River Trail	10/04/2024
Retire	37.8	5	Elizabeth Rivera	Secretary I	Honey Creek	10/25/2024
Personal	0.1	2	Carolyn Robbins	FSA	Bethune	09/18/2024
Personal	9.9	7	Radney Rodgers	Para	Manitoba	10/11/2024
Personal	5.1	5	Laura Rostermundt	Para	AAL	11/01/2024
Personal	0.4	5	Venera Rozani	Para	Curtin	08/27/2024
Personal	7.2	4	Karina Ruiz Huesca	Secretary I	Ronald Reagan	08/27/2024
Personal	2.8	5	Michael Simmons	Para	Riverside	09/27/2024
Personal	0.9	2	Kalita Smith	Para	Keefe	10/03/2024
Other Work	0.5	2	Kenyonia Smith	BSH I	Vincent	09/26/2024
Other Work	1.0	5	Hayden Sokolowski	Para	Humboldt Park	09/13/2024
Personal	0.1	2	Audreyana Spinks	FSA	Doerfler	09/21/2024
Personal	3.0	5	Amber Storm	Para	Meir	10/17/2024
Personal	2.8	2	Ishmael Swain	Para	Washington	09/04/2024
Personal	5.8	3	Shilpa Talwalker	Para	Emerson	09/04/2024
Retire	30.7	2	Shawn Thompson	Engineer I	Project STAY	11/29/2024
Other Work	0.1	2	Sandra Tiller	FSA	Central Svcs	10/01/2024
Personal	2.9	2	Patricia Whitehurst	Para	Kilbourn	10/25/2024
Personal	1.1	5	Kristie Williams	Para	Audubon HS	09/27/2024
Personal	1.0	5	Thomas Wirth	Para	Clemens	09/20/2024
Other District – 3 (Classified – 0 Certificated – 3)						
Other Work – 7 (Classified 7 – Certificated – 0)						
Personal – 47 (Classified 39 – Certificated – 8)						
Retirement – 11 (Classified 4 – Certificated – 7)						

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

The Interim Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(2)(r)	Terry Strong	Manager I, Student Discipline Office of the Chief of School Administration	Sch 03, Range 11A $135,384
(5)(r)	Paul Zajichek	Special Services, Regional Manager Office of the Chief of Academics	Sch 03, Range 12A $132,500
(4)(nr)	Rocio Trejo	Director I, Bilingual & Multicultural Education Office of the Chief of Academics	Sch 03, Range 14A $125,500
(5)(nr)	Jason Wilke	Supervisor I, Recreation Specialist Office of the Chief of Operations	Sch 03, Range 09A $123,205
(5)(nr)	Robert Latterman	Manager I, Assessment Office of the Chief of Communications and School Performance	Sch 03, Range 11A $118,160
(2)(nr)	Alexander Brown	Coordinator II, Recreation Manager Office of the Chief of Operations	Sch 03, Range 07A $103,708
(5)(nr)	Tatiana Chaplin	Coordinator III, Planning and Budget Analyst Office of the Chief of Finance	Sch 03, Range 08A $101,691
(5)(nr)	Jamie Bergener	Employment Relations Specialist II Office of the Chief of Human Resources	Sch 03, Range 09A $94,007
(2)(r)	Dorian Anderson	Coordinator II, Recreation Manager Office of the Chief of Operations	Sch 03, Range 07A $88,350
(5)(r)	Michelle Ravin	Assistant Principal III, MacDowell Office of the Chief of School Administration	Sch 03, Range 12C $86,198
(2)(r)	Willie LaMar	Assistant Principal, Starms Office of the Chief of School Administration	Sch 03, Range 10C $80,127
(5)(nr)	Matthew Napoli	Assistant Principal, River Trail Office of the Chief of School Administration	Sch 03, Range 10C $78,556

(5)(r)	Kate Beazley	Planning Assistant II, College and Career Centers Office of the Chief of Academics	Sch 03, Range 02A $77,842
(2)(r)	Carlos Garner	Dean of Students Office of the Chief of School Administration	Sch 03, Range 06C $74,206
(2)(nr)	Brandon Hadnot-Walker	Associate II, Recreation Supervisor Office of the Chief of Operations	Sch 03, Range 04A $69,615
(5)(r)	Jennifer Langoehr	Associate II-Recreation Supervisor Office of the Chief of Operations	Sch 03, Range 04A $69,255
(5)(r)	Molly Weiland	Planning Assistant II, College and Career Centers Office of the Chief of Academics	Sch 03, Range 02A $61,239

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(nr)	Todd Gray	Budget Support Office of the Chief of Finance 09/30/24 to 12/31/24	$80.00
(5)(r)	Daniel Hennessey	Title IX Investigator Office of the Chief of School Administration 10/01/24 to 04/01/25	$50.00
(5)(r)	Kathleen Porter	Aquaponics Lab Coordinator Office of the Chief of School Administration 09/23/24 to 03/23/25	$40.00
(6)(nr)	Jessica Willis	College and Career Readiness Office of the Chief of Academics 09/17/24 to 03/17/25	$40.00
(2)(r)	Erika Banks	College and Career Readiness Office of the Chief of Academics 10/14/24 to 04/14/25	$40.00
(2)(r)	Teshona Marion	College and Career Readiness Office of the Chief of Academics 09/17/24 to 03/17/25	$40.00
(2)(r)	Barbara Henry	College and Career Readiness Office of the Chief of Academics 10/14/24 to 04/14/25	$40.00
(5)(r)	Jeanne DeMint	Student Services Supervisor Underfill Office of the Chief of School Administration 11/02/24 to 05/02/25	$40.00
(5)(r)	Lisa Robbins	Milwaukee Virtual Program Office of the Chief of School Administration 08/15/24 to 01/24/25	$40.00
(2)(r)	Patti Debow	Milwaukee Virtual Program Office of the Chief of School Administration 08/15/24 to 01/24/25	$40.00
(5)(r)	Christina Flood	Educational Pathway Office of the Chief of Academics 09/05/24 to 12/31/24	$40.00
(2)(r)	Sharitta Wicks	DFMS Work-Based Learning Specialist/Youth Apprenticeship Assistant Office of the Chief of School Administration 09/30/24 to 03/31/25	$40.00
(2)(r)	Rhonda Howard	Independent Hearing Officer Office of the Chief of School Administration 08/15/24 to 02/15/25	$40.00

(2)(r)	Angelena Terry	Independent Hearing Officer Office of the Chief of School Administration 08/15/24 to 02/15/25	$40.00
(2)(r)	Tosha Womack	Independent Hearing Officer Office of the Chief of School Administration 10/21/24 to 03/21/25	$40.00
(5)(nr)	Margaret Barrett	Interscholastic Athletics & Academics Special Project Office of the Chief of Operations 10/29/24 to 04/29/25	$40.00
(5)(r)	William Molbeck	Interscholastic Athletics & Academics Special Project Office of the Chief of Operations 10/29/24 to 04/29/25	$40.00
(2)(r)	Nebritt Herring	Independent Hearing Officer Office of the Chief of School Administration 08/15/24 to 02/15/25	$40.00
(6)(r)	Kathleen Krug	Expulsion Service Teacher Office of the Chief of School Administration 08/15/24 to 02/15/25	$40.00
(2)(r)	Sean Veternick	Science Lab Resource Instructor Office of the Chief of School Administration 08/26/24 to 02/25/25	$35.00
(5)(r)	Angela McManaman	School Website Project Office of the Chief of Communications and School Performance 09/30/24 to 02/28/25	$35.00
(2)(r)	Tiffany Hill	College and Career Readiness Office of the Chief of Academics 10/14/24 to 04/14/25	$32.00
(5)(nr)	Lawrence Murphy	Co-Advisor/Artist in Residence Office of the Chief of School Administration 09/03/24 to 01/13/25	$30.00
(2)(r)	Amy Bratel	Success Center Program Office of the Chief of School Administration 09/16/24 to 03/16/25	$30.00
(5)(r)	Paul Westfahl	Success Center Program Office of the Chief of School Administration 08/27/24 to 12/29/24	$30.00
(5)(r)	Ann Schwarten	IB Art Coaching Office of the Chief of School Administration 08/23/24 to 02/23/25	$30.00
(5)(r)	Sallyanne Krueger	Part – Time Reading Interventionist Office of the Chief of School Administration 10/09/24 to 03/21/25	$30.00
(5)(r)	Brett Fuller	ESSER Reporting Office of the Chief of Academics 10/01/24 to 10/31/24	$30.00
(2)(r)	Melissa Roenspies	Evaluation Teams Building Coordinator Office of the Chief of Academics 10/17/24 to 12/20/24	$30.00
(2)(r)	Lavenia Shorter	Safety Assistant Office of the Chief of School Administration 09/23/24 to 03/23/25	$22.00
(2)(r)	Autumn Coleman	School Climate & Culture Specialist Office of the Chief of School Administration	$25.00

09/03/24 to 02/28/25

R Resident
Nr Non-resident
1 Native American
2 African American
3 Asian/Pacific Islander
4 Hispanic
5 White
6 Other
Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Director O'Halloran moved to approve the Adminnistration's recommendation, as presented in the revised attachment. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 6.
Noes — None - 0.

* * * * *

(Item 6) Action on a Request to Approve Prevailing Wages

Background

Building trades workers employed at the Department of Facilities and Maintenance Services have historically been paid the prevailing wages, pursuant to the action of the Board on May 3, 1931 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules (currently Administrative Policy 6.21) and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Building trades workers employed at the Department of Facilities and Maintenance Services last received the prevailing wage rates effective July 2023.

Based on the need to remain competitive in the current market for building trades, the Administration recommends that the Board move forward with an updated prevailing wage structure for this unit.

Job Classification	FY24 Current Rate	FY25 MBCTC Prevailing Wage
Bricklayer	$ 44.96	$ 46.16
Bricklayer Chargeman	$ 48.45	$ 49.55
Building Laborer	$ 36.37	$ 36.67
Laborer Chargeman	$ 39.57	$ 41.01
Carpenter	$ 41.91	$ 44.10
Carpenter Chargeman	$ 44.01	$ 46.31

Job Classification	FY24 Current Rate	FY25 MBCTC Prevailing Wage
Electrician	$ 47.75	$ 49.48
Electrician Chargeman	$ 51.33	$ 53.19
Elev Constructor (BLDG)	$ 56.97	$ 59.41
Glazier	$ 43.44	$ 46.80
Locksmith	$ 41.91	$ 44.10
Locksmith Chargeman	$ 44.01	$ 46.31
Mach Maint Repairman	$ 46.09	$ 49.09
Mach Maint Chargeman	$ 47.84	$ 50.84
Painter	$ 39.09	$ 40.64
Painter Chargeman	$ 39.47	$ 41.02
Pipe Insulator	$ 42.48	$ 43.48
Insulator Chargeman	$ 44.61	$ 45.66
Plasterer	$ 39.98	$ 40.98
Plumber-Rest Jour. I	$ 49.87	$ 53.37
Plumber	$ 54.10	$ 57.60
Plumbing Chargeman	$ 57.35	$ 61.06
Roofer	$ 39.50	$ 41.50
Roofer Chargeman	$ 41.00	$ 43.00
Sheet Metal Worker	$ 53.03	$ 55.58
Sheet Metal Chargeman	$ 57.01	$ 59.75
Steamfitter	$ 53.22	$ 55.67
Steamfitter Chargeman	$ 55.88	$ 58.46

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy6.21 - Salary Schedules: Staff

Fiscal Impact Statement

The district will incur costs by paying covered employees the wages as proposed in this item. These positions and salaries were allocated for in the Department of Facilities and Maintenance Services budget as approved by the Board for FY25.

Implementation and Assessment Plan

Upon Board approval, the attached new wage rates shall be implemented as required.

Committee's Recommendation

Your Committee recommends that the Board approve the attached prevailing wage rates effective as of July 1, 2024.

Director O'Halloran moved to approve the Committee's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 6.
Noes — None - 0.

* * * * *

(Item 7) Action on Monthly Finance Matters: Report on Change Orders in Excess of $25,000; Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed $25,000.

Contract: C030403

The Stepping Stones Group LLC

On May 27, 2022, the Milwaukee Board of School Directors and The Stepping Stones Group LLC entered into Professional Services Contract number C030403 ("Contract"), with a term of July 1, 2022 through June 30, 2023, for physical and occupational therapy services. The Contractor will be used to deliver evaluation, development of IEPs with meaningful and measurable goals, development of intervention plans, direct and indirect therapeutic interventions, attendance at IEP-team meetings, consultation with staff members, and all related documentation. On May 25, 2023, the Board approved a one-year contract extension with a term of July 1, 2023, through July 31, 2024, and funds of $100,000. A Request to Change Contract (RCC) was approved to add funds of $47,589.50 for additional services.

Original Contract Amount: $100,000.00

Extension..... 100,000.00

RCC 47,589.50

Ending amount:..... $ 247,589.50

Contract: C030954

North Point Management LLC

On September 3, 2022, the Milwaukee Board of School Directors and North Point Management LLC entered into Professional Services Contract number C030954 ("Contract"), with a term of September 3, 2022, through November 30, 2023, for support services to Milwaukee Recreation for the Midnight League basketball program. These services include assigning WIAA level 4 or above and/or NCAA-approved basketball officials for all Midnight League athletic competitions. On June 2, 2023, a Request to Change Contract (RCC) was approved to extend the contract through November 30, 2024, and add funds of $19,125. On August 21, 2024, an RCC was approved to extend the contract through November 30, 25 and to add funds of $33,975.

Original Contract Amount: ..... $ 38,250.00

RCC 6/2/2023 ..... 19,125.00

RCC 8/21/2024 ..... 33,975.00

Ending amount:..... $ 91,350.00

Contract: C031861

COA Youth and Family Centers

On July 28, 2023, the Milwaukee Board of School Directors and Children Outing Association d/b/a COA Youth and Family Centers entered into Professional Services Contract number C031861 ("Contract"), with a term of August 1, 2023 through June 30, 2024to operate a Community Learning Center (CLC) at the direction of MPS to provide a safe place for MPS students and neighborhood children within the city of Milwaukee to participate in recreational and educational activities at Auer Avenue School, Doerfler School, O.W. Holmes School, Hopkins-Lloyd Community School, Lincoln Center of the Arts, and Westside Academy. On August 21, 2024, a Request to Change Contract (RCC) was approved to add the carryover amount to the contract.

Original Contract Amount: $672,250.00

RCC 8/212/2024.....25,595.00

Ending amount: $697,845.00

Monthly Financial Reports

The report on revenues and expenses; monthly expenditure control report; the report on contracts awarded with a value under $50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Audubon Technology and Communication Middle School	Milwaukee Bucks LLC	1,000.00	Bucks Educator of the Game
King High School	Jessica Wineberg	45.00	RKHS Rock Climbing Club
King High School	Sarah Ditzenberger	250.00	RKHS Rock Climbing Club
King High School	Jason Parry	528.00	RKHS Baseball Team
King High School	Tory Kress	1,627.13	RKHS Rock Climbing Club
King High School	Milwaukee Public Schools Foundation, Inc.	1,964.28	Carolina Biological Supplies
King High School	Marc Hilliard	2,000.00	RKHS Golf Team
King High School	Milwaukee Public Schools Foundation, Inc.	2,000.00	RKHS 2024 Spring Training Florida Trip
Milwaukee School of Languages	German Immersion Foundation	1,900.00	General School Needs
North Division High School	Sand County Foundation, Inc	250.00	Pollinator and Monarch Habitat Program
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Timothy Burns	150.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Chris Mulloy - Vitas Healthcare Milwaukee	241.00	School Supply Drive
	Total Monetary Donations	*11,955.41*	
Non-Monetary Donations			
Alcott School	DonorsChoose	882.64	Weather Experiences
Allen-Field School	DonorsChoose	59.18	Classroom Essentials
Bethune Academy	DonorsChoose	231.63	STEM
Bethune Academy	DonorsChoose	308.76	Life Skills, Music & The Arts
Bethune Academy	DonorsChoose	325.43	Feeding Minds and Bodies!
Brown Street School	DonorsChoose	21.28	Classroom Essentials
Brown Street School	DonorsChoose	41.28	Classroom Essentials
Brown Street School	DonorsChoose	702.27	New Year Refresh!
Brown Street School	DonorsChoose	958.51	Daily School Supplies
Brown Street School	DonorsChoose	1,017.11	Special Education Room

Location	Donor	Amount	Gift or Purpose
Browning School	DonorsChoose	18.39	Classroom Essentials
Browning School	DonorsChoose	390.20	PreK Painting
Browning School	DonorsChoose	621.83	Building Block Boxes
Browning School	DonorsChoose	775.71	Marvelous Magna-Tiles!
Burbank School	DonorsChoose	19.06	Classroom Essentials
Burbank School	DonorsChoose	257.48	Life Skills
Burbank School	DonorsChoose	262.32	Wonderful Readers Start Here!
Burbank School	DonorsChoose	405.70	Life Skills
Carver Academy	DonorsChoose	247.10	Fed and Ready to Learn!
Carver Academy	DonorsChoose	513.28	Supplies for Super Scholars
Carver Academy	DonorsChoose	533.53	Feeling' Good At School!
Carver Academy	DonorsChoose	538.10	Warmth Care & Hunger
Cass Street School	DonorsChoose	234.33	School Supplies
Cass Street School	DonorsChoose	858.24	Health Sports & Wellness, Life Skills
Cass Street School	DonorsChoose	1,227.78	Life Skills, Literacy & Language
Craig Montessori School	DonorsChoose	476.04	Literacy & Language, Students with Disabilities
Doerfler School	DonorsChoose	9.49	Classroom Essentials
Doerfler School	DonorsChoose	18.98	Classroom Essentials
Doerfler School	DonorsChoose	18.98	Classroom Essentials
Doerfler School	DonorsChoose	19.64	Classroom Essentials
Doerfler School	DonorsChoose	135.38	Life Skills, Students with Disabilities
Doerfler School	DonorsChoose	574.50	Life Skills, Music & The Arts
Doerfler School	DonorsChoose	631.98	Wisconsin's Winter Wonderland!
Doerfler School	DonorsChoose	699.58	Life Skills
Doerfler School	DonorsChoose	701.57	Life Skills, STEM
Dr. B Carson Academy of Science	DonorsChoose	162.90	Life Skills, STEM
Dr. B Carson Academy of Science	DonorsChoose	166.24	Perfect Paper for Every Project
Eighty-First Street School	DentaQuest	600.00	Tables, Chairs, and Tooth Brushes
Fernwood School	DonorsChoose	279.77	Health Sports & Wellness
Fernwood School	DonorsChoose	363.36	Health Sports & Wellness, STEM
Fernwood School	DonorsChoose	600.51	Montessori and the ABCs
Forest Home Avenue School	DonorsChoose	9.99	Classroom Essentials
Forest Home Avenue School	DonorsChoose	10.52	Classroom Essentials
Location	Donor	Amount	Gift or Purpose
Forest Home Avenue School	DonorsChoose	42.76	Classroom Essentials
Forest Home Avenue School	DonorsChoose	134.71	Music & The Arts

Location	Donor	Amount	Gift or Purpose
Forest Home Avenue School	DonorsChoose	285.91	Let's Build a Musical Library!
Forest Home Avenue School	DonorsChoose	415.13	Literacy & Language
Forest Home Avenue School	DonorsChoose	510.46	New Beginnings New Carpet
Forest Home Avenue School	DonorsChoose	580.67	My Wonderful Learning Space
Forest Home Avenue School	DonorsChoose	618.49	Creation Through Inspiration!
Forest Home Avenue School	DonorsChoose	665.69	Back to School!
Forest Home Avenue School	DonorsChoose	711.65	Bilingual Back to School
French Immersion School	DonorsChoose	170.81	Cruising Classroom
French Immersion School	DonorsChoose	319.28	Life Skills
Gaenslen School	DonorsChoose	57.98	Classroom Essentials
Gaenslen School	DonorsChoose	206.98	Poly Folders Preferred
Gaenslen School	DonorsChoose	782.46	Enhanced Learning Environment
Gaenslen School	DonorsChoose	1,266.26	Students with Disabilities
Goodrich School	DonorsChoose	9.75	Classroom Essentials
Goodrich School	DonorsChoose	13.58	Classroom Essentials
Goodrich School	DonorsChoose	14.00	Classroom Essentials
Goodrich School	DonorsChoose	18.98	Classroom Essentials
Goodrich School	DonorsChoose	18.98	Classroom Essentials
Goodrich School	DonorsChoose	18.98	Classroom Essentials
Goodrich School	DonorsChoose	18.98	Classroom Essentials
Goodrich School	DonorsChoose	22.13	Classroom Essentials
Goodrich School	DonorsChoose	27.16	Classroom Essentials
Goodrich School	DonorsChoose	150.52	Classroom Essentials
Goodrich School	DonorsChoose	160.48	Pockets Full of Learning
Goodrich School	DonorsChoose	188.25	Positive Behavior Incentives
Goodrich School	DonorsChoose	189.75	Back to School Essentials
Goodrich School	DonorsChoose	217.59	Choice Time!
Goodrich School	DonorsChoose	233.00	Students with Disabilities
Goodrich School	DonorsChoose	264.99	Let's Glow!
Goodrich School	DonorsChoose	270.89	Books Just for Them!
Goodrich School	DonorsChoose	292.30	Classroom Library Refresh
Goodrich School	DonorsChoose	299.32	Let's Read!
Goodrich School	DonorsChoose	300.97	Lap Desks for Learning
Goodrich School	DonorsChoose	314.79	Writing and the Alphabet
Goodrich School	DonorsChoose	321.44	Life Skills, Literacy & Language
Goodrich School	DonorsChoose	330.32	Appliances for Mealtime!
Goodrich School	DonorsChoose	366.77	Snacks to Increase Learning!

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	420.38	P is for Paint
Goodrich School	DonorsChoose	421.23	Safe and Healthy
Goodrich School	DonorsChoose	436.00	File Folder Resources
Goodrich School	DonorsChoose	476.52	Snack Time
Goodrich School	DonorsChoose	523.59	Restock Ready for Next Year
Goodrich School	DonorsChoose	709.13	Axolotl Tank Upgrade!
Grant Gordon Learning Center	DonorsChoose	334.44	Life Skills, Music & The Arts
Grant Gordon Learning Center	DonorsChoose	524.01	Life Skills, Music & The Arts
Grantosa Drive School	DonorsChoose	307.96	Life Skills
Greenfield School	DonorsChoose	9.49	Classroom Essentials
Greenfield School	DonorsChoose	19.99	Classroom Essentials
Greenfield School	DonorsChoose	446.20	Literacy & Language
Gwen T. Jackson School	DonorsChoose	282.43	Every Seat on The Right Spot!
Gwen T. Jackson School	DonorsChoose	524.32	New Year, New Supplies
Gwen T. Jackson School	DonorsChoose	546.54	Equal Opportunity
Gwen T. Jackson School	DonorsChoose	651.83	Literacy & Language, Music & The Arts
Hartford University School	DonorsChoose	155.70	Life Skills
Hartford University School	DonorsChoose	246.41	Food Is Brain Fuel!
Hartford University School	DonorsChoose	369.04	Tools and Snacks for Success!
Hartford University School	DonorsChoose	452.13	STEM
Hawthorne School	DonorsChoose	15.05	Classroom Essentials
Hawthorne School	DonorsChoose	37.89	Classroom Essentials
Hawthorne School	DonorsChoose	145.68	Help Us Hydrate!
Hawthorne School	DonorsChoose	184.23	Back to School Supplies!
Hawthorne School	DonorsChoose	406.97	STEM
Hawthorne School	DonorsChoose	497.29	Let's Puzzle Together
Hawthorne School	DonorsChoose	848.30	Light Up the Pre-K School Year!
Hayes Bilingual School	DonorsChoose	32.67	Classroom Essentials
Hayes Bilingual School	DonorsChoose	298.34	Literacy & Language
Hayes Bilingual School	DonorsChoose	374.32	A Great Start
Hayes Bilingual School	DonorsChoose	520.05	Get Ready To Learn
Hayes Bilingual School	DonorsChoose	632.16	Readers Are Leaders
Hayes Bilingual School	DonorsChoose	1,217.36	Students with Disabilities
Hi-Mount School	DonorsChoose	727.05	Supplies, Snacks and Rewards
Holmes School	DonorsChoose	271.57	Bookshelves Need a Facelift
Holmes School	DonorsChoose	271.57	Improve My Bookshelves
Holmes School	DonorsChoose	282.52	Library Needs Better Shelving
Holmes School	DonorsChoose	293.76	Reading and Desk Chairs Needed!

Location	Donor	Amount	Gift or Purpose
Holmes School	DonorsChoose	297.75	Fix the Bookshelves!
Holmes School	DonorsChoose	364.89	Books for the Library!
Holmes School	DonorsChoose	371.81	A Library Needs Books!
Holmes School	DonorsChoose	400.07	Book Bins for Book Sets
Holmes School	DonorsChoose	409.07	Literacy & Language
Holmes School	DonorsChoose	498.08	Literacy & Language
Keefe Avenue School	DonorsChoose	24.54	Classroom Essentials
Kilbourn School	DonorsChoose	21.01	Classroom Essentials
Kilbourn School	DonorsChoose	21.50	Classroom Essentials
Kilbourn School	DonorsChoose	258.01	Health Sports & Wellness
Kilbourn School	DonorsChoose	488.96	Magnet Fun!
Kilbourn School	DonorsChoose	516.69	Literacy & Language, STEM
King Elementary School	DonorsChoose	651.48	Racial Justice & Representation
King High School	DonorsChoose	15.05	Classroom Essentials
King High School	DonorsChoose	17.03	Classroom Essentials
King High School	DonorsChoose	18.39	Classroom Essentials
King High School	DonorsChoose	21.64	Classroom Essentials
King High School	DonorsChoose	96.86	Classroom Essentials
King High School	DonorsChoose	179.55	Classroom Essentials
King High School	DonorsChoose	293.49	Hamlet Help, Class Set!
King High School	DonorsChoose	412.86	Books by James Baldwin
King High School	DonorsChoose	648.02	Mental Health Restock
King High School	DonorsChoose	737.75	Literacy & Language
King High School	DonorsChoose	745.08	STEM
King High School	DonorsChoose	814.64	STEM
Kluge School	DonorsChoose	9.99	Classroom Essentials
Kluge School	DonorsChoose	484.95	Ready to Learn the Stem Way!
Kluge School	DonorsChoose	819.26	Life Skills, STEM
Kluge School	DonorsChoose	863.27	Hello Parents!
Lincoln Middle School	DonorsChoose	9.49	Classroom Essentials
Lloyd Barbee Montessori	DonorsChoose	150.88	Indoor Recess Fun
Lloyd Barbee Montessori	DonorsChoose	377.94	Life Skills, Literacy & Language
Lloyd Barbee Montessori	DonorsChoose	861.72	STEM
Longfellow Elementary	DonorsChoose	87.24	Classroom Essentials
Lowell School	DonorsChoose	314.49	A Safe Space for Students
MacDowell Montessori	DonorsChoose	139.05	Book! Books! Books!
MacDowell Montessori	DonorsChoose	174.45	Hands-On Materials
MacDowell Montessori	DonorsChoose	539.30	Keeping our Kids Healthy!
MacDowell Montessori	DonorsChoose	664.73	Words Matter in Speech Therapy
Manitoba School	David Siegel	1,443.41	Office Depot Gift Card for Supplies

Location	Donor	Amount	Gift or Purpose
Manitoba School	DonorsChoose	537.50	Teachers Help Teachers!
Manitoba School	DonorsChoose	754.01	Raising Superstars!
Maple Tree School	DonorsChoose	373.39	Organizing for Little Learners
Maple Tree School	DonorsChoose	721.95	New Headphones
Maple Tree School	DonorsChoose	825.01	Social Emotional Stories
Marshall High School	DonorsChoose	556.71	New Year New Everything!
Meir School	DonorsChoose	318.99	Regulation Tools
Milwaukee High School of the Arts	DonorsChoose	136.52	Literacy & Language
Milwaukee High School of the Arts	DonorsChoose	601.39	Journaling for Healthy Minds
Milwaukee Sign Language School	DonorsChoose	9.49	Classroom Essentials
Milwaukee Sign Language School	DonorsChoose	33.22	Classroom Essentials
Milwaukee Sign Language School	DonorsChoose	374.72	Book Nook- A Space for Reading
Mitchell School	DonorsChoose	300.68	Welcome Back
Mitchell School	DonorsChoose	831.43	Warmth Care & Hunger
Morgandale School	DonorsChoose	583.01	Healthy and Happy Teens
Morgandale School	DonorsChoose	638.90	Coding With Bee Bots
Morgandale School	DonorsChoose	662.11	Colors of the Rainbow
Ninety-Fifth Street School	DonorsChoose	136.02	Socks and More Socks!
Ninety-Fifth Street School	DonorsChoose	137.05	Hands-On Materials for Fall!
Ninety-Fifth Street School	DonorsChoose	265.89	Tales of a Fourth Grade Nothing
Ninety-Fifth Street School	DonorsChoose	355.99	Life Skills, Music & The Arts
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mari Grobschmidt	100.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	R. Ramage	150.00	School Supply Drive
Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Fiserv Forum	200.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Andrew Kuzmic	300.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Susan Butkowski	320.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Colleen Martinez	340.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kelly Durow	350.00	School Supply Drive

Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mark Ziebell - Cedarburg/Grafton Rotary Club	1,500.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Chris Mulloy - Vitas Healthcare Milwaukee	2,000.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kara Crockett	3,000.00	School Supply Drive
Parkside School	DonorsChoose	593.25	Literacy & Language, Students with Disabilities
Parkside School	DonorsChoose	622.11	Starting the Year Off Right!
Parkview School	DonorsChoose	315.26	Kindergarten Memory Shirts
Parkview School	DonorsChoose	469.34	Let's Cook!
Parkview School	DonorsChoose	476.22	Life Skills, STEM
Parkview School	DonorsChoose	507.36	Literacy & Language
Parkview School	DonorsChoose	812.70	Barbie Dolls!
Pulaski High School	DonorsChoose	175.65	Literacy & Language, Racial Justice & Representation
Pulaski High School	DonorsChoose	356.32	Warmth Care & Hunger
Pulaski High School	DonorsChoose	449.91	Literacy & Language, Racial Justice & Representation
Pulaski High School	DonorsChoose	459.34	Literacy & Language, Racial Justice & Representation
Ralph Metcalfe School	DonorsChoose	27.07	Classroom Essentials
Riverside High School	DonorsChoose	341.08	Racial Justice & Representation, STEM
Riverside High School	DonorsChoose	671.39	New Supplies for the New Year
Riverwest Elementary	DonorsChoose	157.11	Personal Space Books for Kids!
Riverwest Elementary	DonorsChoose	542.19	MO Books for PETE'S Sake!
Riverwest Elementary	DonorsChoose	550.97	Colorful Rainbow
Riverwest Elementary	DonorsChoose	558.46	Extra Clothing!
Riverwest Elementary	DonorsChoose	749.58	Math with Our Hands!
Rogers Street Academy	DonorsChoose	32.99	Classroom Essentials
Siefert School	DonorsChoose	209.52	Puppet Parade!
Siefert School	DonorsChoose	222.85	Delightful Dictionaries!
Siefert School	DonorsChoose	232.80	Magnificent Math!
Siefert School	DonorsChoose	232.80	Hurray for Homework!
Siefert School	DonorsChoose	242.95	Magnificent Magnetic Letters!
Siefert School	DonorsChoose	369.79	Lead the Way with LEGO Bricks!
Siefert School	DonorsChoose	511.29	The Power of Post-Its!
Spanish Immersion School	DonorsChoose	38.93	Classroom Essentials

Location	Donor	Amount	Gift or Purpose
Spanish Immersion School	DonorsChoose	232.99	Clean and Refresh classroom!
Spanish Immersion School	DonorsChoose	304.03	It's Meeting Time!
Spanish Immersion School	DonorsChoose	395.39	Health Sports & Wellness
Spanish Immersion School	DonorsChoose	508.00	Literacy & Language
Starms Discovery School	DonorsChoose	151.76	D Is for Decodable Readers
Starms Discovery School	DonorsChoose	159.22	Bulletin Boards
Starms Discovery School	DonorsChoose	301.54	Literacy & Language
Starms Discovery School	DonorsChoose	410.33	Flexible Seating!
Story School	DonorsChoose	297.61	Your Turn!
Trowbridge School	DonorsChoose	10.87	Classroom Essentials
Trowbridge School	DonorsChoose	19.64	Classroom Essentials
Trowbridge School	DonorsChoose	23.07	Classroom Essentials
Trowbridge School	DonorsChoose	134.97	Life Skills, STEM
Trowbridge School	DonorsChoose	147.56	Regulation Station
Trowbridge School	DonorsChoose	152.69	A Rug for Firsties!
Trowbridge School	DonorsChoose	170.31	Sounds Good to Us
Trowbridge School	DonorsChoose	170.31	STEM, Students with Disabilities
Trowbridge School	DonorsChoose	206.07	Snacks Are Our Gasoline!
Trowbridge School	DonorsChoose	213.99	Ink to Get Us Thinking
Trowbridge School	DonorsChoose	213.99	We Need Ink to Think!
Trowbridge School	DonorsChoose	241.20	Students with Disabilities
Trowbridge School	DonorsChoose	336.47	Life Skills, Literacy & Language
Trowbridge School	DonorsChoose	395.39	Literacy & Language, Students with Disabilities
Trowbridge School	DonorsChoose	418.47	Classroom Basics
Trowbridge School	DonorsChoose	451.66	Tiny Hands Need Tiny Tools
Trowbridge School	DonorsChoose	488.79	Health Sports & Wellness
Trowbridge School	DonorsChoose	4,189.76	Literacy & Language, Students with Disabilities
Victory School	DonorsChoose	99.36	Classroom Essentials
Victory School	DonorsChoose	822.31	Success in Second Grade
Victory School	DonorsChoose	829.60	Just the Basics
Vieau School	DonorsChoose	213.84	Literacy & Language
Vieau School	DonorsChoose	239.17	Caterpillars Growing Up
Vieau School	DonorsChoose	451.88	Health Sports & Wellness
Vieau School	DonorsChoose	461.46	Cubbies for Kids!
Vieau School	DonorsChoose	539.99	Replenishing for Readiness

Location	Donor	Amount	Gift or Purpose
Vieau School	DonorsChoose	618.59	Learning and Having Fun
Vieau School	DonorsChoose	643.20	Comfortable Class
Vieau School	DonorsChoose	883.45	Sweatpants for Students
Walt Whitman School	DonorsChoose	241.61	Let's Get Organized!
William Cullen Bryant School	DonorsChoose	145.14	Classroom Essentials
William Cullen Bryant School	DonorsChoose	176.34	Story Works Magazines Rock!
William Cullen Bryant School	DonorsChoose	204.01	Supplies for Success!
William Cullen Bryant School	DonorsChoose	253.79	Diminish Distractions!
William Cullen Bryant School	DonorsChoose	371.46	Catapult My Clothing Closet!
William Cullen Bryant School	DonorsChoose	374.42	Literacy & Language
William Cullen Bryant School	DonorsChoose	646.63	Flex Seating to the Rescue
William Cullen Bryant School	DonorsChoose	692.50	New Grade, New Year!
	Total Non-Monetary Donations	*105,940.28*	
	Total Value of Donations	*117,895.69*	
* Donations from MPS Alumni-			

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 8) Action on Monthly Facilities Matters: FMS Award of Construction Contract, Material Purchase, and Informational Report Recommendation

Award of Contracts

The contract award recommendations for the October, 2024 Regular Board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contracts

Playfield Renovation

Lincoln Playfield

Prime Contractor

Zignego Company, Inc.

W226 N2940 Duplainville Road

Waukesha, WI 53186

Low Bidder, Base Bid of.....$5,126,645.00

HUB

Certified HUB Vendor? .....No

Total # of Employees 151

Total # of Minorities 76

Total # of Women 14

Required.....15%

Submitted 15%

$ Value $772,550.00

COIN

Required.....10%

Student Engagement

Paid Employment (Required Hours).....1000 Hours

Career Education Activity (Required Hours).....10 Hours

Funds are available for the Lincoln Playfield Renovation project from account code STS 00 RFI RC ECNC (Project No 7096). The project contract start date is scheduled for October 25, 2024, and completion date is September 26, 2025.

Total construction contract dollars awarded $5,126,645.00

Total dollars HUB participation.....$772,550.00

% of HUB participation 15%

% Minority employees within company 50%

% Women employees within company.....9%

Material Purchase

Aluminum Roof Coating

Various MPS Sites

Prime Contractor

Roofers Mart of Wisconsin

4710 North 124 Street

Wauwatosa, WI 53226

Base Bid of..... $50,400.00

Funds are available for the Aluminum Roof Coating project account code FAR 00 MM2 DW ECNC (Project No. 8926).

Informational Report on Purchase Orders in Excess of $50,000

In compliance with Administrative Policy 3.09(5)(b)1, the Administration is reporting purchase orders whose collective net value exceeds $50,000.

Life Consulting

The Department of Facilities and Maintenance Services (DFMS) was able to onboard additional youth apprentices for FY24 to participate in the construction trades program. In order for DFMS to expand the program, DFMS needed more resources to organize the additional youth apprentices along with youth apprentice events such as the Skilled Trades Fair. Life Consulting (Vendor V0000000522) was hired to assist DFMS. Individual purchase orders were under $5,000.

DFMS issued purchase orders totaling $65,090.98 from account code STW 0 S7C4 FM ECTS Purchase Orders Amount: $65,090.98

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Construction Contract:
Total Construction Contract Requested = $5,126,645.00
Material Purchase:
Total Material Purchase Requested = $50,400.00
Informational Report:
Total Purchase Orders Issued = $65,090.98

Implementation and Assessment Plan

Upon the Board's approval, the attached construction contract, material purchase, and informational report will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction contract, material purchase, and informational report.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 9) Action on the Award of Professional Services Contracts

Background

Cooperative Authorization to Enter into a Contract with Critical Response Group, Inc. for Digital Mapping of MPS School Buildings

The Administration is requesting authorization to enter into a contract with Critical Response Group, Inc. for digital mapping of our school buildings.

Contractor shall provide Milwaukee Public Schools with digital mapping (also called digital cartography) of thirty-four (34) of the highest-need Milwaukee Public Schools across the District. The primary function of this technology is to produce maps that give accurate representations of a particular area, and in our case, our school buildings. These maps will enable faster responses to emergencies in our schools

Most of these services will be covered using Wisconsin Department of Justice (DOJ) grant funds awarded to MPS and will aid first responders and make MPS comply with the School Safety Initiative (St. SSI) 2021 Wisconsin Act 109.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Contract #230202.

The term of the contract runs from November 1, 2024 through June 30, 2026 and will not exceed $230,577.09.

Budget Code:

OGA-0-S-DM4-SA-ECTS $193,816.00

OGA-0-0-SST-DW-ECTS $36,761.09

Critical Response Group, Inc..

PRIME VENDOR

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment-Hour Commitment: 0 HOURS

Student Career-Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 10) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Extend a Contract with First Stage Milwaukee, Inc. dba First Stage for Field Trips and Arts and Theater Workshops

The Administration is requesting authorization to extend the contract with First Stage Milwaukee, Inc. dba First Stage for field trips and arts and theater workshops services. This contractor provides field trip packages, Arts Integrated Workshops, Theater Skills Workshops, and Storytelling Events.

All activities are rooted in Wisconsin and National Common Core Standards and incorporate developmentally appropriate ELA and social/emotional learning topics.

This will be the first and final extension of this contract.

The original contract ran from November 20, 2023 through November 19, 2024. This contract extension will run from November 20, 2024 through November 19, 2026 (Years 2 and 3) and will not exceed $150,000.

Budget Code:

00000000BL-ECTS (budget code varies by purchase)..... $150,000.00

First Stage Milwaukee, Inc. dba First Stage

HUB PARTICIPATION

Required 0

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Contract with Neola Inc for Board Support Services

The Administration is requesting authorization to enter into a contract with Neola Inc for board support services. Contractor will be used to support the Milwaukee Board of School Directors and School Administration to develop, update, and publish the district's policies and procedures to align to statutory requirements and provide guidance for district operations.

Contractor will provide thorough policy and guideline updates to help the District establish and maintain legally compliant policies. In addition, Contractor will ensure compliance with federal and state laws, customize policy solutions tailored to the specific needs of the District, streamline policy development process quickly and efficiently, and ensure that policies are implemented consistently across the District.

The Exception to Bid has been granted on the basis of delivery date (Administrative Policy 3.09 (7)(E)(1)(b)(vii)). This vendor is able to meet the requirements of the District within our timeframe. Eighty percent of districts in Wisconsin use Neola for their policy

support services. Their familiarity with our District's requirements further supports their

ability to meet our needs.

The contract will run from December 1, 2024 through November 30, 2026, (the "Initial Term"), with one additional one-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $125,000.

Budget Code: ADT-0-0-OBG-OB-ECTS....(Board Governance contacted services) $125,000.00

Neola Inc

HUB PARTICIPATION

Required 0%

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Contract with TBEY Arts Center, Inc. for Dance Based Educational Program at Lincoln Middle School

The Administration is requesting authorization to enter into a contract with TBEY Arts Center, Inc. for dance based educational program with the focus of teaching a comprehensive understanding of dance as both an art form and a means of self-expression. The program shall also incorporate various dance styles, techniques, and cultural influences, fostering creativity, discipline, and a love for the arts.

Each class shall include up to (20) twenty 7th and 8th graders of Lincoln Middle School and be held Monday through Friday of each week.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv).

The contract will run from November 1, 2024 through June 13, 2025, and the total cost will not exceed $91,000.00

Budget Code: GEN-0-S-BDM-LN-ECTS.....$91,000.00

TBEY Arts Center, Inc.

HUB PARTICIPATION

Required 0%

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 11) Action on a Resolution, in Accordance with Wisconsin Administrative Code 80.60(3), Stating the Board's Intent and Agreement to Self-Insure for Worker's Compensation Benefits

Background

It is Milwaukee Public Schools' longstanding practice to be self-insured for liability under the Wisconsin Worker's Compensation Act. In order to maintain this self-insured status, Milwaukee Public Schools is required every three years to reapply and provide the Department of Workforce Development with a resolution, passed by its governing body and signed by its chief executive stating its intent and agreement to self-insure. Wisconsin Administrative Code 80.60(3) imposes this mandate upon all Wisconsin political subdivisions and taxing authorities.

The Resolved portion of the resolution reads:

NOW, THEREFORE, BE IT RESOLVED that [Milwaukee Board of School Directors] MBSD does ordain as follows:

Provide for the continuation of a self-insured Worker's Compensation program that is currently in effect.

Authorize the forwarding of certified copies of this resolution to the Worker's Compensation Division, Wisconsin Department of Workforce Development.

Agree to faithfully report all compensable injuries and to comply with the Act and the rules of the Department.

Authorize MBSD, Office of Finance, Procurement and Risk Management to submit the application documents required for renewal of MBSD's self-insurance status for worker's compensation benefits.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item does not authorize expenditures other than those already allocated to the worker's compensation budget.

Committee's Recommendation

Your Committee recommends that the Board adopt the resolution to authorize the renewal of the Board's self-insurance status at its regular meeting on October 31, 2024, as attached to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Report with Possible Action on the Regional Showcase - Central Region

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Based on the Board's action, the 2024-2025 monthly Regional Showcase item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Central Region is featured. The Central Region comprises 28 schools, and serves 7,401 students in diverse settings to meet the varied needs of our students. The student body includes 6.3% English language learners, 21.9% students with disabilities, and 83.9% who are economically disadvantaged. Black or African American Students make up 79.6% of students, with an additional 6.7% who are Hispanic, 5.2% who are Asian, 3.2% who are white, 38% who are of multiple races, and .4% of students who are American Indian, Alaskan Native, or Native Hawaiian or Pacific Islander.

Schools in the Central Region include the following: Auer, Barbee, Bethune, Brown, Burbank, Clarke, Clemens, Douglas, Fifty-Third, Franklin, Grant Gordon, Hawley, Hi-Mount, Hopkins Lloyd, Jackson, Keefe, LaFollette, Pratt, Metcalfe, French Immersion, Neeskara, Sherman, Siefert, Starms Discovery, Frances Starms Early Childhood, Story, Thurston Woods, and Westside.

The Central Region offers a variety of programs and services to support our students towards their academic goals. The Central Region is successful due to the committed staff members and dedicated community partnerships, a vital component to the success of students.

Climate Data for Central Region

- Attendance has increased from last year, from 89.10 attendance rate to 90.9%
- Suspensions have bone down from 11.80% last year to 1.5% this year.

Central Region Literacy Improvement Plan

- *Cycle 1:* Instructional Minutes; Literacy Block components; Whole Group Instruction
- *Cycle 2:* Setting up for small group instruction; differentiated small groups
- *Cycle 3:* Rigor within whole and/or small group instruction; Progress monitoring

Featured School: 53rd Street School

53rd Street School is home to 311 scholars, 21.5% of who are students with disabilities and for who 85.5% are economically disadvantaged.

School Improvement Plan- Instruction

EBIS - Science Based Literacy Instruction

Instructional Lever
• Explicit Instruction
• Student Engagement
Instructional Practices
• Scaffolding
• Differentiating

EBIS - Sense of Belonging

Culture and Climate Pathway - Belonging Before Learning
Culture and Climate Component - Relationships and Community

Students Belong Here

RISE Grant

•All teachers trained in relationship building
•18 mindful student mentors
•42 families receiving SEL books

PBIS Interventions

•Two staff trained in ropes and "wrap and map"
•~80 students in groups
•Over 120 students with interventions

Attendance and Behavior Data

•Attendance Increased: 77.1 % 22-23 to 82.0% for 23-24
• Suspension Decreased: 26.9% 22-23 to 13.6% 23-24
•Behavior Referrals Decreased: 663 22-23 to 308 23-24

Family and Community Engagement

- Girls on the run
- Tiger Robotics
- Boys and Girls Club
- SCPMH
- In-school Family Events
- Playground Redevelopment

Looking Ahead

We will:
• Increase academic achievement in ELA and Mathematics
• Increase attendance
• Improve school climate
• Strengthen family and community engagement
• Engage school community in our Playground Redevelopment

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy1.01 - Vision, Mission, Core Beliefs, and Goals

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(Item 2) Report with Possible Action on Green Tree Preparatory Academy (GPA)

Background

Green Tree Preparatory Academy (GPA) was established as an instrumentality charter school beginning with the 2019-20 school year. The current contract is for a maximum of 600 full-time equivalent (FTE) pupils in grades 6 through 12. GPA is located at 6850 N 53rd Street.

GPA's mission is to build a body of student leaders who will lead or own tomorrow's businesses. Green Tree's vision is to provide a safe, nurturing, and professional community of learning where students are educated, empowered, and enabled to develop the essential skills necessary to lead and succeed.

On March 24, 2024, the Board approved a three-year charter school contract with Green Tree Preparatory Academy, Inc. for Green Tree Preparatory Academy (GPA) that included a 6-month report on the school progress.

Our Roots Run Deep…

Mission: To build a body of student leaders who will lead or own tomorrow's businesses.
Our Roots run deep, plant your scholar at GPA and watch them grow…

Year	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Enrollment	215	252	275	444	484	536
Contract	420	570	720	870	870	600
Grades Served	6-9	6-10	6-11	6-12	6-12	6-12

Educational Programming

Middle School

- Science, Technology, Engineering, and Mathematics (STEM) focus
- World Language Exploration
- District Adopted Curriculum
- Advisory (Xello and Circle Forward)

High School

- Katherine Johnson Academy of College Preparation
- Charles Drew Academy of Science, Technology, Engineering, and Math
- Michelle Obama Academy of Leadership, Business, Law and Social Justice
- District Adopted Curriculum
- Advanced Placement Course Offerings
- Dual Enrollment and Internship Opportunities
- Advisory (Xello and Circle Forward)

Continuing to Move Forward

Continuous School Improvement Plan

Academic: Conduct Professional Learning Communities (PLC) with a focus on vocabulary and word acquisition that is implemented through instructional strategies to engage all students.

Climate/Culture: Implement Restorative Practices by including community building, framework norms, and introduction of topics during advisory.

Action Steps (PLC's occur every Thursday)

- Provide professional development on instructional strategies to engage students with content level vocabulary.
- Analyze student outcomes and design instruction to meet students' needs utilizing *Understanding by Design* framework.
- Provide professional development on restorative practices.
- Revisit routines and procedures weekly.
- Conduct weekly walk-throughs and provide descriptive feedback for staff on implementation of restorative practices.

Building a School Community

Year (timeline)	Staff Retention Rate
2021-22 (January 2021 to October 2021)	65%
2022-23 (January 2022 to October 2022)	47%
2023-24 (January 2023 to October 2023)	70%
2024-25 (January 2024 to September 2024)	98%

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy9.12 - Charter Schools

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee's Recommendation

Your Committee recommends that the Board
1. direct the Administration bring a report back in February 2025 with deeper metrics;
2. hold meetings with 1-2 Board members to discuss issues with the school;
3. resolve any pay issues, with urgency

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 3) Report with Possible Action Regarding Art Education

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

At its January 2020 meeting, the Milwaukee Board of School Directors referred Communication 1920C-004 regarding a proposed art education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.45: Art Education. The committee included MPS art educators, MTEA, Board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance and School Administration. As a result of the advisory committee's work, Administrative Policy 7.45: Art Education was adopted by the Board in May 2020.

The policy includes twice-yearly updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45: Art Education.

Success = Alignment and Connection

Academic Standard of Care

1. Build positive relationships with students and families.
2. Know what each student needs in each content area.
3. Conduct formative assessments regularly.
4. Differentiate instruction for students.
5. Instruct students at or above grade level.
6. Utilize scaffolding for students above and below grade level.
7. Design instruction using the content standards.
8. Use district-adopted/endorsed materials during instruction.
9. Center learning around student interests, voice, and choice.
10. Design learning experiences for students that are inquiry-based.

Visual Art Staffing as of 9-24-24

Visual art staffing for 2024–25:

- 133 art teachers
- 142 schools

Visual art vacancies:

- 21 schools
- 14 FTEs across the 22 schools
- 10 of 21 schools using Arts @ Large to fill vacancies
- 4 of 21 schools using TBEY to fill vacancies

• 3 of 21 schools using LTE or substitute teachers
• 4 schools undecided

Principal Survey Results as of 10-3-24

Does your art teacher have a dedicated classroom?
Yes: 95.8%
No: 0.0%
Other: Art has a shared space, as the teacher is part-time.

Were your art and music teachers involved in programming and scheduling for their classes in your building?
Yes: 76.4%
No: 23.6%
Please describe minutes of instruction for art
76.4% report that "my school is meeting the required minutes of instruction"

Grades 7-12 school leaders only: Are students given the option of choosing between music and art?
58.1% - No, all students take both music and art
27.9% - Yes, students can choose music or art
9.3% - My school does not have music
Other responses: "my school does not have art" and "my school has neither music nor art.

Visual Art Supports

- 2 visual art teacher leaders
- 1 full year of coaching provided to all teachers new to the district
- Mentoring available to teachers in years 2–5
- Subscriptions to The Art of Education
- Standards-aligned curriculum
- Aligned curriculum to ensure equity of skills taught across the district
- Supplement AMP supply funds through supply request form

Student Opportunities

Participation in contests and community events:
- Fire prevention
- MLK Art Contest
- Spelling bee T-shirt design
- STEAM Fair buttons
- Museum of Wisconsin Art Teen Exhibition
- Cesar Chavez Art Contest
- State Fair Youth Art Awards
- International Folk Fair murals

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy7.45 - Art Education

Fiscal Impact Statement

N/A

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(Item 4) Report with Possible Action Regarding Music Education

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

At its August 2019 meeting, the Milwaukee Board of School Directors referred Communication 1920C-001 regarding a proposed music education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.44: Music Education. The committee included members of the MPS Administration, the Office of Board Governance, the Office of Accountability and Efficiency, MPS music teachers, the Milwaukee Teachers' Education Association, music providers such as the Wisconsin Conservatory of Music, and Board members. The advisory committee collaborated in finalizing Administrative Policy 7.44: Music Education, which the Board adopted in November 2019.

The policy includes twice-yearly (October and May) updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.44: Music Education.

Academic Standard of Care

1. Build positive relationships with students and families.
2. Know what each student needs in each content area.
3. Conduct formative assessments regularly.
4. Differentiate instruction for students.
5. Instruct students at or above grade level.
6. Utilize scaffolding for students above and below grade level.
7. Design instruction using the content standards.
8. Use district-adopted/endorsed materials during instruction.
9. Center learning around student interests, voice, and choice.
10. Design learning experiences for students that are inquiry-based

Music Staffing: 2024–25 School Year

Total of 133 music staff for 2024–25:

- 105 classroom teachers serving 95 schools
- 24 traveling music teachers serving 54 schools
- 2 music teacher leaders coaching 12 new teachers
- 2 instrument specialists serving all schools

Music Instruction: 2024–25 School Year

Music vacancies as of 9/30/24:

- 37 schools
- 27.4 FTE across the 37 schools
    - 7 full-time vacancies in a single school
    - 15 paired positions full-time serving 2 schools
- 23 schools supported by community music partners (72.2%)
- 2 schools supported by traveling music teachers (18.8%)
- 12 schools undecided (9.0%)

7th and 8th Grade Music Plan – Update

For 2024–25, the six largest K–8 schools each received a 0.5 FTE certified music teacher and additional TMT support:

- Parkside and Congress added band and music technology
- Fernwood and Fairview added orchestra and piano
- Hayes and Vieau added band, drum line, and banda

For the 2025–26 school year, four K–8 schools will receive a 0.5 FTE certified music teacher and additional TMT support to add ensembles for 7th and 8th grade:

- Schools will be eligible if they have space for an ensemble teacher
- Enrollment is determined by third Friday numbers
- Schools will be paired to create a full-time position based on community music survey results

Principal Survey Results as of 10-3-24

Does your music teacher have a dedicated classroom?

Yes: 94.4%

Describe your minutes of music instruction.

My school is meeting required minutes.	52.8%
My school does not have a music teacher.	19.4%
My school is using contracted services.	11.1%

Does your school budget to meeting the minimum required amount for Traveling Music – 1 hour for every 100 students, 4th grade and above?

Yes:	41.7%
No:	18.1%
My school does not have 100 students:	23.6%

Music Feeder Pattern Data Study

How can we adjust our funding model to put traveling music supports where they will serve the most students?

- Where do 5th grade music students attend 6th grade?
- Where do 8th grade music students attend 9th grade?

When a pattern is identified, we can create purposeful alignment that matches the traveling music supports at the elementary, middle, and high school levels to strengthen our music programs.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy7.44 - Music Education

Fiscal Impact Statement

N/A

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(Item 5) Report with Possible Action on Postsecondary Enrollment

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Milwaukee Public Schools provides supports to students and families for postsecondary enrollment. This report will provide information on the postsecondary enrollment trends, the top institutions of higher education destinations, the work of the College and Career Centers, Free Application for Federal Student Aid (FAFSA) data, and current partnerships.

Postsecondary Enrollment in the Fall Following Graduation

Percent of High School Graduates							
2016	2017	2018	2019	2020	2021	2022	2023
45%	43%	43%	40%	35%	35%	35%	38%

Postsecondary Enrollment in the Fall Following Graduation

Percent of High School Graduates					
2016	2017	2018	2019	2020	2021
55%	52%	52%	48%	44%	43%

Class of 2016 Postsecondary Enrollment Progress

	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Not in NSC to Date	50.6%	44.9%	42.3%	40.3%	39.2%	37.9%	36.8%
New to College	48.8%	5.7%	2.5%	1.9%	1.0%	1.2%	1.0%
Persisted		31.8%	25.7%	15.8%	9.3%	5.9%	4.6%
No Longer Enrolled & Not Graduated		16.6%	25.0%	30.4%	34.1%	36.1%	36.2%
Graduated	0.6%	1.0%	2.6%	9.1%	13.9%	16.6%	18.8%

Top 10 Universities – Class of 2023

Rank	Institution	# Students
1	Milwaukee Area Technical College	492
2	University of Wisconsin–Milwaukee	305
3	University of Wisconsin–Madison	123
4	Marquette University	83
5	Mount Mary University	51
6	Alverno College	49
7	University of Wisconsin–Whitewater	42
8	Milwaukee School of Engineering	28
9	University of Wisconsin–Parkside	16
10	Waukesha County Technical College	14

College and Career Centers

• Opened in August 2017: twenty-one College and Career Centers in all traditional high schools. CACC advisor support is also provided in alternative high schools.
• The CACCs are open during school hours and after school to assist students in grades 9–12:
  o College advising and admissions
  o Financial aid
  o Scholarship applications
  o Pre-college programs
  o Resume writing
  o Youth apprenticeship and internship applications
  o ACT/SAT registration
  o Job applications
• CACCs serve as physical hub for higher education, career, and community partners.

2024–25 FAFSA Completion*

MPS – 60.1% of students completing
Wisconsin – 45.6% of students completing
Nationwide – 51.7% of students completing

Postsecondary Partnerships

• M-Cubed Smart Start
  Scholarship and success coaching for MPS graduates at UWM and MATC
• Milwaukee Direct Admit and Direct Admit Wisconsin
  Year one of direct admissions programs for Class of 2025

• All-In Milwaukee
College completion and scholarship program
• PEOPLE Program
Pre-college program for grades 9–12 MPS students
• United Negro College Fair Empower Me Tour
HBCU college fair and scholarship event
• UW–Madison
Expanded recruitment efforts and MPS-specific campus visits

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 6) Report with Possible Action Regarding the MPS/MKE Early Childhood 1,825 Initiative

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

In November 2018, the Milwaukee Public Schools in collaboration with the City of Milwaukee and other public and private partners announced an initiative and call to action to improve early child education across the city. The first five years (or 1,825 days) of life for a child are the most important when it comes to a child's education and development. MPS and City leaders joined together to build on past momentum and push forward with the MPS/MKE Early Childhood 1,825 Initiative.

The mission of this work is to improve the learning experiences for children ages birth-though- five years in the city of Milwaukee by ensuring that all educators and childcare providers, who directly impact our students learning, possess the understanding, skill set, knowledge base, capacity, and resource needed to provide high quality instruction to all students participating in early childhood education programs.

This report provides an update to the work, accomplishments, and future tasks of the MPS/MKE Early Childhood 1,825 Initiative.

Academic Standard of Care

1. Build positive relationships with students and families.
2. Know what each student needs in each content area.
3. Conduct formative assessments regularly.
4. Differentiate instruction for students.
5. Instruct students at or above grade level.
6. Utilize scaffolding for students above and below grade level.
7. Design instruction using the content standards.
8. Use district-adopted/endorsed materials during instruction.
9. Center learning around student interests, voice, and choice.
10. Design learning experiences for students that are inquiry-based

Early Childhood Initiative Focus and Goals

Early Childhood Staff Development Provide high-quality professional learning opportunities for all early childhood care providers and educators

Equitable Resources Ensure that early childhood programs are equitably equipped with resources needed to meet the needs of the children and families they serve

Family Support and Transition Ensure that early childhood programs are equitably equipped with resources needed to meet the needs of the children and families they serve

Instruction Ensure that high quality, research-based instruction is provided for all early childhood children and students

Social Emotional and Cultural and Linguistic Needs Provide support for students to address SEL needs as well as take into consideration the cultural and linguistic needs of students.

Completed Work

Early Childhood Staff Development

• Presented at the Promoting Early Childhood Conference
• Offered a three-part Educator Well-Being series to MPS teachers

Equitable Resources

• Provided resources at the Celebrating Abilities Family Forum
• Compiled and shared a calendar of community summer events

Family Support and Transitions

• Held a S.O.L.E.L.Y. event focused on oral language development
• Developed a partnership with the Bay View Community Center

Instruction

• Supported teachers with Counting Collections routines
• Implemented play clinics to improve teacher-student interactions

Social and Emotional Learning and Cultural and Linguistic Needs

• Provided in-depth training on Conscious Discipline
• Connected with the Wisconsin Alliance for Infant Mental Health

Current Work

Early Childhood Staff Development

• Serving on planning committees for early childhood conferences
• Attending Wisconsin Early Childhood Association conference

Equitable Resources

• Updating MPS website to include community resources
• Creating calendar of events and distributing resources

Family Support and Transitions

• Planning for S.O.L.E.L.Y. event(s) focusing on school readiness
• Collaborating with Office of Early Childhood initiative

Instruction

• Supporting instructional staff with read-aloud strategies
• Expanding Smart Pre-K activities to external community

Social and Emotional Learning and Cultural and Linguistic Needs

• Planning for opportunities focusing on social-emotional learning
• Working with Bridges on social-emotional learning–focused goal

Future Work

• Co-plan events with partners to improve school readiness
• Plan for workshop opportunities that support health and wellness
• Attend early childhood conferences and share information and resources with partners
• Continue to work with community partners to provide resources and support to families of young learners

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to the Library Board, the District Advisory Council, and CESA #1.

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(Item 2) Report of the President of the Milwaukee Board of School Directors

Report of the President of Milwaukee Board of School Directors

Hello everyone. Time has moved quickly, such that we are near the holiday season. October has been extremely busy for all, as our schools held numerous events, and our students enjoyed fall sports. Board members and district leaders joined school staff and community members to celebrate some big accomplishments with ribbon cutting ceremonies for building improvements, playground redevelopments and new additions.

Specifically, I joined our REFLO partners in a Ribbon Cutting ceremony to celebrate the completion of the Morse Middle School and Milwaukee Sign Language Elementary School playground redevelopment. Please check it out as there is too much for me to describe in this space. NOTE: This play space is available for community use when school is not in session.

Milwaukee High School of the Arts (MHSA) – As an alum, I could not miss this ribbon cutting. We celebrated much needed building improvements (windows, STEAM Lab and much more). The star of the year is the new Dance Studio addition, which allowed the restoration of the gym to full size.

Effective and Efficient Operations

Again, we held a very productive meeting of the Committee on Accountability, Finance and Personnel this month, where we had several important topics on the agenda, including a listening session for the public

to comment on the investment in and implementation of the state's SRO mandate. We invited our City Council members to attend, so they could also hear from the public on this important topic. Thank you to those who were able to attend.

In terms of meeting attendance, I attended quite a few:

- Three detailed audit status meetings. These meetings are essential for keeping on track with our compliance activities and ensuring that the Board stays updated on the district's audit work.
- One SASI committee meeting.
- The AFP committee meeting included the public hearing on SRO's.
- Three meetings with OBG Board Clerk to review meeting schedules, discuss potential committee agenda items, board initiatives or projects.
- Four strategic meetings with our Kane Communications partners. These discussions focus on taking proactive steps to keep the public informed.
- One meeting with our attorney regarding personnel matters.
- Four meetings regarding the Long-Range Facilities Master Plan.
- One Council of Great City Schools Meeting.

Student, Family, and Community Engagement (Very Important Events)

1. I encourage everyone to remain diligent regarding the development of the Long- Range Facilities Master Plan (LRFMP). Please visit the website: MPS LRFMP to monitor information and sign up for updates directly. We need your input to help shape the school district's future.

You will be able to review Perkins Eastman's (MPS Consultants) proposed options for buildings and comment on them to help build the final plan. This plan will directly impact the future of school buildings and student experiences across Milwaukee.

2. Parents of 8th graders – do not miss this chance to explore MPS high schools, meet educators, learn about programs, and apply to secure your child's school assignment for Fall 2025. HIGH SCHOOL EARLY ENROLLMENT ENDS on NOVEMBER 4th, 2024.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.17 - President's Duties and Powers: Exo Officio Membership

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COMMUNICATIONS AND PETITIONS

(Item 1) Referral of Communication 2324C-04, from Anthem Blue Cross and Blue Shield Plans of Wisconsin

Background

Introduced for referral is the attached communication from Anthem Blue Cross and Blue Shield Plans of Wisconsin.

RE: RFP 1135 w/ Questionnaire (Medicare Advantage Plan, 1135)

Dear President Herndon:

I am a resident of the Milwaukee Public Schools District, a taxpayer within the District, and the President of the Anthem Blue Cross and Blue Shield Plans of Wisconsin ("Anthem"). As the Blues Plan

President, I have closely followed the Request for Proposal Process for the award of health care coverage for retired district teachers that is under consideration by the Board.

Cost is obviously a key consideration for all public bodies in these challenging economic times. Understandably then, the RFP criteria set by the District awarded 45% percent of the applicable points in the evaluation criteria towards the cost associated with the respective proposals. But when the District posted its recommended award to United Healthcare on its website, the award completely omitted cost consideration from its discussion.

To summarize then:

• Anthem provided its competitive bid for the Retiree plan that included significant cost savings to the School District and its Retirees, the driving evaluative criterion of the RFP evaluation.

• Anthem's proposal would save the District approximately $10 million a year and $30 million over three years compared to the other bidder.

• Based upon a review of the limited release of public records, Anthem was awarded the highest point totals on the District's own bid tabulation document.

• Anthem is prepared to partner with Milwaukee Public School District to provide comprehensive, cost effective, health care coverage for their Retirees but needs to know of the award to timely implement a solution.

• Anthem submitted public record requests to the District but received only minimal information and is still waiting on a further production; but we submitted a timely protest based on the bid tabulation document provided in response to public record requests showing Anthem as receiving the highest points. We have not received a response to our protest – although the rules require that a response should have been made by this time. It would be irregular that the District would move forward with an award with a pending protest.

I respectfully submit this letter for consideration by the Board pursuant to Board Rule 1.10 regarding Communications as testimony for Board consideration to finalize the approval of the Group Medicare Advantage plan. Anthem stands ready to support the implementation of our bid to save money for the District and taxpayers of Milwaukee.

Sincerely,
Paul C. Nobile
President & General Manager
Anthem Blue Cross Blue Shield

Referred to the Office of Accountability and Efficiency

* * * * *

ITEMS DEFERRED

Having been previously deferred, the Board returned to consideration of the following items:

Consideration of and Possible Action on Performance Evaluation Data Relative to the Interim Superintendent of Schools

Listening Session on the Implementation of School Resource Officers (SROs) as a Result of ACT 12, has been set aside at the request of the Administration.

Director Siemsen moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c), (d), and (e), for consideration of the items. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and Vice-President Gokalgandhi — 6.
Noes — None - 0.

The Board adjourned from the closed session at 7:10 p.m., taking no action.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 21, 2024

Regular meeting of the Board of School Directors called to order by President Herndon at 5:37 p.m.

Present — Directors Ferguson, Garcia, Leonard, Siemsen, Zombor, and President Herndon — 6.
Absent and Excused — Directors Gokalgandhi, Jackson, and O'Halloran - 3.

Before commencing with the agenda items, President Herndon asked for a moment of silence to commemorate the passing of the following member of the MPS community:

- Tauni Harmon, a school social worker at Townsend Street School
- Edward Kovochich, a retired principal from Bradley Tech & Trade
- Pearlie Malone, a retired teacher from Bay View High School
- Peggy Schwister, a retired teacher from Milwaukee Sign Language School
- Leighe Seier, a retired paraprofessional
- Duane Senner, a retired school engineer from Bruce School
- Gwendolyn Templer, a retired paraprofessional from South Division High School
- Gary Wolfgram, a retired school engineer from Hawthorne School
- Christine Zess, a retired school kitchen manager from Forest Home Avenue School
- Nelson Lopez-Correa, a 10th grade student from Hamilton
- Xavier Davis, a 9th grade student from Audubon HS

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October 2024 will be presented in December.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

Background

Each month, the Interim Superintendent presents a report to the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. This report serves as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight

activities, academic achievements, and outline areas where gains and growth are noted, ensuring that both successes and challenges are transparently communicated.

The content is aligned with the 2023-2028 Strategic Plan initiatives, ensuring that the reporting remains consistent with our overarching goals and vision. Through these updates, we aim to keep all stakeholders informed and engaged in our mission to advance the district's priorities.

Strategic Plan Key Initiatives:

- Rightsizing the District
- Student Achievement and Graduation
- Staff-Morale & Professional Learning
- Special Projects

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

The Interim Superintendent gave an oral report.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

Background

The Board Clerk/Chief Officer was joined by representatives from HYA who presented an update on the search for a superintendent.

Signature Search Process

Engage, Recruit, Select, Transition

Engagement

Process

- October - November 2024
- 63individual interviews, focus groups
- Zoom sessions
- Online survey in ten languages
- Low participation but very genuine, engaged participants

Participants

- Elected officials
- Community Groups
- NAACP
- Staff
- County Executive
- Alderpersons
- Philanthropic groups
- Board members
- Governor
- Parents
- Students and Families
- Caregivers
- Education reporters
- Union representatives
- Public policy experts
- Foundations
- MPS Administration
- Central Services staff
- Community members
- Mayor of Milwaukee

Strengths

What are the strengths of Milwaukee Public Schools that the next superintendent can build upon?

Interview and Focus Group Themes

- Strong Milwaukee Community
- Caring Dedicated Staff
- Variety of Program Options for Students and Parental Choice
- Diversity Valued

Survey – Highest Scoring Items

- Technology is integrated into the classroom.
- The District engages with diverse racial, cultural and socio-economic groups.
- Teachers personalize instructional strategies to address individual learning needs
- District technology infrastructure is sufficient to support use of technology in the classroom.
- The District employs effective teachers, administrators and support staff in its schools.

Challenges

What are the challenges facing Milwaukee Public Schools that the next superintendent should be aware of, or you would like to see addressed?

Interview and Focus Group Themes

- Organizational Structure and Alignment
- Expectations and Accountability
- Board Governance
- Trust and Relationships

Survey – Lowest Scoring Items

- District is financially responsible
- Transparent communication from District
- Students are on track to be ready for next grade, and college and career ready
- District heading in the right direction
- District schools are safe

Desirable Characteristics of Next Superintendent

Interview and Focus Group Themes

- Visionary Relationship Builder
- Organizational Manager and Courageous Leader
- Restore Trust and Transparency
- Student Focus for Success
- Knowledge and Skills for Urban Leadership

Survey

• Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators
• Effectively plan and manage the long-term financial health of the District
• Recruit, employ, and retain effective personnel throughout the District and its schools
• Provide transparent communication
• Establish a culture of high expectations for all students and personnel

Transition

Stakeholders expressed the conditions the board must support for a successful transition. Those thoughts are also shared here:
•A board willingness to adhere to their role of governance and accountability
•A willingness to allow the new superintendent to lead the district
•Support for an audit of district operational practices, procedures and structure
•Clear articulation of high expectations and accountability for students and staff
•Demonstrate an appetite of hope for envisioning the future of MPS
•The consideration of a mentor for the new superintendent and transition support for the new superintendent and board
•The consideration of individual transition teams for 1.) student success 2.) finance, 3.) engagement

Next Steps

Receive and Screen All Applicants
Presentation of Confidential Slate of Candidates to Board
First Round Confidential Interviews
Finalist Interviews and Public Forums
Contract Negotiations and Background Checks
Announcement of Superintendent Hire
Position Begins

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

* * * * *

(Item 2) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

Updates on the State Superintendent's proposed budget for the upcoming biennium will be provided along with updates on the State's November 20, fiscal report and 2024 School Levy Tax Credit information. Related state and federal information will be updated, too.

Local and State level updates will be provided as warranted.

Notice of School Levy Tax Credit and Major State Aids 2023 Property Tax Bills Payable in 2024

Under state law, the Wisconsin Department of Revenue (DOR) has provided the estimated school levy tax credit and other major state aids your local government will receive in (sec. 79.10(2)(a), Wis. Stats.). Your local 2024 government must use these amounts to generate your 2023 full disclosure property tax bills.

Estimate Summary

Review the estimate information below and provide this information to your property tax bill preparer. Recast corrections under sec. 79.10(6m) Wis. Stats. are included in the school levy tax credit estimate amounts.

School Levy Tax Credit

2023 school levy tax credit – to be distributed on May 6, 2024	$14,631,888.46
2023 school levy tax credit – to be distributed on July 22, 2024	$53,937,157.45
Total 2023 School Levy Tax Credit	$68,569,045.91

Estimate of Major State Aids – allocated to your district

Taxing Jurisdiction	Prior Tax Year 2022 Estimated Aids	Current Tax Year 2023 Estimated Aids
COUNTY OF MILWAUKEE	$25,872,712	$29,440,017
CITY OF MILWAUKEE	$256,245,921	$277,592,089
MILWAUKEE (403619)	$743,048,670	$782,473,968
MILWAUKEE (000900)	$30,413,456	$30,574,893
Total Estimated Major State Aids	$1,055,580,759	$1,120,080,967

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The attached report includes activities from late October through mid-November.

The Office of Accountability and Efficiency (OAE) was established to enhance transparency,

oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

Accountability and Efficiency Services

Between October 20, 2024, and November 9, 2024, Accountability and Efficiency Services completed three constituent inquiries and satisfied one impartial hearing officer (IHO) request.

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP was approved by the Board on June 13, 2024 and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

During this period, the CCS team prioritized enhancing Student Engagement Programming. Nine student interns were interviewed and hired across fields like administration, counseling, IT, and special education, with roles created in collaboration with Bradley Tech, Reagan, and South Division high schools. Each position offers work-based learning opportunities.

On November 7, CCS staff attended the Future Urban Leaders Gala, an event showcasing Milwaukee youth talent. Future Urban Leaders (FUL) supports leadership development beyond the classroom, aligning with our goal of providing students with enrichment opportunities that foster personal and professional growth.

We continue to build partnerships within the District and with external sponsors to advance these initiatives. CCS remains dedicated to supporting the District's implementation of Administrative Policies 3.10 and 3.13, reinforcing our commitment to compliance and student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period of October 17, 2024, through November 13, 2024, include:

Audit Completions and Activities

Corrective Action Plan updates: Updated Board Rule and sent to City Attorney for their review in August 2024 and continue to await their response.

Issued two school audits

Currently have five new principal school audits underway

Issued four special investigative reports

Reviewed two charter school external auditor's reports

Developed Accounts Payable Audit presentation to be presented at November AFP meeting

Conducting several ongoing investigations resulting from Fraud Hotline Tips

Recorded the 28th fraud hotline tip this fiscal year, which is on pace to set a record for fraud hotline complaints received

Provided analysis and feedback to the Procurement Department on the external audit services RFP to be issued soon

Requested the Association of Local Government Auditors (ALGA) Peer Review for OAE-Audit Services operations which will be scheduled in the Spring 2025

Updating Board on the Peer Review Process at the November Board meeting

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented one expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Siemsen moved to accept the reports of the Independent Hearing Officers of November 7, 2024, at 9:00 a.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Leonard, Siemsen, Zombor, and President Herndon — 6.
Noes — None – 0. .

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance, and Personnel:

Item One, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days has been set aside at the request of the Administration

Item Five, Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts and Material Purchase Recommendation, is set aside, as it was forwarded to the Board without recommendation.

From the Report of the Committee on Legislation, Rules and Policies:

Item 11, Action on a Request to Approve Revisions to Administrative Policy and Procedure 7.37 Graduation Requirements has been set aside at the request of Director Zombor.

On the motion of Director Siemsen, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Leonard, Siemsen, Zombor, and President Herndon — 6.
Noes — None – 0. .

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Garcia presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(2)(r) Chrystal White	Principal I, K-8 Carson	Schedule 03, Range 13T
	Office of the Chief of School Administration	$137,125
(5)(nr) Michael Turner	Principal I, Elm	Schedule 03, Range 13T
	Office of the Chief of School Administration	$131,860
(5)(r) Mireille Hess	Assistant Principal I, Carver	Schedule 03, Range 10C
	Office of the Chief of School Administration	$100,332
(2)(r) Reginald Johnson	Assistant Principal II, Green Tree	Schedule 03, Range 11C
	Office of the Chief of School Administration	$92,316
(2)(r) Chyla Nation	Assistant Principal I, Carver	Schedule 03, Range 10C
	Office of the Chief of School Administration	$78,556
(5)(r) Kristine Wolf	Associate II, Recreation Supervisor	Schedule 03, Range 04A
	Office of the Chief of Operations	$77,667
(2)(r) Tameshia Grimes	Accountant II, Benefits	Schedule 03, Range 04A
	Office of the Chief of Human Resources	$62,690

The Board Clerk recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(5)(r) Alexander Basset	Associate II - Records Management	Schedule 03, Range 04A
	Office of Board of Governance	$90,033

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(r) Paul Kroog	Open Enrollment Assistant Support Office of the Chief of School Administration 11/01/24 to 05/01/25	$40.00
(5)(r) Margie Hood	ESSER Project Manager Office of the Chief of Adademics 11/01/24 to 12/31/24	$40.00
(2)(r) Janie Hatton	Administrative Coach Office of the Chief of Adademics 10/28/24 to 04/28/25	$40.00
(4)(r) Monica Lopez	DMMAC LIAISON Office of the Chief of Adademics 11/04/24 to 05/04/25	$35.00

(5)(r) Paul Zettel	Milwaukee High School of the Arts Swim Instructor Office of the Chief of School Administration 11/01/24 to 05/01/25	$30.00
(5)(r) Brett Fuller	ESSER Reporting Office of the Chief of Adademics 10/31/24 to 12/31/24	$30.00
(5)(r) Karen Green	Computer Science Instructional Coach Office of the Chief of Adademics 07/01/24 to 12/31/24	$30.00
(2)(r) Dana Hutchins-Watson	Induction & Support Office of the Chief of School Administration 11/15/24 to 05/16/25	$30.00
(5)(r) Kris Bertram	Scanning/Filing Office of the Chief of Human Resources 10/28/24 to 04/28/25	$26.00
(5)(r) Jessica Pierson	Theater Director Office of the Chief of School Administration 11/01/24 to 04/30/25	$25.00
(4)(r) Maria Ramirez	Student Conflict Resolution Assistant Office of the Chief of School Administration 12/02/24 to 04/30/25	$25.00
(5)(nr) Paula Kais	Scanning/Filing Office of the Chief of Human Resources 10/28/24 to 04/28/25	$26.00 $22.00

R	Resident
Nr	Non-resident
1	Native American
2.	African American
3	Asian/Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Subsequent to the Committee's meeting, the appointment list was revised.

Director Garcia moved to approve the Administration's recommendations, as presented in the revised attachment. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Leonard, Siemsen, Zombor, and President Herndon — 6.

Noes — None – 0. .

* * * * *

(Item 2) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Resignations and Retirements, Affirmative Action Report

Classified Personnel Transactions

Name	Position and Salary		Date	Salary
	NEW HIRES			
2 Diovonte Caldwell	Building Service Helper I		10/07/2024	$17.88/hr
4 Martha Garcia	Building Service Helper I		10/21/2024	$17.88/hr
5 Jaclyn Nisenbaum	Building Service Helper I		10/21/2024	$17.88/hr
2 Steven Silas	Building Service Helper I		10/21/2024	$17.88/hr
5 Jason Irwin	Bricklayer		10/21/2024	$44.96/hr
2 Tamera Brooks	Children's Health Assistant		10/14/2024	$23,526.63
2 Tatyana Calmese	Children's Health Assistant		10/01/2024	$22,103.36
5 Ashley Calvert	Children's Health Assistant		10/07/2024	$25,662.76
2 Patricia Conner	Children's Health Assistant		10/22/2024	$22,103.36
5 Laci Droll	Children's Health Assistant		10/22/2024	$22,815.00
2 Jazmin Harrell	Children's Health Assistant		10/03/2024	$22,815.00
4 Ashly Ponce	Children's Health Assistant		10/16/2024	$22,103.36
4 Alivia Alvarez	Food Service Assistant		10/01/2024	$17.88/hr
2 Shalanda Amos	Food Service Assistant		10/16/2024	$17.88/hr
6 Dee Balk	Food Service Assistant		10/14/2024	$20.56/hr
2 Cudeedra Beard	Food Service Assistant		10/07/2024	$17.88/hr
2 Keyon Broadnax	Food Service Assistant		10/15/2024	$17.88/hr
2 Alex Burt	Food Service Assistant		10/14/2024	$17.88/hr
2 Tanjala Cunningham	Food Service Assistant		10/14/2024	$17.88/hr
2 Tiffany Davis	Food Service Assistant		10/01/2024	$17.88/hr
2 Doreen Harris	Food Service Assistant		10/22/2024	$17.88/hr
2 Ciara Helm	Food Service Assistant		10/14/2024	$17.88/hr
2 Sakila Horton	Food Service Assistant		10/15/2024	$17.88/hr
2 Rashounda Jemison	Food Service Assistant		10/14/2024	$17.88/hr
2 Marvin McDaniel	Food Service Assistant		10/01/2024	$17.88/hr
2 Nysheicka Morehead	Food Service Assistant		10/14/2024	$17.88/hr
2 Ebony Morris	Food Service Assistant		09/30/2024	$17.88/hr
4 Kerry Poradek	Food Service Assistant		10/14/2024	$17.88/hr
2 Tashaye Pugh	Food Service Assistant		10/14/2024	$17.88/hr
4 Dyan Ramos	Food Service Assistant		10/01/2024	$17.88/hr
2 Nyla Robbins	Food Service Assistant		10/01/2024	$17.88/hr
2 Tasheun Vandyke	Food Service Assistant		10/14/2024	$17.88/hr
2 Terrionsha Watts	Food Service Assistant		10/14/2024	$17.88/hr
2 Caleah Williams	Food Service Assistant		10/15/2024	$17.88/hr
4 Yenisleidy Figueroa	Paraprofessional – Parent Involvement		10/14/2024	$31,441.00
2 Maria Nwagbaraocha	Paraprofessional – Parent Involvement		10/01/2024	$29,624.35
2 Bonnie Boseman	Paraprofessional		10/22/2024	$22,760.79
4 Heidy Campos Cueto	Paraprofessional		10/07/2024	$22,218.26
2 Derrick Currie	Paraprofessional		10/07/2024	$22,218.26
2 Nathaniel James	Paraprofessional		09/30/2024	$22,218.26
2 Desiree Martin	Paraprofessional		10/14/2024	$22,218.26

Name	Position and Salary	Date	Salary
4 Angela Martinez	Paraprofessional	10/14/2024	$28,476.22
2 Gerron Moss	Paraprofessional	10/07/2024	$22,218.26
2 Karen Wigfall	Paraprofessional	10/24/2024	$22,218.26
2 Felicia Davis	Secretary I – 10 Month	10/22/2024	$29,606.75
2 Goddess Royalle	Secretary I – 10 Month	10/22/2024	$42,000.83
2 Beverly Foreman	School Kitchen Manager Trainee	10/22/2024	$18.29/hr
2 Marquita Thomas	School Kitchen Manager Trainee	10/25/2024	$18.29/hr
2 Ronicia Williams	School Kitchen Manager Trainee	10/22/2024	$18.29/hr
2 Shawntay Wilson	School Kitchen Manager Trainee	10/14/2024	$18.29/hr
	PROMOTIONS		
2 Jennifer Turner	Food Service Assistant	10/14/2024	$17.88/hr
2 LiTayia Hightower	Human Resources Assistant	10/14/2024	$42,562.28
2 Unique Long	Paraprofessional – Parent Involvement	10/22/2024	$32,534.64
7 Dawn Christen	Paraprofessional	10/07/2024	$22,218.26
5 Megan Costello	Paraprofessional	10/07/2024	$26,848.65
2 Jermichael Ragland	Paraprofessional	10/07/2024	$22,218.26
2 Freddie Smith	Paraprofessional	10/14/2024	$22,218.26
2 Kendra Pearson	Secretary I – 11 Month	10/16/2024	$37,522.06
2 Sharon Bell	School Kitchen Manager I	10/14/2024	$38,753.31
2 Tasha Cruse	School Kitchen Manager I	10/14/2024	$30,886.53
2 Elizabeth Melton	School Kitchen Manager I	10/14/2024	$38,753.31
	REHIRES		
2 Loletha Caldwell	Children's Health Assistant	10/22/2024	$22,103.36
2 Aquiesha Jordan	Children's Health Assistant	10/14/2024	$22,103.36
1 Lafuchsia King	Children's Health Assistant	10/22/2024	$22,103.36
2 Lakendra Cowser	Food Service Assistant	10/23/2024	$19.49/hr
2 Amari Poe	Paraprofessional	10/14/2024	$22,218.26
2 Rachel Story	Paraprofessional	10/22/2024	$24,400.98
4 Damybeth Valentin Cruz	Paraprofessional	10/07/2024	$22,218.26
2 Shatavia Walker	Paraprofessional	10/07/2024	$22,218.26
7 Ishmael Simmons	School Kitchen Manager Trainee	10/22/2024	$22.05/hr

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

4,r	Barrios,Arley AMP HPE	01/BA	$54,768.58	10/22/2024
4,r	Conde,Susana SAGE	01/BA	$62,534.35	10/22/2024
2,r	Conley Patterson,Sheila SPEC ED MULTICATEG.	01/MA	$62,839.09	9/30/2024
4,r	De La Hoz,Viviana SAGE	01/MA	$73,455.45	10/22/2024
4,r	Diaz Colome,Joanne SPEC ED MULTICATEG.	01/MA	$62,839.09	9/30/2024
5,nr	Gross,Sarah SPEC ED MULTICATEG.	01/MA	$64,961.01	10/28/2024
4,nr	Insignares,Shirley FOREIGN LANGUAGE	01/MA	$64,961.01	10/22/2024
2,nr	Knox,Marcus R	01/MA	$86,195.99	11/4/2024

	TITLE I COORDINATION			
2,nr	Lewis,Cyprian	01/BA	$52,827.70	10/22/2024
	AMP HPE			
5,nr	Lisiecki,Lisa M	01/MA	$98,937.66	10/28/2024
	GEN ELEM & K8 - ALL GRADES			
2,nr	Owoyokun,Kehinde Olawale	01/BA	$52,827.70	9/30/2024
	SPEC ED MULTICATEG.			
4,r	Pabón,Tiffany	01/BA	$80,007.89	10/22/2024
	FOREIGN LANGUAGE			
5,nr	Pieper,Nancy Jean	01/BA	$58,651.46	10/18/2024
	SPEC ED MULTICATEG.			
5,r	Robbins,Kimberly L	01/BA	$85,831.59	10/28/2024
	EARLY CHILDHOOD- SPEC ED			
5,r	Russert,Ashley	01/BA	$54,768.58	10/28/2024
	REG (5 YR) KINDERGARTEN			
2,r	Wandago,John	01/BA	$60,593.47	10/22/2024
	SCIENCE			

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER W/LICENSE

4,nr	Bohorquez,Oscar	01/MA	$69,209.36	10/22/2024
	BILINGUAL EDUCATION			
4,r	Coronado,Martha L	01/BA	$54,768.58	10/22/2024
	BILINGUAL EDUCATION			

ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL COUNSELOR

2,r	Vang,Chia	01/MA	$64,961.01	10/14/2024
	GUIDANCE			

ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL PSYCHOLOGISTS

5,r	Dreps,Abigail	FLT/51C	$76,596.17	11/1/2024
	IEP TEAMS			

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER

2,r	Adegoke,Dayo S	XX/4W2	$52,827.70	10/22/2024
	GEN ELEM & K8 - ALL GRADES			
2,r	Adekunle-Greenwood,Devin	XX/4W2	$52,827.70	10/22/2024
	HEALTH & PHY ED			
2,r	Baker,Michelle	XX/4W2	$52,827.70	10/14/2024
	REG (5 YR) KINDERGARTEN			
2,r	Barnes,Adriane G	XX/4W2	$51,888.74	10/28/2024
	GEN ELEM & K8 - ALL GRADES			
2,r	Blackwell,Rosaline C	XX/4W2	$52,827.70	9/30/2024
	EARLY CHILDHOOD- SPEC ED			
4,nr	Bueno Archbold,Roque	XX/4W2	$52,827.70	10/22/2024
	FOREIGN LANGUAGE			
4,nr	Bueno,Peter A	XX/4W2	$52,827.70	10/22/2024
	FOREIGN LANGUAGE			
4nr	De La Ossa,Armando	XX/4W2	$52,827.70	10/22/2024
	FOREIGN LANGUAGE			
4,nr	Diaz,Ivonne	XX/4W2	$52,827.70	10/22/2024
	KINDERGARTEN (4 YR OLDS)			
2,r	Hopgood Cox,Shelby	XX/4W2	$52,827.70	10/28/2024
	MULTICATEG. COMP. SEN			
2,r	Izuagba,Jacinta	XX/4W2	$52,827.70	10/22/2024
	SCIENCE			

5,.r	Johnson,Michael D MULTICATEG. COMP. SEN	XX/4W2	$52,827.70	10/7/2024
2,r	Kehinde,Esther KINDERGARTEN (4 YR OLDS)	XX/4W2	$52,827.70	10/22/2024
4,r	Martinez,Jasir ENGLISH AS SECOND LANGUAGE	XX/4W2	$52,827.70	10/22/2024
4,nr	Mendoza,Marielena KINDERGARTEN (4 YR OLDS)	XX/4W2	$52,827.70	10/22/2024
2,nr	Reyes,Cecilia EARLY CHILDHOOD- SPEC ED	XX/4W2	$52,827.70	10/22/2024
2,r	Somuyiwa,Rianat MULTICATEG. COMP. SEN	XX/4W2	$52,827.70	10/22/2024
2,r	Uzougbo,Chinedum Gloria MULTICATEG. COMP. SEN	XX/4W2	$52,827.70	10/22/2024
4,nr	Villarreal,Laura FOREIGN LANGUAGE	XX/4W2	$52,827.70	10/22/2024
2,r	Wamalwa,Abel MATHEMATICS	XX/4W2	$52,827.70	10/22/2024
5,r	Winkler,Michael R SPEC ED MULTICATEG.	XX/4W2	$52,827.70	10/28/2024

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
Teachers	16	24	0	18	0	15	7	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	16	25	0	18	0	15	7	0	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave November 2024		
Keith Barton	Alcott	November 12, 2024
Illness Leave October 2024		
Katarina Whalen	Gaenslen	October 16, 2024
Personal Leave March 2025		
Kari Reck	Bay View	March 7, 2025
Personal Leave December 2024:		
Katarina Whalen	Gaenslen	December 12, 2024
Keith Barton	Alcott	December 16, 2024
Personal Leave August 2024		
Amy Mizialko	Itinerant	August 27, 2024

Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	1.9	5	Trevor Anderson	Teacher	Dr. King Eleme	11/01/2024
Personal	22.1	2	Nicole Anderson Agboado	Teacher	Central Svcs	10/23/2024
Personal	0.2	5	Hailey Babcock	Speech Path	River Trail	11/04/2024
Personal	22.2	5	Trent Beauchine	Teacher	Douglas	11/15/2024
Personal	0.2	3	Mular Chris	Teacher	Pulaski	10/30/2024
Retire	22.1	5	Jacqueline Harris	Teacher	Goodrich	06/16/2025
Retire	35.0	5	Jill Holmes	Teacher	Central Svcs	01/03/2025
Personal	0.9	5	Nancy John	Nurse	Brown Street	11/15/2024
Retire	27.2	5	Margaret Mystrow	Tchr In Chg	Whittier	02/28/2025
Personal	0.5	5	Susan Nelson	Teacher	Thurston Woods	10/14/2024
Retire	31.2	5	Kari Reck	Teacher	Bay View HS	06/16/2025
Personal	2.1	2	Latrice Roberts	Teacher	River Trail	11/26/2024
Personal	15.0	5	Jeanette Seitz	PT Teacher	Bryant	10/31/2024
Personal	5.2	2	Samuel Stewart	Teacher	Green Tree Prep	10/31/2024
Other Dist	2.0	5	David Summers	Teacher	JMAC	11/04/2024

Classified Retirements

Personal	0.1	4	Jeannette Areizaga	FSA	Morgandale	10/25/2024
Other Work	0.1	5	Benjamin Audevart	Para	Burbank	10/10/2024
Personal	0.1	2	Keyon Broadnax	FSA	Whitman	10/25/2024
Personal	7.8	2	Tavares Brown	Para	Congress	10/29/2024
Personal	1.0	2	Dariana Davis	Para	Congress	11/04/2024
Personal	0.1	2	Tiffany Davis	FSA	Burbank	10/01/2024
Personal	0.7	4	Alyandra Diaz	CHA	Hayes	10/10/2024
Personal	0.1	2	Somiale Durnat	Safety Asst	School Safety	09/12/2024
Other Work	1.2	5	Jennifer Flannery	FSMT	Hartford	11/11/2024
Personal	0.1	2	Takeyla Gee	Para	Douglas	10/08/2024
Retire	25.2	4	Berta Gladowski	Secretary I	Recreation	01/02/2025
Personal	1.0	5	Adam Hansen	Safety Asst	School Safety	10/22/2024
Retire	22.8	2	Mary Harris	CHA	MSOL	12/23/2024
Personal	0.7	2	Karimel Highshaw	BSH I	Central Svcs	10/29/2024
Personal	0.1	2	Ciara Johnson Wilks	Para	Burbank	10/14/2024
Personal	13.8	2	Aquiesha Jordan	CHA	Fairview	10/23/2024
Personal	7.0	2	Latoya Keeler	Secretary I	Congress	10/29/2024
Retire	7.8	2	Gwendolyn Knight Ford	Para	Hopkins Lloyd	11/01/2024
Retire	29.0	2	Terence Lemons	Safety Asst	School Safety	10/08/2024
Other Work	1.1	2	Andrea Levy	CHA	Gaenslen	10/28/2024
Personal	0.1	2	Shavonne Louis	CHA	Carver	10/11/2024
Personal	5.0	4	Daniela Mata	Para	Kagel	10/29/2024
Personal	6.0	4	Daiana Matta Castro	Para	Forest Home	11/01/2024

Personal	1.2	4	Maria Perez	Secretary I	Spanish Imm	10/10/2024
Personal	1.7	2	LouOnnie Pryor	Para	Maryland	10/14/2024
Personal	21.6	2	Trina Richardson	SWA II	Central Svcs	11/04/2024
Personal	1.8	2	Yilitha Semons	Accountant	Finance	11/08/2024
Retire	15.7	2	Bessie Smith	Para	LaFollette	11/01/2024
Personal	1.2	2	Shaomi Smith	Safety Asst	School Safety	10/08/2024
Personal	3.1	2	Cassandra Tenner	Safety Asst	School Safety	11/13/2024
Other Work	0.8	2	Shonnie Tucker	Para	Vincent	10/18/2024
Personal	1.0	2	April Underwood Moore	BSH I	Hayes	10/29/2024
Retire	33.2	5	Janeen VanDerboom	FSMT	Trowbridge	11/15/2024
Retire	29.0	5	Kent Wayson	Supervisor I	Technology	01/22/2025
Other Work	0.8	4	Brendan Winkler	Para	Lancaster	10/12/2024
Personal	0.1	2	Candace Woods	BSH I	Central Svcs	10/11/2024

Other District – 1 (Classified 0 – Certificated – 1)
Other Work – 5 (Classified 5 – Certificated – 0)
Personal – 34 (Classified 24 – Certificated – 10)
Retirement – 11 (Classified 7 – Certificated – 4)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on a Request to Approve the Proposed 2025-2026 Districtwide School Calendar

Background

The following is the proposed 2025-2026 districtwide school calendar.

August 25.....Organization Day
August 26-28 .....Professional Development Days
August 29.....Labor Day Break
September 1 .....Labor Day
September 2 .....First Day of School for Students
October 17 .....Parent/Teacher Conference Day

October 20 .....October Break
November 7.....Record (K-8)/Professional Development Day (HS)
November 26-28 .....Thanksgiving Break
December 22-31.....Winter Break
January 1-2.....Winter Break
January 5.....Classes Resume
January 19.....MLK Jr. Day
January 26.....Record (HS)/Professional Development Day (K-8)
February 16.....Mid-semester Break
February 17.....Record (K-8)/Professional Development Day (HS)
March 20.....Parent/Teacher Conference Day
March 30-April 3 .....Spring Break
May 1.....Professional Development Day
May 25.....Memorial Day
June 5.....Record (K-8)/Professional Development Day (HS)
June 15.....Last Day of School for Students
June 16.....Record (HS)/Professional Development Day (K-8)
June 17-18.....Emergency Make-up days, if needed

ACT Testing dates are to be determined

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.03 - School Year/School Calendar

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the 2025-2026 districtwide school calendar.

Committee's Recommendation

Your Committee recommends the Board approve the proposed 2025-2026 districtwide school calendar as presented in the attachment.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Report With Possible Action on Proposed Long-Range Facilities Master Plan Committees

Your Committee reports having received the following report. Although this item is noticed for possible action, no action is required.

Background

MPS initiated a process to develop a Long Range Facilities Master Plan by issuing a Request for Proposal to hire an outside firm to assist the district with the process of developing an updated plan.

In March 2024, the Board approved the professional service contract with Perkins-Eastman to begin the process of developing a new Long Range Facilities Master Plan. This plan provides an in-depth review of how MPS buildings support the learning environment and identifies opportunities to further the work

toward advancing the district's goals of academic achievement; student, family, and community engagement; and effective and efficient operations.

The scope of work outlined for Perkins-Eastman included site visits to review and rate the condition of building infrastructure and the educational adequacy of all learning spaces. The review took into consideration many factors including enrollment trends, program and building capacities, deferred and projected capital maintenance, ADA accessibility, universal design principals, transportation policies, and equity with a focus on neighborhood characteristics such as household income, reported crimes, and minority populations.

The analysis included input from stakeholders including students, teachers, parents, district partners, and community members. Input was obtained through online surveys. In addition to the surveys, large-scale in-person and virtual community engagement sessions were held in order to gather additional stakeholder input. The large-scale community engagement sessions comprised of a series of meetings. Perkins-Eastman interacted with participants at each of the meetings by explaining the goals of the Long Range Facilities Master Plan, asking questions to gain feedback from the community on priorities, and facilitating open discussions for clarity and understanding.

The analysis included data gathering sessions and review meetings with key individuals from all departments within the district to allow Perkins-Eastman to obtain and validate the information needed for a complete analysis in order to develop the Long Range Facilities Master Plan. After assessing the data gathered, a progress report with considerations was provided in October of 2024 to the Administration. The progress report will contain details on educational suitability, technology readiness, and building conditions for all schools along with a review of district enrollment trends and building capacity. The information also includes potential plans for consideration to serve as a roadmap for facility use, classroom modernization, and capital investment. The plan is not finalized but focuses on identifying additional programming, instructional and partnership opportunities, and provides considerations for investment or divestment of current building inventory to maximize the use of resources.

On October 29, 2024, the Milwaukee Board of School Directors requested that the Administration provide recommendations for the consideration of Regional and Citywide Steering Committees that include the following:

* Membership for each committee.
* Frequency of meetings for each committee.
* Locations of meetings for each committee.
* Proposed content or topics for each committee.
* Considerations for next steps.

LRFMP Steering Committee Framework Proposal

Introduction

The proposed Milwaukee Public Schools (MPS) Long-Range Facilities Master Plan (LRFMP) Steering Committees are intended to bring together diverse stakeholder voices from across the city of Milwaukee and its communities to help guide the district’s facility planning process. With members potentially including parents, students, staff, community members, and local leaders, these committees would be tasked with providing essential insights and input to support the district’s commitment to equitable, strategic, and forward-thinking facility use and development. Through this collaborative process, the committees will review data, assess needs and challenges, and prioritize strategies that align with the district’s goals for rightsizing the portfolio to provide high quality learning environments and robust educational opportunities for all students. The aim of the LRFMP Steering Committees is to ensure that MPS facility planning reflects the collective needs, values, and aspirations of the communities it serves. By engaging a diverse set of stakeholders, the steering committee framework is designed to foster a transparent, inclusive, and responsive approach to creating safe, sustainable, and adaptable schools for years to come.

Steering Committee Development Roadmap

The following roadmap outlines the proposed steps for developing and launching the LRFMP Steering Committees. Each phase is designed to establish a strong foundation of norms, expectations, and clear communication channels, ensuring that the committees are well-prepared to fulfill their roles effectively in guiding the district's facility planning process.

1. Finalize LRFMP Steering Committee Framework
    Define norms, expectations, and operating guidelines
    Establish an overall timeline with summaries of meeting topics
    Develop a communication plan and outline specific process goals
2. Appoint Citywide Steering Committee (CSCs)
    Host a kickoff meeting to review norms, expectations, the timeline, and meeting topics
3. Appoint Regional Steering Committees (RSCs)
    Host kickoff meetings to review norms, expectations, the timeline, and meeting topics
4. Initiate Steering Committee Process
    Begin regular meetings and engagement activities as outlined in the framework
5. Report on Outcomes and Findings
    Share insights and results from the steering committee process

REGIONAL STEERING COMMITTEES

The Regional Steering Committees (RSCs) will dive deeper into the unique needs, opportunities, and challenges facing MPS schools within their respective areas of the district. By engaging a more localized set of stakeholders, the RSCs will provide crucial on-the-ground perspectives to help inform the overall district-wide view of the Citywide Steering Committee (CSC). Importantly, a small group of representatives from each RSC will also be members of the CSC, creating a direct linkage between the regional and district-wide inputs. This two-way flow of information is designed to ensure that the diverse contexts and priorities across MPS communities are meaningfully considered in the development of the Long-Range Facilities Master Plan (LRFMP). By capturing these local insights and elevating them to the citywide level, the steering committee process will help foster an LRFMP that effectively addresses the unique challenges and opportunities present in different parts of the district.

General Structure & Expectations

Appointed after the Citywide Steering Committee (CSC) has been appointed
Four Regional Steering Committees (RSCs) – Central, East, Northwest, Southwest
    Alternative A: Five committees, adding high schools as fifth
    Alternative B: Four committees, based on paired School Board Districts
Recorded/livestreamed monthly meetings, in-person
    Alternative A: hybrid approach, virtual during summer months
    Alternative B: hybrid approach, virtual every other month

Composition

Committee Leaders / Facilitators

(1) MPS Department of Facilities and Maintenance (DFMS) team member
(2) Perkins Eastman team members
(1) Prism/Rivera team members
4 TOTAL MEMBERS

Committee Members

(2-3) Parents, preferably including at least 1 District Advisory Council (DAC) member
(2-3) Students, preferably in student organization leadership positions
(2-3) School staff members, preferably including at least 1 MTEA building representative
(2-3) Regional community organization members
(2) School Board Directors
(1) MPS Regional Superintendent
(1) MPS Family and Community Engagement team member
12-16 TOTAL MEMBERS

Responsibilities / Scope

In Phase 1, RSCs/CSCs will establish a shared understanding of LRFMP goals, review data and stakeholder input, assess opportunities and challenges, and evaluate policy initiatives and barriers to inform strategic feedback. In Phase 2, they will shift to implementation, reviewing initiative plans, timelines, projected outcomes, and potential impacts of policies and/or policy initiatives.

Phase 1

- Review MPS Strategic Plan and LRFMP goals and guiding principles
- Review and align on steering committee norms, expectations and operating guidelines
- Review district and regional data and stakeholder input to date
- Review/provide feedback on proposed policy initiatives and any existing policy-based barriers
- Identify strengths and development areas of MPS schools in region
- Identify key needs, opportunities and challenges for MPS schools in region
- Review strategy candidate groups and identify any unique circumstances which might impact strategy candidate group assignment or prioritization within strategy candidate group
- Review/provide feedback on pros, cons and prioritization of strategy options within region
- Potential subject-specific guest speakers/committee participants:
  - Local public safety representatives
  - Local student organization representatives
  - Local business or civic organization representatives
  - Local community organization representatives
  - Local elected officials

Phase 2

- Review/provide feedback on proposed initiative cycles 1/2/3 strategy implementation timelines for planned initiatives within region
- Identify key needs, opportunities and challenges within each initiative implementation plan
- Review/provide feedback on proposed initiative evaluation plan(s) and metrics
- Review/provide feedback on projected impacts/outcomes of proposed policy initiatives
- Review/provide feedback on proposed approach to updating LRFMP timeline and future Initiative Cycles as district circumstances change

CITYWIDE STEERING COMMITTEE

The Citywide Steering Committee (CSC) will serve as the central coordinating stakeholder body guiding the development of the Long-Range Facilities Master Plan (LRFMP) with a district-wide perspective. By consolidating insights and priorities from the Regional Steering Committees (RSCs), the CSC will ensure a unified approach that addresses both local and district-wide needs. Bringing together key stakeholders with district- and city-wide leadership perspectives, the committee incorporates broader strategic insights and alignment with parallel city initiatives into the planning process. Importantly, the CSC's membership will include representatives from each of the RSCs, creating a direct connection between regional and citywide inputs. This integrated flow of information enables the CSC to fully consider the diverse contexts and priorities across MPS communities, combining local insights into a cohesive approach that balances unique challenges and opportunities to foster strategic, equitable planning for all MPS schools.

General Structure & Expectations

Appointed before the Regional Steering Committees are appointed
Single Citywide Steering Committee, made up of 27 members
Alternative A: Reduced member count with ~20 members
Alternative B: Increased member count with ~40 members
In-person monthly meetings
Alternative A: hybrid monthly meetings, virtual during summer months
Alternative B: hybrid monthly meetings, virtual every other month

Composition

Committee Leaders / Facilitators

(1-2) MPS DFMS team members
(2) Perkins Eastman team members
(1-2) Prism/Rivera team members
4-6 TOTAL MEMBERS

Committee Members

(4)* Parents, one from each RSC, preferably DAC members

(4)* Students, one from each RSC, preferably in student organization leadership positions
(4)* School staff members, one from each RSC
(4)* Regional community organization members, one from each RSC
(4)* MPS Regional Superintendents
(1) MPS Regional Superintendent (high schools)
(1) MPS Director of Family and Community Engagement
(1) MTEA leadership
(1) ASC leadership
(1) At-large school board member
(2) City of Milwaukee representatives (e.g., Growing MKE, Planning, Engagement)
TOTAL 27 MEMBERS
*Also members of Regional Steering Committees (RSCs)

Potential Additional Committee Members

(1-3) Citywide community organization members
(1-3) City/county agency representatives (e.g., Transportation, Public Safety, Housing)
(1-3) Higher education and/or workforce development representatives
(1-3) Business and/or civic organization members
(1-3) Education advocacy organization members

Responsibilities / Scope

In Phase 1, RSCs/CSCs will establish a shared understanding of LRFMP goals, review data and stakeholder input, assess opportunities and challenges, and evaluate policy initiatives and barriers to inform strategic feedback. In Phase 2, they will shift to implementation, reviewing initiative plans, timelines, projected outcomes, and potential impacts of policies and/or policy initiatives.

Phase 1

Review MPS Strategic Plan and LRFMP goals and guiding principles
Review and align on steering committee norms, expectations and operating guidelines
Review district and regional data and stakeholder input to date
Review/provide feedback on proposed policy initiatives and any existing policy-based barriers
Identify strengths and development areas of MPS (review RSC regional input)
Identify key needs, opportunities and challenges for MPS (review RSC regional input)
Review/provide feedback on RSC regional input on strategy candidate groups and unique circumstances
Review/provide feedback on proposed strategy candidate group reprioritizations and reassignments
Review/provide feedback on RSC regional input on pros, cons and prioritization of strategy options
Review/provide feedback on proposed district-wide prioritization of strategy options
Potential subject-specific guest speakers/committee participants:
MPS departmental leadership representatives (e.g., SPED, ECE, Finance, Transportation, Enrollment, Curriculum, HR, Safety & Security, Government Relations, Equity & Inclusion, Food Services)
City/county agency representatives (e.g., Transportation, Public Safety, Housing)
Education advocacy organization representatives
Higher education and/or workforce development representatives
Citywide business or civic organization representatives
Citywide community organization representatives

Phase 2

Review/provide feedback on proposed initiative cycles 1/2/3 strategy implementation timelines for planned initiatives (review RSC regional input)
Identify key needs, opportunities and challenges within each initiative implementation plan (review RSC regional input)
Review/provide feedback on proposed initiative evaluation plan(s) and metrics (review RSC regional input)

Review/provide feedback on projected impacts/outcomes of proposed policy initiatives (review RSC regional input)
Review/provide feedback on proposed approach to updating LRFMP timeline and future Initiative Cycles as district circumstances change (review RSC regional input)

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01 - Facilities

Fiscal Impact Statement

This item does not authorize expenditures.

* * * * *

(Item 5) Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts and Material Purchase Recommendation

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP #24-021 Authorization to Approve Contract Labor Contracts

In October 2021, the Board authorized the Department of Facilities and Maintenance Services to purchase contract labor services on a pre-approved basis for a variety of skilled trade labor categories. The ability to use a list of pre-approved contractors allows the Department of Facilities and Maintenance Services to provide timely services to schools and departments. These contracted services are necessary to meet the needs and expectations of the schools and are meant to supplement the current staff at Facilities and Maintenance Services. The need for contract labor is somewhat unpredictable and is dependent on the availability of grant funds, discretionary funding at the school and department levels and on the district initiatives implemented throughout the year.

Contract labor is used for two main categories of work: New Projects funded by Schools, the District or Departments; or infrastructure repair and maintenance funded by the DFMS operations budget.

Funds to support the contract labor services are budgeted as part of individual projects or are funded by the individual school, department, or program. Services by the various contractors are not used until appropriate funds are identified and encumbered.

A Request for Proposal (RFP) for Contract Labor Services was released in October 2024 and requested services in 27 skilled trade and technical categories. As in previous years, the purpose of the RFP is to "pre-approve" firms that will provide labor on an as-needed basis depending upon the timing and scope of the project. The amount of contract labor services needed will vary from trade to trade and from one fiscal year to another.

Proposals were received for twenty-three of the twenty-seven categories requested and were evaluated on the basis of cost, responsiveness to requirements, experience, references, and abilities to meet the needs of MPS.

Requested Expenditure Authority: Not to exceed $12,000,000.00

Contract Period: January 1, 2025 – December 31, 2027

Budget Code: Various

Recommended Contractor	Trade/Technical Area
ALLCON LLC	Electrician

	Construction Wireman-1 (CW-1)
	Low Voltage Technician
Built 414 Electric, LLC	Electrician
Butters-Fetting Co., Inc.	Electrician
	Electrician Apprentice/CW-1
	Plumber
	Plumbing Apprentice
	Sheet Metal Worker
	Sheet Metal Worker Apprentice
	Steamfitter
	Steamfitter Apprentice
Cornerstone One	Plumber
	Sheet Metal Worker
	Steamfitter
Decibel Associates, LLC	Low Voltage Technician
Ginkgo Stonescapes LLC	Administrative Assistant
	Building/Construction Laborer Mason/Bricklayer
	Painter
Gordon Solutions, LLC	Asbestos Carpenter
	Carpenter
	Glazier
Hurt Electric, Inc.	Electrician
	Electrician Apprentice/CW-1
	Construction Wireman-1 (CW-1)
JLS Lock & Key	Locksmith
Kaschak Roofing, Inc.	Roofer
Lee Mechanical	Electrician
	Electrician Apprentice/CW-1
	Low Voltage Technician
	Sheet Metal Worker
	Sheet Metal Worker Apprentice
	Steamfitter
	Steamfitter Apprentice
Milwaukee Plumbing & Piping, Inc.	Plumber
Northwestern Elevator	Elevator Mechanic
Pieper Electric, Inc.	Electrician
	Electrician Apprentice/CW-1
	Construction Wireman 1
Selzer-Ornst Construction Company, LLC	Carpenter
Service Painting Corporation	Painter
Vertex Electric	Electrician
Wil-Surge Electric, Inc.	Electrician
	Electrician Apprentice/CW-1 Construction Wireman-1 (CW-1) Low Voltage Technician
Zien Mechanical	Plumber
	Plumbing Apprentice
	Sheet Metal Worker
	Sheet Metal Worker Apprentice
	Steam Fitter
	Steam Fitter Apprentice

Material Purchase

HVAC FILTERS

Various MPS Sites

Prime Contractor: CL Benson

1461 1st Avenue NW

New Brighton, MHN 55112

Authorization to approve a blanket contract for the purchase of HVAC filters for Various MPS Sites.

Requested Expenditure Authority : $1,000,000.00

Term: November 22, 2024 – November 26, 2027

Budget Code: Various

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contracts:
Total Professional Services Contracts Requested = Not to Exceed $12,000,000.00
Material Purchase:
Total Material Purchase Requested for Approval = $1,000,000.00
The Administration recommends that the Board approve the attached professional services contracts and material purchase.

Implementation and Assessment Plan

Upon Board Approval, the attached professional services contracts and material purchase shall be executed.

Committee's Recommendation

Your Committee has advanced this item to the Board without recommendation.

Director Siemsen moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Leonard, Siemsen, Zombor, and President Herndon — 6.
Noes — None – 0. .

* * * * *

(Item 6) Action on Monthly Finance Matters: Report on Change Orders in Excess Of $25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Individual Accounts Written Off in Excess of $25,000; Report on Monthly Grant Awards; Acceptance of Donations

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed $25,000.

Contract: C030678

Literacy Services of Wisconsin, Inc.

On July 1, 2022, the Milwaukee Board of School Directors and Literacy Services of Wisconsin, Inc. entered into Professional Services Contract number C030678 ("Contract"), with a term of July 1, 2022 through June 30, 2023, to manage and staff the adult learning labs at North Division High School and South Division High School. The adult learning labs are open to all Milwaukee adults. On June 29, 2023, the Board approved a contract extension for a term of July 1, 2023 through September 30, 2024 not to exceed $214,447. In this extension, the Contract will expand English Language Learning (ELL) programming to include four additional schools with sufficient instructional staff and materials to support three multilevel classes at each school. On May 29, 2024, a Request to Change Contract (RCC) was approved to increase funds by $115,000 for increased use of services. On September 12, 2024, an RCC was approved to increase funds for increased use of services. On September 25, 2024, an RCC was approved to decrease compensation by $10,834. On October 29, 2024, an RCC was approved to extend the contract through June 30, 2025 and to add funds of $130,000.

Original Contract Amount: $130,000.00

Extension.....214,447.00

RCC 5/29/2024.....115,000.00

RCC 9/12/2024.....25,827.00

RCC 9/25/2024.....(10,834.00)

RCC 10/29/2024.....130,000.00

Ending amount: $474,440.00

Contract C030232

Kane Communications Group

On October 1, 2021, the Milwaukee Board of School Directors and Kane Communications Group entered into Professional Services Contract number C030232 ("Contract"), with a term of October 1, 2021 through September 30, 2022, to develop a comprehensive, multi-level, multi—year, integrated marketing and communications strategy to appeal to our English, Spanish, Hmong, Arabic, Keren, Burmese, and Rohingya speaking stakeholders. On September 29, 2022, the Board approved a contract extension for a term of October 1, 2022, through September 30, 2023, not to exceed $120,000. On August 31, 2023, the Board approved the second and final contract extension with a term of October 1, 2023 through September 30, 2024 not to exceed $120,000. On December 7, 2023, a Request to Change Contract (RCC) was approved to decrease the funds. On December 14, 2023, an RCC was approved to increase funds by $33,000 for increased use of services. On October 10, 2024, an RCC was approved to increase funds for the services used.

Original Contract Amount: $120,000.00

Extension #1.....120,000.00

Extension #2.....120,000.00

RCC 12/7/2023..... -68,571.42

RCC 12/14/2023 ..... 33,000.00

RCC 10/10/2024 ..... 33,123.25

Ending amount: $357,551.83

Monthly Financial Reports

The report on revenues and expenses; monthly expenditure control report; the report on contracts awarded with a value under $50,000 and cumulative total report; report on individual accounts written off in excess of $25,000 and the report on monthly grant awards are attached and no action is required.

With respect to the Report of Revenues and Expenses, subsequent to the Committee's discussion, the report was revised to add clarity.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
Office of Academics - Curriculum and Instruction	MPS Foundation	5,082.75	STEM Fair Reimbursement
Total Monetary Donations Over $5,000		5,082.75	
Monetary Donations			
Brown Street School	Deloris Gates	3.00	Fieldtrip
Carver Academy	Casey's General Stores	4.80	General School Supplies
Cass Street School	Leaf Home Enhancements, LLC	3,000.00	General School Supplies
Cass Street School	Jacks American Pub LLC	500.00	Athletics Program
Cass Street School	MP on Brady Inc.	880.00	Athletics Program
Cass Street School	United Way	1,187.50	General School Supplies
Cass Street School	Jewish Community Foundation	1,500.00	Classroom Supplies
Cass Street School	Brianne L Stankus/Matthew C. Marcum	115.00	Athletics Program
Cass Street School	MP on Brady Inc.	1,000.00	Athletics Program
Clara Barton School	Forward Please Project	500.00	General School Supplies
Fairview School	Valerie Scofield	100.00	General School Supplies
Fairview School	Leaf Home Enhancements	3,000.00	Back to School Support
Franklin School	Ha Hero Foundation	2,500.00	Literacy Items
French Immersion School	Parent of Madison Florentin	5.00	General School Supplies
French Immersion School	Anonymous	15.00	Fieldtrip
German Immersion School	Megan Miller/Aaron Skreland	5,000.00	PE, Art, Music, Lit & School Discretion
German Immersion School	Aldo Leopold Nature Center	300.00	Outdoor Learning
German Immersion School	German Fest Milwaukee, Inc	400.00	General School Supplies
Gilbert Stuart School	* S. Matthew CME Church	100.00	General School Supplies
Goodrich School	Granville Business Improvement District #48	250.00	General School Supplies
Hamilton High School	Joyce Omitt	200.00	Cross Country

Hamilton High School	Paint Right Company	500.00	Football
Hamilton High School	Educators Credit Union	500.00	PRO Support
Hartford University School	Milwaukee Brewers	600.00	Athletics Program and Uniforms
Hi-Mount School	Tumberland Bath-Leaf Home Enhancement, LLC	3,000.00	General School Supplies
Humboldt Park School	Rogendo Rodriguez	300.00	General School Supplies
King High School	American Red Cross	750.00	RKHS Student Scholarship Fund
King High School	Badger Mutual Insurance Women's Amateur	1,000.00	RKHS Girl's Golf Team
MacDowell Montessori	Menomone Falls Downtown Inc	125.00	General School Supplies
Maple Tree School	* West Granville Presbyterian Church	600.00	Back to School Support
Maryland Avenue Montessori School	Anonymous	20.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	20.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	45.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	45.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	90.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	100.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	100.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	110.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	110.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	120.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	120.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	220.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	222.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	20.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	20.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	25.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	40.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	40.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	60.00	Classroom Supplies

Maryland Avenue Montessori School	Anonymous	80.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	80.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	170.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	20.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	20.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	40.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	40.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	20.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	20.00	Classroom Supplies
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Maryland Avenue Montessori School	Anonymous	20.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	20.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	60.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	80.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	80.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	80.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	150.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	180.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	195.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	105.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	140.00	Classroom Supplies
Maryland Avenue Montessori School	Anonymous	60.00	Classroom Supplies
Meir School	FIRST	3,000.00	GE-FIRST Robotics
Milwaukee School of Languages	Anonymous	80.00	Theater Group
Milwaukee School of Languages	American Red Cross	250.00	Scholarship
Mitchell School	Michele H Tiffany	75.00	RIF Book Donation
Office of Academics - Curriculum and Instruction	MPS Foundation	3,182.14	STEM Fair

Office of Communications and School Performance - Strategic Partnerships and Customer Service	Cristiano Mattia	50.00	MPS School Supply Drive
Parkside School	Anonymous	220.00	Classroom Supplies
Riley School	Roxanna Lundgren	20.00	Classroom Supplies
Riley School	Jorge Fragoso	20.00	Classroom Supplies
Riley School	Jose Hernandez Martinez	20.00	Classroom Supplies
Riley School	Plascencia Barba	20.00	Classroom Supplies
Riley School	Diana Montejano	20.00	Classroom Supplies
Riley School	Eduardo Preciado	20.00	Classroom Supplies
Riley School	Angelina Gonzalez	20.00	Classroom Supplies
Riley School	Paola Schultz	20.00	Classroom Supplies
Riley School	Dominique Mason	20.00	Classroom Supplies
Riley School	Pamela M Ritger	40.00	Classroom Supplies
Spanish Immersion School	* Nucor Corp	500.00	General School Supplies
Story School	Kingo Lurtheran Church	100.00	Playground Supplies
Trowbridge School	Susan Kmieciak	100.00	After School Club
Trowbridge School	Grace Presbyterian Church	2,000.00	Danceworks Program
Vieau School	Rockwell Automation	2,500.00	Scholastic Fair
Washington High School	* Milwaukee Elks Lodge #46	1,510.00	Special Olympics
Zablocki School	Lynden Inc	304.00	1
	Total Monetary Donations	*45,273.44*	
Non-Monetary Donations			
Albert E Kagel School	Palermos Pizza - Rebecca Schimke	672.00	Pizza
Allen-Field School	DonorsChoose	9.99	Classroom Essentials
Allen-Field School	DonorsChoose	19.24	Classroom Essentials
Allen-Field School	DonorsChoose	775.58	Life Skills, STEM
Auer Avenue School	Alderman Diandre Jackson	1,100.00	Backpacks with school supplies
Bay View High School	DonorsChoose	506.04	STEM, Students with Disabilities
Bay View High School	DonorsChoose	817.61	STEM
Bay View Montessori School	DonorsChoose	1,708.36	We Need a Library
Bethune Academy	DonorsChoose	389.00	Health Sports & Wellness, Literacy & Language
Bradley Trade & Tech	DonorsChoose	247.17	Literacy & Language, Students with Disabilities
Burbank School	Sarah Jones	60.00	Used Clothing
Burbank School	Gina Depratt	70.00	Used Winter Clothing
Burbank School	DonorsChoose	21.64	Classroom Essentials
Cass Street School	DonorsChoose	324.15	Girls of Color Alliance
Clarke Street School	Leonardo DRS Noval Power Systems	900.00	General School Supplies
Clemens School	DonorsChoose	21.28	Classroom Essentials
Doerfler School	DonorsChoose	24.21	Classroom Essentials
Dr. B Carson Academy of Science	DonorsChoose	132.13	We're in a Sticky Situation

Dr. B Carson Academy of Science	DonorsChoose	166.67	Learning Our Letters
Dr. B Carson Academy of Science	DonorsChoose	172.00	Literacy & Language, Social Studies
Dr. B Carson Academy of Science	DonorsChoose	239.46	Classroom Essentials
Emerson School	DonorsChoose	407.35	Our Feathered Friends
Emerson School	DonorsChoose	636.16	Popcorn! The Best Smell Around
Fifty-Third Street School	DonorsChoose	17.03	Classroom Essentials
Forest Home Avenue School	DonorsChoose	18.39	Classroom Essentials
Forest Home Avenue School	DonorsChoose	19.09	Classroom Essentials
Forest Home Avenue School	DonorsChoose	20.32	Classroom Essentials
Forest Home Avenue School	DonorsChoose	62.57	Classroom Essentials
Forest Home Avenue School	DonorsChoose	144.56	Successful Small Groups
Forest Home Avenue School	DonorsChoose	158.33	Whiteboards and Markers
Forest Home Avenue School	DonorsChoose	231.70	Music & The Arts, Warmth Care & Hunger
Forest Home Avenue School	DonorsChoose	336.40	Health Sports & Wellness, Music & The Arts
Forest Home Avenue School	DonorsChoose	361.19	It's All About the Money.
Forest Home Avenue School	DonorsChoose	493.77	Health Sports & Wellness, Students with Disabilities
Fratney Street School	DonorsChoose	615.81	Life Skills, Students with Disabilities
Fratney Street School	DonorsChoose	636.25	Classroom Needs
French Immersion School	Cranky Al's	200.00	100 Donuts to the Staff
Gaenslen School	DonorsChoose	13.58	Classroom Essentials
Gaenslen School	DonorsChoose	845.02	Back to School Basics
Garland School	Nina Ghanbarzadeh	3,000.00	Fingerprint Artwork
Goodrich School	DonorsChoose	243.12	Chair Pockets Needed!
Goodrich School	DonorsChoose	291.71	Supplies for Everyday Learning
Goodrich School	DonorsChoose	472.70	Basic Supplies
Goodrich School	DonorsChoose	476.44	Health Sports & Wellness
Goodrich School	DonorsChoose	553.22	Hygiene Essentials
Goodrich School	DonorsChoose	9.49	Classroom Essentials
Goodrich School	DonorsChoose	13.58	Classroom Essentials
Goodrich School	DonorsChoose	18.39	Classroom Essentials
Goodrich School	DonorsChoose	28.19	Classroom Essentials
Goodrich School	DonorsChoose	29.13	Classroom Essentials
Goodrich School	DonorsChoose	31.97	Classroom Essentials
Goodrich School	DonorsChoose	142.43	Health Sports & Wellness
Goodrich School	DonorsChoose	327.66	Keep Calm and Cool
Goodrich School	DonorsChoose	454.93	Literacy & Language

Grantosa Drive School	DonorsChoose	272.69	Health Sports & Wellness, Life Skills
Hartford University School	DonorsChoose	537.26	STEM
Hawthorne School	DonorsChoose	18.98	Classroom Essentials
Hawthorne School	DonorsChoose	148.91	Health Sports & Wellness, STEM
Hawthorne School	DonorsChoose	355.70	Let Your Voice be Heard!
Hayes Bilingual School	DonorsChoose	176.08	Let's Make a Music Library!
Hayes Bilingual School	DonorsChoose	270.40	Health Sports & Wellness, Life Skills
Hayes Bilingual School	DonorsChoose	503.88	Literacy & Language
Hayes Bilingual School	DonorsChoose	706.88	Classroom Essentials
Hi-Mount School	DonorsChoose	280.04	Essential School Supplies
Kilbourn School	DonorsChoose	463.91	Pencils and Supply Bins Needed
King High School	DonorsChoose	40.20	Classroom Essentials
King High School	DonorsChoose	54.92	Classroom Essentials
King High School	DonorsChoose	139.62	Scissors for Science
King High School	DonorsChoose	141.91	Fuel My Classroom
King High School	DonorsChoose	205.03	Classroom Essentials
King High School	DonorsChoose	239.05	Sustenance For Success
King High School	DonorsChoose	247.47	Replenish Some Supplies
King High School	DonorsChoose	274.05	Health Sports & Wellness, Life Skills
King High School	DonorsChoose	330.21	The Calming Corner
King High School	DonorsChoose	370.45	Health Sports & Wellness
King High School	DonorsChoose	418.87	Health Sports & Wellness, Life Skills
King High School	DonorsChoose	496.24	Zen Den
King High School	Love Logan Inc	2,500.00	Discounted Charge For Two Speeches To Students
King Middle Years	DonorsChoose	24.18	Classroom Essentials
Kluge School	DonorsChoose	36.33	Classroom Essentials
Lafollette School	Walmart	95.00	Giftcard
Lafollette School	Walmart	95.00	Giftcard
Lafollette School	Courtney Rehn - Kohn Law Firm S.C.	2,500.00	General School Supplies
Lafollette School	DonorsChoose	12.02	Classroom Essentials
Lafollette School	DonorsChoose	508.43	Literacy & Language, Students with Disabilities
Longfellow Elementary	DonorsChoose	589.17	K3 First Learning Experience
MacDowell Montessori	DonorsChoose	131.50	Students with Disabilities
MacDowell Montessori	DonorsChoose	138.09	Noise Cancelling Headphones

Maple Tree School	DonorsChoose	19.29	Classroom Essentials
Maple Tree School	DonorsChoose	19.64	Classroom Essentials
Meir School	DonorsChoose	24.31	Classroom Essentials
Milwaukee High School of the Arts	DonorsChoose	153.81	Starting the Year Off Right!
Milwaukee Sign Language School	DonorsChoose	152.63	Fidget Fun!
Milwaukee Sign Language School	DonorsChoose	331.93	Keeping it Fresh!
Ninety-Fifth Street School	DonorsChoose	140.51	We Love Puzzles!
Ninety-Fifth Street School	DonorsChoose	153.77	Sensory Materials for PreK
Ninety-Fifth Street School	DonorsChoose	168.94	ABC's and 1, 2, 3's
Ninety-Fifth Street School	DonorsChoose	184.36	Social Emotional Learning
Ninety-Fifth Street School	DonorsChoose	285.30	Rewarding Recess Equipment
Ninety-Fifth Street School	DonorsChoose	343.28	Literacy & Language, STEM
Obama School of Career and Technical Education	DonorsChoose	531.83	Heathy Snacks & Hygiene Cart
Office of Academics - Specialized Services	* MARTA Debra Jupka	417.86	Giftcards and Healthy/Beauty Products
Office of Academics - Specialized Services	4EveryKid - Soles4souls.org	57,025.00	Footwear
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Amber Liddle - Mixed Bag MKE	75.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Brittany and Tom Marsden	150.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Nicole Stalter - Great Lakes Industrial	250.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Haley Goeller - Marking Services Inc	315.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Tracy Ersman - Traction Factory	400.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	JaNyla Miller	450.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Renee Aranda - Sunshine Oncology	470.00	School Supply Drive

Office of Communications and School Performance - Strategic Partnerships and Customer Service	Jacob Bahneman - Northwestern Mutual	500.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Allison Dall-Knox - Department of Neurosurgery, Medical College of WI	600.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kaitlyn Kraker	650.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Jennifer Vaughn - Walthers	750.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Angela Unrath	800.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Braeden Newman	1,100.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Lauren Alioto - MLG Capital	2,000.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Lee Radke	2,500.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Auer Steel & Heating Supply Company	5,000.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Allie Haddad - On a Shoestring	8,000.00	School Supply Drive
Pulaski High School	DonorsChoose	163.78	BEST Pencils on Earth
Pulaski High School	DonorsChoose	395.05	Health Sports & Wellness, Literacy & Language
Ralph Metcalfe School	DonorsChoose	137.26	STEM
Ralph Metcalfe School	DonorsChoose	325.05	Learning Through Play
Riverside High School	DonorsChoose	142.33	Back to School Supplies
Riverside High School	DonorsChoose	434.05	Supply and Demand!
Riverside High School	DonorsChoose	518.34	Hygiene Resources for Students
Riverside High School	DonorsChoose	779.10	Living Skills
Rogers Street Academy	DonorsChoose	264.48	Literacy & Language, STEM

Siefert School	DonorsChoose	266.58	Academic Artsy Activities!
Story School	DonorsChoose	18.98	Classroom Essentials
Story School	DonorsChoose	183.85	Soccer Goals for Playground
Story School	DonorsChoose	755.91	Books
Trowbridge School	DonorsChoose	5.96	Classroom Essentials
Trowbridge School	DonorsChoose	146.98	Classroom Materials
Trowbridge School	DonorsChoose	147.88	Life Skills, STEM
Trowbridge School	DonorsChoose	162.57	Bright and Fun School Supplies
Trowbridge School	DonorsChoose	212.68	Wow, It's Hot In Here
Trowbridge School	DonorsChoose	272.43	Financial Literacy With Labels
Trowbridge School	DonorsChoose	281.86	Health Sports & Wellness, Students with Disabilities
Trowbridge School	DonorsChoose	313.73	LEGOS Make Learning Fun
Trowbridge School	DonorsChoose	322.36	Life Skills, STEM
Trowbridge School	DonorsChoose	507.21	Teachers Pay Teachers
Trowbridge School	DonorsChoose	1,617.71	Life Skills, Literacy & Language
Trowbridge School	DonorsChoose	1,868.94	Health Sports & Wellness, Literacy & Language
Trowbridge School	DonorsChoose	3,070.53	Life Skills, Literacy & Language
Victory School	DonorsChoose	15.44	Classroom Essentials
Victory School	DonorsChoose	102.68	Classroom Essentials
Vieau School	DonorsChoose	230.96	Hydration for HEP Students
Vieau School	DonorsChoose	210.09	New School Year, Who's This?
Vieau School	DonorsChoose	314.54	Snacks to Satisfy
Walt Whitman School	DonorsChoose	286.21	STEM, Social Studies
William Cullen Bryant School	DonorsChoose	19.09	Classroom Essentials
William Cullen Bryant School	DonorsChoose	284.34	We Are Writers!
William Cullen Bryant School	DonorsChoose	396.95	Literacy & Language
William Cullen Bryant School	DonorsChoose	584.28	Life Skills, Students with Disabilities
	Total Non-Monetary Donations	*132,732.12*	
	Total Value of Donations	*183,088.31*	
	** Donations from MPS Alumni*	*3,127.86*	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 7) Action on the Award of Professional Services Contracts

Background

The Administration recommends that the Board approve the following professional services contracts:

RFP 1028 Authorization to Extend a Contract with Baker Tilly US, LLP for Provision of Fiscal Audit and Student Membership Audit Services

The Administration is requesting authorization to extend the contract with Baker Tilly US, LLP ("Baker Tilly") to perform fiscal audit and student membership audit services. This contractor will be used to deliver required audits of the district's financial records and accounts and audits of membership counts.

Baker Tilly provides State (State Statute 120.14) and Board (Board Rule 2.06 (1) (f) required audits with these audits performed in accordance with generally accepted auditing standards, the standards set forth for financial audits in the Government Auditing Standards issued by the Comptroller General of the United States, OMB, and State Single Audit Guidelines issued by the Wisconsin Department of Administration.

Baker Tilly was chosen pursuant to RFP 1028, which closed on February 5, 2020. The initial contract term was from July 1, 2020 through June 30, 2023, (the "Initial Term"), with two additional one-year options to extend if certain performance metrics incorporated into the contract are met. The contract was subsequently extended for another one-year term from July 1, 2023 through June 30, 2024 with an extension to cover 2023 audit services through November 30, 2024. Baker Tilly met the performance metrics. Based on continuity of services along with continuity of the Baker Tilly team that has performed this engagement, it is requested that the last one-year extension be approved.

The last extension will run from December 1, 2024 through June 30, 2025 and the total cost of the contract will not exceed $333,710.

Budget Code:

SCF-0-0-CTG-DW-EAUS... (Special & Contingent Fund – Audit Services) $267,560.00

ADT-0-A-1Ax-OB-EAUS...(Title I – Audit Services) .....$ 66,150.00

Baker Tilly Virchow Krause, LLP

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor .....NO

Total # of Employees ..... 3,900+

Total # of Minorities 611

Total # of Women 1,870

HUB PARTICIPATION

Required 25%

Proposed..... 25%

$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 10 HOURS

RFP 1062 Authorization to Extend a Contract with Charter Communications Operating, LLC for Leased Metro Ethernet Services

The Administration is requesting authorization to extend the contract with Charter Communications Operating LLC for leased metro ethernet services.

The E-Rate program ("E-rate"), administered by the Federal Communications Commission ("FCC"), provides discounts on eligible telecommunications services and products for eligible schools and libraries. Discounts are available through an application process. The District has participated in this program since its inception in 1998.

E-Rate is governed by the Telecommunications Act of 1996, and the corresponding rules promulgated by the FCC, as well as subsequent guidance and rule changes issued through FCC Orders. E-Rate is administered by the FCC's contractor, the Schools and Libraries Division ("SLD") of the Universal Service Administrative Company ("USAC"). The District must strictly adhere to the FCC's rules and Orders, and sufficient funding must be available for E-Rate funding to be granted. The most significant requirements are 1) the selection of the winning vendor via a competitive procurement process where price is the primary factor, and 2) resulting contracts must be fully executed before submitting applications for funding requests to the SLD.

This contractor was chosen pursuant to RFP 1062. The original contract ran from July 1, 2022 through June 30, 2023 and provided four one-year options to be extended solely at the discretion of MPS. The contract was subsequently extended for a second and third one-year term, through June 30, 2025.

This contract extension will run from July 1, 2025 through June 30, 2026. The total cost of the contract in this extension year will not exceed $1,476,142.

RFP 1062 Leased Metro Ethernet Services

TOTAL CONTRACT AMOUNT: ..... $ 1,476,142.00

ANTICIPATED E-RATE REIMBURSEMENT: ..... $ 1,277,027.00

ANTICIPATED MPS SHARE: $199,114.00*

*$-57,223 of total costs are ineligible under E-rate. As such, the 90% E-rate share is based only on total E-rate eligible costs of $1,418,919.

Upon the Board's approval, the District will sign the contract extensions prior to filing E-rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY -25-26 budget process.

Budget Code:

PIN-0-0-TLN-DW-ETEL (E-Rate Contracts) ..... $ 1,476,142.00

Charter Communications Operating, LLC

HUB PARTICIPATION

Required ..... NA

Proposed..... NA

$ Value 0

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

RFP 1055 Authorization to Extend a Contract with ENA Services, LLC for Internet Access Service and Connectivity Services

The Administration is requesting authorization to extend the contract with ENA Services, LLC for internet access service and connectivity services.

The E-Rate program ("E-rate"), administered by the Federal Communications Commission ("FCC"), provides discounts on eligible telecommunications services and products for eligible schools and libraries. Discounts are available through an application process. The District has participated in this program since its inception in 1998.

E-Rate is governed by the Telecommunications Act of 1996, and the corresponding rules promulgated by the FCC, as well as subsequent guidance and rule changes issued through FCC Orders. E-Rate is administered by the FCC's contractor, the Schools and Libraries Division ("SLD") of the Universal Service Administrative Company ("USAC"). The District must strictly adhere to the FCC's rules and Orders, and sufficient funding must be available for E-Rate funding to be granted. The most significant requirements are 1) the selection of the winning vendor via a competitive procurement where price is the primary factor, and 2) resulting contracts must be fully executed before submitting applications for funding requests to the SLD.

This contractor was chosen pursuant to RFP 1055. The original contract ran from July 1, 2022 through June 30, 2023 and provided for four one-year extensions to be exercised solely at the discretion of MPS. The contract was subsequently extended for a second and third one-year term, through June 30, 2025.

This contract extension will run from July 1, 2025 through June 30, 2026. It is anticipated that E-Rate will pay an estimated 90% of the amount deemed E-Rate-eligible for Internet Access Service and Connectivity. The total cost of the contract in this extension year will not exceed $247,200.

Budget Code:

PIN-0-0-TLN-DW-ETEL (E-Rate Contracts) $247,200.00

RFP 1055.....Internet Access Service and Connectivity

TOTAL CONTRACT AMOUNT:.....$ 247,200.00

ANTICIPATED E-RATE REIMBURSEMENT: .....$ 222,480.00

ANTICIPATED MPS SHARE: $ 24,720.00

Upon the Board's approval, the District will sign the contract extensions prior to filing E-rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY 25-26 budget process.

ENA Services, LLC

HUB PARTICIPATION

Required .....NA

Proposed.....NA

$ Value 0

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

RFP 1139 Authorization to Issue Contracts to Milwaukee Christian Center, Inc. and Wisconsin Community Services, Inc. for Violence Prevention Program Services

The Administration is requesting authorization to issue contracts to Milwaukee Christian Center, Inc. and Wisconsin Community Services, Inc. for violence prevention program services. These contractors will be used to provide services to decrease incidents of disruption and violence, to increase student attendance, and to decrease suspensions due to disruptive behavior.

Contractors were chosen pursuant to RFP 1139, which closed on May 18, 2024. The contracts will run from December 1, 2024 through June 30, 2025 with the option to extend for up to two additional one-year terms to run from September 1, 2025 through June 30, 2026 and September 1, 2026 through June 30, 2027.

Milwaukee Christian Center, Inc. $1,349,291.00

Wisconsin Community Services ,Inc. $1,800,000.00

The contracts in the Initial Term will not exceed a total of $3,149,291.00.

Budget Code: OGA-0-0-SST-DW-ECTS $3,149,291.00

Milwaukee Christian Center, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor ..... No

Total # of Employees 92

Total # of Minorities 71

Total # of Women 57

HUB PARTICIPATION

Required 2%

Proposed 2%

$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

Wisconsin Community Services, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor ..... No

Total # of Employees 544

Total # of Minorities 352

Total # of Women 282

HUB PARTICIPATION

Required 2%

Proposed 2%

$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board

1. authorize the professional services contracts as set forth in the attachments to this item; and

2. direct the Administration to bring a report back in April 2025 on the progress of Milwaukee Christian Center (C033214) and Wisconsin Community Services, Inc. (C033215) toward the performance objectives outlined in their contracts.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 8) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Issue a Purchase Order to CEIA USA, LTD to Purchase Hand-Held Scanners and Walk-Through Metal Detectors

The Administration is requesting authorization to issue a purchase order to CEIA USA, LTD for digital hand-held scanners and walk-through metal detectors.

The walk-through and handheld scanners will enhance safety measures for athletic and recreational events at district facilities. Each walk-through scanner features the latest detection technology, ensuring efficient and effective security. Additionally, the mobile units from this vendor are uniquely designed for easy breakdown, transport, and minimal storage. Unlike most walk-through scanners that are difficult to move without risking structural damage, these units will provide a practical and versatile solution for event operations.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of one-of-a kind (Administrative Policy 3.09(7)(e)(1)(b)(i). CEIA offers mobile units and are available for immediate delivery

The total cost of this purchase will not exceed $171,852.57.

Budget Code:

CSV-0-0-PRC-RC-EEQ5 ..... $ 83,960.00

ATH-0-0-IAT-DW-EEQ5 ..... $ 87,892.57

CEIA USA, LTD

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue a Blanket Contract to Milwaukee Symphony Orchestra for Arts Education Services

The Administration is requesting authorization to issue a blanket contract to Milwaukee Symphony Orchestra for arts education services. Contractor will be used to deliver assessment and curriculum materials, artistic presentations/performances in service training, and teacher support, both in schools and at MSO performance venues.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The contract will run from January 15, 2025 through June 30, 2027, and will not exceed $90,000.

Budget Code: 000-0-0-000-BL-ECTS (Budget Code varies by school) $90,000.00

Milwaukee Symphony Orchestra

HUB PARTICIPATION

Required 0

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the purchase order and contract will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid purchase order and contract as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 9) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Issue a Purchase Order to Finalsite for Website Upgrade

Background

Waiver Authorization to Waive Administrative Policy 3.09(9)(e) and Issue a Purchase Order to Finalsite for Website System Upgrade and Related Support

The administration is requesting authorization to issue a purchase order to Finalsite for a major district-wide website systems upgrade and annual support/maintenance for the district and school websites.

This upgrade is considered a major upgrade of core district systems. The work being provided by Finalsite will provide MPS with a solution that includes current supported technologies which will increase search capabilities within the district and school sites, add additional language support as well as increase accessibility for all visitors of the sites.

Currently, the systems of the school (WordPress) and district websites (Titan) are not meeting the needs of users or families, so it was determined that a major upgrade was needed to address the points mentioned above.

This purchase is made under the TIPS contract #230105.

The Administration is requesting the option of a 5-year purchase order. The request to waive Administrative Policy 3.09(9)(e) with respect to term limit is due to the extended timeline associated with the complexity and scope of the upgrades.

The subscriptions and related support will cover a five-year period from December 1, 2024 through November 30, 2028 and the total cost will not exceed $555,000.

In Year One, $175,000 will be encumbered, and the budget will be encumbered each successive year on or near the anniversary date for an additional $95,000/year.

Budget Code: INF-0-0-TLN-DW-EMTC (Technology) $ 175,000.00 (Year 1)

Total requested is $555,000.00 – Each year will be encumbered separately.

Finalsite

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the purchase order will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board
1. waive Administrative Policy 3.09(9)(e); and
2. authorize the purchase order as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 10) Report with Possible Action on a Review of Accounts Payable Internal Controls-Office of Finance Presentation

Background

The Milwaukee Board of School Directors approved the Review of the Accounts Payable Internal Controls-Office of Finance as part of the Annual Plan of Audits. The scope of this audit included a review of purchase orders, electronic direct payments, direct payments, travel, and contract payments made by Accounts Payable generated checks, ACH's and wire transfers.

Our review concluded that internal controls over the district's accounts payable process are adequate.

Scope and Objectives

• Review period 07/01/23 to 06/30/24.

• Reviewed Purchase Orders, Electronic Direct Payments, Direct Payments, Travel, and Contract Payments made by Accounts Payable generated checks, ACH’s and Wire transfers. Objectives

• Did schools and departments receive goods and services that were centrally ordered according to the agreed upon terms and conditions?

• Are payments for goods and services supported by adequate documentation, authorized, and accurately recorded?

• Are controls over the payment processing for goods and services effective and efficient?

Addressing Audit Objectives

• Conducted interviews with staff from Finance, Technology, Recreation, MPS Department of State and Federal Programs, Strategic Partnerships and Customer Service, and Facilities and Maintenance

• Reviewed standard operating procedures (SOPs) and provided guidance related to the accounts payable process, including paper direct payments, electronic direct payments, purchase order payments, contract payments and travel

• Reviewed the wire transfer and ACH processes

• Reviewed granted access authority for approving invoices

• Reviewed controls in the electronic vendor set-up process

• Reviewed controls related to check stock, voided checks and bank reconciliations

• Examined and tested accounts payable records and financial data, including audit trails related to data changes completed by Finance and Technology staff

• Reviewed processing of submitted payments which did not follow Finance protocol, analyzing the Finance rejection process and three-way matching

• Reviewed support related to MPS physical building locations to ensure utility bills were for valid locations

• Considered findings from prior AP audits and used best practices

• Analyzed the roles of AP staff for separation of duties and cross training and System Administrators roles related to making data changes, creating vendors, etc.

• Conducted testing related to Finance staff participation in MPS Fraud training

• Reviewed Department of Technology security protocols over district computers to ensure accuracy of user controls, access, etc.

Areas Where the Department Excels

• The Office of Finance has guidelines, policies, procedures, and controls in place for all Accounts Payable functions. An electronic dashboard offers step-by-step directions for AP transactions

• There is a combination of experienced and newer staff, with cross training a priority.

• Management and staff are receptive to change to enhance their sound control environment

• The department provides frequent in-person training events for school and district-based staff as well as on-demand electronic based training

Findings – Three Way Matching

Three-way matching ensures that the quantity ordered, and price (one) matches the quantity received (two) which matches the quantity invoiced and price paid (three). Findings:

• Three-way match errors identified across MPS, FMS with repeated errors and Recreation with multiple concerns requiring their own finding.

• Updates / enhancements needed to SOPs related to monitoring / reporting violations, storage of support documentation within Business Plus for rate changes, bids and exceptions, travel and other AP support including contract updates for overtime rates

• When no contract or purchase order is in place, it is unclear as to how spending is controlled or how the end-user can conduct three-way matching to validate prices or services provided to what is expected Management has (will): implement additional three-way match testing of processed invoices, update SOP's to report on violations, reviewed SOPs with staff to ensure Business Plus contains proper support, update overtime contract language. Recreation is in agreement with findings and has implemented changes to align with AP

Findings – Processing Violations

SOPs were present for all AP functions, varying on the type of payment submission (contract, direct payment, electronic direct payment, ACH/Wire) related to Administrative Policy 3.09 Findings:

• Accounts Payable does not consistently reject invoices for not having valid contracts executed prior to any work being completed, payments being made or payments submitted by an unauthorized submitter.

• Violations should result in suspension of services but may continue. While those submitting invoices may receive repeated violation notices, they may continue to submit invoices, repeatedly, with the same violation, without being required to remedy the violations.

• Services requiring contracts may require liability insurance and staff background checks, which may not be met when, erroneously, a contract is not obtained. Management has (will): Update SOPs, including reporting of repeat violations, ensuring services stop, requiring additional training for repeat offenders and self-auditing of payment approvers.

Findings – Other

Limiting Fraud, waste and abuse is a priority, particularly in the Office of Finance. The Department of Technology distributes district-wide fraud training videos, via email, to all employees. Sampled Office of Finance staff indicate 50% were not participating Management has (will): Monitor and require staff complete the courses. The Finance concentration account has a $177,000 variance, related to ACH / Wire transfers that should be resolved. Management has (will): complete a reconciliation to address this variance prior to 6/30/2025. Invoices that are initiated in batches by the AP team do not consistently have a review of support prior to payment. Management has (will): review the support documentation and sign-off on the batches prior to payments being made.

Finding – Technology

Staff funded by Technology who receive work direction from Finance, act as system administrators over Business Plus and financial processes. Also, use of the State vendor approved pricing (piggy-back pricing) for cell phone service occurs Findings:

• Those with system administrative roles conduct tasks (setting up vendors) which are outside the scope of their assigned duties.

• When system or data errors occur, they have not been consistently tracked and reported to the vendor or department for correction.

• Piggy-back pricing not consistently applied by vendor. Business Plus dashboard needs updating to reflect options Management has (will): reminded staff to not conduct activities outside of their assigned duties and to seek correction of system or data errors through prescribed channels Piggy-back pricing will be monitored and Thursday Updates will be noted. Business Plus will be updated and regular review with the cell phone vendor has been implemented.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.12 - Board Audits: Annual Plan and Coordination

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Our review identified certain enhancements that can be made to build upon and improve certain controls within the Office of Finance and our recommendations are noted in the audit report presented this evening.

Committee's Recommendation

Your Committee recommends directing the Office of Accountability and Efficiency to amend the annual audit plan to include a follow-up on coaching payment and school event ticket reimbursement.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 11) Report with Possible Action on MPS School Nutrition Program

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

School Nutrition Services continues serving MPS students healthful and nutritious meals. In the month of September 2024, we served 529,548 breakfasts and 813,820 lunches. School Nutrition Services participates in the USDA's Fresh Fruit and Vegetable Program (FFVP). For the 2024-2025 school year, 70 MPS schools were awarded this grant, totaling $1.6 million. MPS follows USDA Guidelines for Breakfast and Lunch Meal Patterns when planning menus. Nutritional requirements are also followed when planning menus.

Currently, 57 schools have transitioned from a pre-pack delivery model to a production delivery model. Another 27 schools are being evaluated to transition to a production delivery model for the 2024 - 2025 school year.

Reimbursement for Meals = Revenue

- National School Lunch Reimbursed at $4.54 per Lunch
- Meeting USDA Menu Planning Reimbursed at $0.08 per Lunch
- USDA Foods Reimbursed at $0.30 per Lunch
- National School Breakfast Reimbursed at $2.84 per Breakfast

Month of September Participation Comparison

	Breakfast	Lunch
FY 2022	446,868	717,457
FY 2023	461,053	732,243
FY 2024	491,917	758,217
FY 2025	529,548	813,820

Wellness and Nutrition

Fresh Fruit and Vegetable Program - FFVP

- FFVP is a federally assisted grant providing free fresh fruits and vegetables to students in participating elementary schools (K3-8thGrade) during the school day
- FFVP introduces various types of fruits and vegetables to our students
- MPS has 70 schools that participate in the program
- MPS was awarded $1.6 million for the 2024-2025 school year

The Development of a Menu

Daily Menu

- Sides Daily Menu
- USDA Meal Pattern
- Culinary Skills
- Student Feedback

Menu Costing

- Forecast Needs Menu Costing
- Budget
- Purchase
- Bid Prices

Cycle Menus

- 5-6 Weeks Lunch
- 2-3 Weeks Breakfast
- Efficient • Quality • Seasonal

USDA Guidelines for Breakfast Meal Pattern

Meal Pattern Component	*Grades K-5*	*Grades 6-8*	*Grades K-8*	*Grades 9-12*	*Grades K-12*
Fruits (cups)	1 cup daily, five days a week				
Vegetables (cups)	0 cups required. No separate vegetable requirement. Schools may substitute vegetables for fruit.				
Grains and/or Meats / Meat alternatives	1 ounce daily				
Min-Max Calories	350-500	400-550	400-500	450-600	450-500
Saturated fat (% of calories)	<10				
Sodium target (mg)	<540	<600	<540	<640	<540
Added sugars (effective 7-1-2025)	Breakfast cereals; No more than 6 grams added sugar per dry ounce Yogurt: No more than 12 grams of added sugar per 6 ounces Flavored milk: No more than 10 grams of added sugar per 8 fluid ounces				

USDA Guidelines for Lunch Meal Pattern

Meal Pattern Component	*Grades K-5*	*Grades 6-8*	*Grades K-8*	*Grades 9-12*
Fruits (cups)	Weekly: 2 ½ cups Daily: ½ cup			Weekly: 5 cups Daily: 1 cup
Vegetables (cups)	Weekly: 3 ¾ cups Daily: ½ cup			Weekly: 5 cups Daily: 1 cup
Dark green	½ cup			½ cup
Red/Orange	¾ cup			
Beans, Peas, and Lentil	½ cup			½ cup
Starchy	½ cup			½ cup
Other	½ cup			
Additional vegetable	1 cup			
Grains (oz eq)	Weekly: >8 oz eq Daily: 1 oz eq			Weekly : >10 0z eq Daily: 2 oz eq
Meats / Meat alternatives	Weekly: > 9 oz eq Daily: 1 oz eq W			Weekly : > 10 oz eq Daily: 2 oz eq
Fluid Milk (cups)	1 cup daily for all age/grade groups			

Production Sites

Current Production Sites *Future Production Sites*

Regions	# Production Sites	Regions	# Production Sites
Central	7	Central	8
East	7	East	8
Northwest	10	Northwest	3
Southwest	10	Southwest	6
High School	19	High School	2
Contracted	4	Contracted	0

Moving Forward

Goals

- Move more schools back to on-site production FY25 – FY26
- Eliminate two Pre-Packing Sites FY25
- Prepare and Pass the State Administrative Program Audit FY25
- Prepare and Pass a Federal Administrative Program Audit FY25
- Increase Breakfast and Lunch Participation by 5% FY25
- Increase messaging to parents, the community and MPS staff regarding School Nutrition programs

Opportunities

- Fill Vacant School Kitchen Manager positions • Staff Development – Culinary Skills
- Replace antiquated and condemned kitchen equipment
- Purchase and replace current school nutrition program software

Looking Ahead

- Implementing New Regulations • Minimize Budget Constraints

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.05 - School Nutrition Management

Fiscal Impact Statement

NA

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Zombor presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

(Item 1) Report with Possible Action on a Partnership with NEOLA for Policy Support

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

In August 2023, the Board directed that that the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, bring to the Board a comprehensive plan for policy review.

In February 2024, the Office of Board Governance, in collaboration with the Administration and the Office of Accountability and Efficiency presented the plan. One of the elements of the plan was to explore the possibility of partnering with an outside agency who could assist with the work.

The Office of Board Governance met with Administration and representatives from Neola and determined that Milwaukee Public Schools could benefit from this service. Neola is a service provider that works with over 80% of districts in the state of Wisconsin to help them meet the district policy goals.

At its October 2024 meeting, the Board approved a contract with Neola. This will be an informational update on the partnership and how we will be moving forward to review and update the district's policies.

Clientele

- Serve over 1500 school districts in Wisconsin, Michigan, Indiana, Ohio, West Virginia and Florida
- Serve large school districts including
  - Miami-Dade County, FL (334,000)
  - Pinellas County, FL (104,000)
  - Detroit, MI (48,000)
  - Columbus, OH (46,000)
  - Madison, WI (26,000)

NEOLA Helps With

- Procedure
- Standardizing policy
- Comparing regulations
- Ensuring consistency
- Policy evaluation
- Other related services

What's Included in the MPS Agreement?

- BoardDocs PL site for MPS
- Services of 2 Neola Associates for the drafting process
- Customized crosswalk between MPS policies & Neola templates
- 120 hours of Associate consultation for drafting policies & guidelines
- 200 hours of Neola Production time for processing the drafts
- 2-hour Orientation Session for drafting participants
- 3 included Updates (Regular & Special)
- All previously discussed Neola services

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.11 - District Policies: Development, Adoption, and Evaluation

Implementation and Assessment Plan

Review and revision of all district policies will begin December 1, 2024.

Policies will be brought to the Board regularly for review, revision and statutory updates.

* * * * *

(Item 2) Action on a Request to Approve Revisions to Administrative Procedure 4.03 Security

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Procedure 4.03 and made revisions. It is recommended that the Board approve revisions to this policy

Administrative Procedure 4.03
Security

(1) Identification Cards

(a) All certificated and non-certificated staff members and Central Services staff members who have occasion to visit the schools and all high-school students shall be issued and shall be expected to carry their ID badges with them at all times.

(b) Central Services department heads are to distribute ID badges to all persons in the departments/divisions who are required to visit school buildings during school hours and inform them as to their purpose and use. The decision as to who will receive these badges will rest with the department head. Badges will be individualized and prepared for all Central Services staff personnel.

(c) All personnel who are not in active status with the district (i.e. suspensions, terminations, restrictions, and resignations) and are in possession of identification cards which have access to schools, must have their names sent via email correspondence for deactivation. The names must be submitted to the Department of School Safety and Security.

(2) Keys

Master keys for a school building will be issued only to the school ~~principal~~ leader and school engineer; however, recognizing that staff members as well as students often need access to school buildings outside of school hours, the following guidelines have been established.

(a) When coaches, teachers MPS employees involved in special events, lunchroom matrons food service managers, etc. are required to use a school building during non-school and/or days/nights, employees must use ID badges with prior approval to enter the building. at odd hours, keys can be provided by the principal for the outside door and the specific interior doors which their activities require them to enter.

~~(b) Keys to school buildings adjacent to playgrounds under the supervision of the Division of Community Recreation will be issued originally by the school principal to the director in charge of this division. At that time, the principal is to receive a receipt for the key(s), which is/are to be listed on the receipt by the school code number. A key must be retained by the Division of Community Recreation as long as a playground adjacent to a school is under its supervision. Play leaders may be given keys to school buildings by the Division of Community Recreation.~~

(~~c~~b) School leaders principals and engineers are not to loan out their master keys, and teachers will be expected not to ask or allow students to use their keys. These steps must be taken to avoid keys' being duplicated.

~~(d) Key cutters are provided for the purpose of cutting flat keys only. Cutters for cylinder keys are not to remain on the school premises and are to be turned in to the Physical Plant Division lock shop. A repair requisition to pick up the cylinder key cutters will be necessary~~

(c) All personnel who are not in active status with the district (i.e. suspensions, terminations, restrictions, and resignations) and are in possession of keys which have access to schools and/or property of the district, must relinquish the keys to the school leader or his/her designee.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon board approval, the Office of the Board Governance will make and publish revisions to Administrative Procedure 4.03

The Administration recommends that the Board approve the revisions to Administrative Procedure 4.03 Security.

Subsequent to the publication of the Committee's agenda, the Administration made an additional modification to the policy, included in the attached revised redline.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Procedure 4.03 Security, inclusive of the proposed changes in the revised attachment.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on a Request to Approve Revisions to Administrative Policy 4.05 Nutrition Management and Administrative Procedure 4.05 Nutrition Management

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 4.05 and made revisions. It is recommended that the Board approve revisions to Administrative Policy 4.05.

Administrative Policy 4.05

School Nutrition Management

(1) The Board shall assume responsibility as the sponsoring agency for the child nutrition programs in the Milwaukee Public Schools. For this purpose, an annual agreement shall be entered into between the Department of Public Instruction of the State of Wisconsin and the Board in order to effectuate the purposes of the national school lunch act. The school lunch and breakfast programs in Milwaukee shall be operated in compliance with this agreement.

(2) The programs shall be operated in all schools with suitable facilities on a nonprofit basis. The Board shall be responsible for providing meals without cost through the USDA Community Eligibility Provision. ~~or at reduced cost to all school children who are unable to pay the full cost of the meals.~~ By administering federal programs, all USDA meal patterns must be followed and in compliance. The Department of Nutrition Services administrative personnel will monitor program compliance in addition to the Department of Public Instruction during routine administrative review. The district recognizes that proper nutrition and academic achievement are inextricably bound and will therefore advocate for universal free meals for breakfast and lunch. In addition, the Board will advocate for federal funding for supper programs for after-school programs.

(3) The major objective of the school lunch program shall be to safeguard and improve the health and well-being of school children. The lunchroom should be considered

an educational facility for teaching good dietary practices through the serving of nutritionally adequate and attractive meals.

(4) A second objective of the lunch program shall be the development of social graces and attitudes by making use of the many excellent opportunities inherent in the fellowship of school companions during lunch periods.

(5) All members of the staff shall be expected to make the greatest possible use of school nutrition programs, facilities, and personnel as resources in teaching lessons on health, nutrition, sanitation, and proper social practice.

~~(6) The Board shall approve the prices set for school lunches and breakfasts and the price of milk.~~

(~~7~~6) Students shall also be permitted to bring their lunches from home and to purchase milk.

Relative to Administrative Procedure 4.05, School Nutrition Management, the previous procedure was deleted entirely, and the following procedure replaced it:

Administrative Procedure 4.05
School Nutrition Management

(1) School Meals Nutrition Guidelines

(a) All meals served to students shall be in compliance with meal patterns set forth by the USDA, which include:

- School Breakfast Program Meal Pattern
- National School Lunch Program Meal Pattern
- National School Lunch Program Meal Pattern for Afterschool Snack Services
- Child and Adult Care Food Program Supper Meal Pattern
- Child and Adult Care Food Program Snack Meal Pattern
- Summer Food Service Program Meal Pattern

(b) Students will be able to choose from a menu of healthy choices.

(c) Schools will always offer skim, 1%, or flavored milk for student consumption.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy and Procedure 4.05, Nutrition Management.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 4) Action on a Request to Approve Revisions to Administrative Policy 4.06 Vending Machines

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the

present mission of the district. The Administration has reviewed Administrative Policy 4.06 and made revisions. It is recommended that the Board approve revisions to Administrative Policy 4.06.

Administrative Policy 4.06
Vending Machines

(1) Vending machines for student use may be installed in high schools.
(a) The vending machines may be used before and after, but not during, the school day, subject to insurance requirements. The school day is defined by USDA as the midnight before to 30 minutes after the end of the school day.
(b) They shall be located in areas other than the student cafeteria.
~~(c) These machines may stock only milk, fruit juices, and other healthful foods.~~
(c) All foods and beverages sold to students on the entire school campus will comply with the USDA's Smart Snacks *"All Food Sold In Schools"* standards.

(2) Adherence to the vending-machine policy will be monitored by the school leaders and/or their designee, ~~principal~~, the food service manager, and/or the coordinated school health team. Adherence to the vending machine policy will be considered in the evaluation of the building administrator.

(3) This policy applies to all high schools, and the Board reserves the right to remove vending machines from schools found to have abused this policy.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 4.06 Vending Machines.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Action on a Request to Approve Revisions to Administrative Policy 4.07 Student Nutrition and Wellness and Administrative Procedure 4.07 Student Nutrition and Wellness

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 4.07 and Administrative Procedure 4.07 and made revisions. It is recommended that the Board approve revisions to Administrative Policy 4.07 and Administrative Procedure 4.07.

Administrative Policy 4.07
Student Nutrition & Wellness Policy

(1) HEALTHY SCHOOL ENVIRONMENT
(a) The following Wellness Policy was developed in response to the passage of the Child Nutrition and WIC Reauthorization Act of 2004 (PL108.265 Section 204), that

requires each Local Education Agency (LEA) to have a local wellness policy in place by June 30, 2006. This policy reflects a coordinated effort and commitment from child nutrition professionals, school nurses, parents, school and district leaders ~~administrators,~~ and community representatives. This policy also recognizes that schools have the unique opportunity to influence the nutritional, mental wellness, and physical activity behaviors of the nation's children.

(b) This policy is intended to reflect the district's adherence to the nutritional guidelines implemented by the United States Department of agriculture (USDA), pursuant to the Healthy, Hunger-Free Kids Act of 2010, as they relate to the National School Lunch Program, the School Breakfast Program, and all foods sold in schools.

(c) It is the goal of the Milwaukee Public School district to make a significant contribution to the

nutritional intake ~~and~~ physical fitness, and mental wellness of each student by providing a school environment that enhances learning and development of lifelong wellness practices. At the center of a thriving school is a healthy, resilient, successful learner. The district recognizes that a carefully implemented school wellness policy will improve the health and safety of all members in the school community and improve the academic achievement of students. Schools must actively promote positive, motivating, wellness messages to reinforce the importance of personal health and wellness.

(2) DEFINITIONS

This policy and its accompanying procedure shall use the following definitions:

(a) School day: The period from the midnight before to 30 minutes after the end of the instructional school day.

(b) School campus: All areas of the property under the jurisdiction of the school that are accessible to students during the school day. ~~school day, other than reimbursable meals.~~

~~(d) Clean label foods: Foods free of all trans fats and hydrogenated oils, high fructose corn syrup, hormones and antibiotics, processed and artificial sweeteners, artificial colors and flavors, artificial preservatives and bleached flour.~~

(3) NUTRITION EDUCATION

The district recognizes that nutrition education is fundamental to promoting lifelong healthful eating habits. The entire school environment, not just the classroom, shall be aligned with healthy goals to positively influence a student's understanding, beliefs, and habits as they relate to good nutrition and regular physical activity. All students in pre-kindergarten through grade 12 shall receive standards-based nutrition education and health education, including age-appropriate nutrition instruction. Nutrition education will incorporate lessons helping children acquire skills for reading food labels and menu planning. Nutrition education will teach the skills students need to adopt healthy eating behaviors throughout their life-cycle, as referenced in Administrative Policy 7.06.

(4) NUTRITION GUIDELINES FOR USDA NUTRITION PROGRAMS AND SCHOOL MEALS

(a) The Board shall be responsible for providing meals without cost through the United States Department of Agriculture (USDA) Community Eligibility Provision; through this provision all students eat free. During each school day, the Department of Nutrition Services shall offer breakfast and lunch under the nutritional guidelines of the USDA's child nutrition programs. The district shall protect the privacy of all students regardless of their eligibility status under these programs, be it free or reduced-priced meals. The school nutrition program shall enhance student performance and assist in closing the academic achievement gap.

(b) The district will strive to make the cafeteria a pleasant environment for meals. Schools are encouraged to permit all full-day students a daily lunch period of not less than 20 minutes. Students shall participate in taste testing of healthy new foods being introduced on the menu and are encouraged to provide feedback. Students in pre-kindergarten through grade 12 are not permitted to leave school during the lunch period with the exception of students in work-study programs.

(c) The Department of Nutrition Services shall have documentation on file signed by a medical authority for students with dietary restrictions for whom they are making

menu modifications according to USDA's meal pattern requirements. The Special Dietary Needs form shall be available on the school nutrition website in English, Spanish and additional languages.

(d) Annual professional development shall be provided for the food and nutrition services staff in accordance with USDA Professional Standards.

(e) All menus and carbohydrate counts for school meals shall be available to students, staff, and parents on the school nutrition website. Additional information (e.g. calories, saturated fat, sodium, sugar) shall be available upon request.

(f) Potable drinking water shall be provided to all students at no charge in the cafeteria during the meal service, with considerations to USDA and local health department requirements.

~~(5) CLEAN LABEL INITIATIVE~~

~~(a) The district is committed to serving wholesome, clean food to students of MPS~~

~~(b) New menu items shall be free of all trans fats and & hydrogenated oils, high fructose corn syrup, hormones and antibiotics, processed and artificial sweeteners, artificial colors and flavors, artificial preservatives, and bleached flour.~~

(~~6~~5) NUTRITION STANDARDS FOR COMPETITIVE AND OTHER FOODS AND BEVERAGES (SMART SNACKS)

(a) All foods and beverages sold to students on the entire school campus throughout the school day will comply with the USDA's Smart Snacks: "All Foods Sold in Schools" Standards. Individual schools are strongly encouraged to use nonfood-related incentive programs, and/or food items consistent with the Smart Snacks Standards, as referenced in Administrative Procedure 4.07.

(b) Schools are strongly encouraged to follow the USDA Smart Snacks standards for all foods and beverages provided in before- and after-school activities.

(c) Schools are strongly encouraged to follow the USDA Smart Snacks standards for all foods and beverages provided in class activities (e.g. parties, PBIS, special events)

(~~7~~6) PHYSICAL ACTIVITY

To meet the recommended 60 minutes of daily physical activity for children all MPS schools will provide every student, on a daily basis, with multiple opportunities to be physically active. These opportunities will include:

• Daily recess, (recommended 20 minutes before lunch)

• Physical education classes, taught by a licensed teacher

• Resources for classroom activity breaks are provided to all teachers including GoNoodle, Brain Breaks, and mConnect Classroom Physical Activity Resource Page

• Extracurricular/before- and after-school programs, and

o Camps

o Day Care Centers

o Community Learning Centers (CLC)

o Recreation Activities

~~• Brain breaks (movement activities) in the classroom~~

(a) Physical Activity, Curriculum, Continuing Education, and Participation

1. The physical education curriculum for grades K-12 will be aligned with established national physical education standards and teach students skills needed for lifelong wellbeing. The school district's comprehensive, standards-based physical education curriculum identifies the progression of skill development in grades K-12.

2. Unless otherwise exempted, all students will be required to engage in the District's physical education program. The school district discourages students from substituting other school or community activities for physical education class time or credit in place of required physical education.

3. Physical activity cannot be used as a punishment.

4. Any physical education curriculum revision will follow a formally established periodic review cycle congruent to other academic subjects.

5. The school district shall also provide all physical education teachers with annual professional development opportunities that are focused on physical education/physical activity topics and competencies specifically for physical education teachers.

(b) Community Engagement

1. Community exercise stations are provided at select MPS schools for families and community members. Schools participating in the Green and Healthy School initiative have playgrounds being redeveloped to encourage community wellness.

2. Schools are encouraged to develop joint-use agreements in order to provide physical activity opportunities for community members at the school.

3. The district promotes walking and biking to school, which includes pedestrian safety lessons and a partnership with the Wisconsin Bike Federation.

(7) MENTAL WELLNESS

Mental wellness is the continual process of learning to cope effectively with the range of experiences that one encounters in life, create meaningful relationships, and make positive and healthy choices to support their overall well-being. Schools that promote student mental health and wellness can improve classroom behavior, school engagement and peer relationships, which are all factors connected to academic success. Schools are in the unique position to have a broad, positive impact on student mental wellness by facilitating education, prevention, and early intervention efforts.

Mental wellness activities are infused into a tiered system of support in which all students have access to foundational wellness practices, including intentional relationship and community building, social and emotional skill instruction, and mental health education. Students also have access to early and targeted support through our school-based mental health staff (including school counselors, psychologists, and social workers) such as intervention planning teams, social skills instructional groups, cognitive behavioral interventions, and other supportive services. The School Community Partnership for Mental Health connects a growing number of schools with agency partners, providing for a therapist onsite to help address mental health needs of students.

(8) OTHER SCHOOL-BASED ACTIVITIES

After-school programs — including, but not limited to, Community Learning Centers, clubs, camps, day care, tutoring, and recreation activities — will encourage physical activity and healthful habit formation. School wellness policy goals are also to be considered in planning all school-based activities (such as school events, field trips, fundraisers, dances, and assemblies). Whenever possible, fundraising activities should demonstrate the district's commitment to promoting healthy behaviors and improving personal wellness. Selling nutritious foods reinforces nutritional messages taught in classrooms and lunchrooms. Support for the health of all students is demonstrated by hosting health clinics and health programs.

(9) Wellness Promotion and Marketing Activities

(a) This Policy is to be followed in planning all school-based activities (such as school events, field trips, fundraisers, and student assemblies) on the school campus throughout the school day.

(b) Schools will restrict food and beverage marketing to only those foods and beverages that meet the nutrition standards set forth by USDA's Nutrition Standards for all "Foods Sold in Schools".

(c) In the presence of students all school staff will model healthy, eating and drinking behaviors, especially during the meal service.

(d) Withholding food and/or physical activity shall not be used as ~~a reward or~~ punishment by any school staff members.

(e) All schools will promote healthy food and beverage choices as well as physical activity. Examples may include bulletin boards, posters, vending machine wraps, cafeteria banners, parent newsletters, school websites, health fairs, and/or family related food and fitness activities.

(10) IMPLEMENTATION

(a) The Superintendent or her/his designee is charged with the timely and effective implementation of the wellness policy.

(b) The Department of Nutrition Services is charged with monitoring and maintaining school meal nutritional standards per USDA requirements and will work to improve healthful, fresh menu choices for students.

(c) School leaders are expected to promote student nutrition and wellness by promoting a healthful school environment, promoting nutrition education, fully supporting school breakfast and lunch programs, and ensuring adequate physical activities for students. It is the school leader's responsibility to ensure compliance with all federal, state, and local regulations pertaining to the sale of food and beverages in school, including vending machines, fundraisers, and advertising according to the standards described in Administrative Procedure 4.07.

(d) Each school is hereby mandated to establish a school health and wellness team to implement this wellness policy.

1. When creating a school health and wellness team, the school leader shall appoint an administrator, teachers, support staff, parents community representatives and students. The school leader shall submit the membership list of the committee to the Superintendent or her/his designee.

2. Each school health and wellness team will discuss the wellness policy quarterly. The school health and wellness teams will conduct a review of their respective schools to identify areas for improvement in physical education, physical activity, nutrition, and physical and mental health services. These groups will report their findings to the school principal and develop with him/her a plan of action for improvement.

3. The plan of action will be forwarded to the Superintendent or his/her designee on an annual basis for monitoring the district-wide implementation of the wellness policy.

(e) The district will evaluate the Wellness Policy no less than once every three years. The Administration shall present a report to the Board on the extent to which the district is in compliance with the policy, progress made in attaining goals of the policy, and how the policy compares to a model policy. The triennial wellness policy assessment will be made available to the public on the district website.

(f) The Milwaukee Board of School Directors shall serve appropriate notice to the public if it intends to consider revisions to this policy. The current version of Administrative Policy 4.07 is available to the public on the district's website.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy Procedure 4.07, Student Nutrition and Wellness.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 6) Action on a Request to Approve Revisions to Administrative Policy 7.18 Co-Curricular and Interscholastic Programs

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Revisions to Administrative Policy and Procedure Administrative Policy 07.18 are designed to ensure Co-Curricular and Interscholastic Programs are more appropriately aligned with current practices and procedures.

Administrative Policy 7.18
Co-Curricular and Interscholastic Programs

(1) Secondary Schools

(a) Extracurricular secondary-school activities occurring in the daytime, and not involving dismissal of students, extra janitorial service, or admission fees in excess of $0.25, shall be subject to the discretion of the principal.

(b) Public school programs and activities ~~entertainments~~ shall be given in school buildings, unless otherwise authorized by the Superintendent.

(c) Activities, ~~entertainments,~~ or celebrations of any kind pertaining to co-curricular and interscholastic programs in the public schools must be initiated and sponsored within the school system.

(2) Elementary Schools

(a) The Board shall provide and support a variety of extracurricular and recreational activities for elementary-school children. The Board encourages school leaders ~~principals~~ and school staff, in cooperation with personnel staff from the Department ~~Division~~ of ~~Community~~ Recreation and Community Services, to develop meaningful extracurricular activities. The Board, through the ~~Division~~ Department of Community Recreation and Community Services, shall provide funding for school recreation programs on a city-wide basis.

(b) The Board also encourages community agencies and other organizations to provide programs and activities to Milwaukee Public Schools students through cooperative planning, coordination, and joint funding. ~~The Milwaukee Public Schools staff may notify parents, students, and the community of all Board approved activities. The Board may authorize each elementary school one day per week of after school bus service for those elementary students participating in extracurricular and/or school recreation activities.~~

(3) Interscholastic Athletics

(a) Interscholastic athletics shall be limited to the high-school level. They shall be conducted in accordance with regulations of the Wisconsin Interscholastic Athletic Association Milwaukee Public Schools Administrative ~~and Board~~ Policy pertaining to student participation in interschool extracurricular activities. In instances where rules of Milwaukee Public Schools Administrative Policy are stricter than those of the Wisconsin Interscholastic Athletic Association, Milwaukee Public Schools Administrative Policy shall govern.

(i) Interscholastic athletic programs will be conducted in accordance with the provisions of the district's Athletic Code of Conduct and the Milwaukee City Conference Rules and Regulations.

(ii) The district's Athletic Code of Conduct and the Milwaukee City Conference Rules and Regulations manual will be reviewed and updated annually in collaboration with Athletic Directors and Coaches.

(b) The Administration shall work toward parity in the programs for girls and boys relative to scheduling, fund allocations, and awards-recognition for tournament success.

1. A non-refundable participation fee of $25 per sport season payable by all student athletes shall be assessed.

~~2. There will be a $5 late fee if the participation fee is not paid by the first day of practice. The late fee will be waived only for freshman athletes in fall sports. These funds shall remain in the school to supplement the athletic program.~~

(c) Schools may schedule athletic contests on Sundays with approval from the Commissioner of Athletics.

(4) Eligibility Criteria

(a) To compete in interscholastic ~~extracurricular activities~~, athletics, or academics, third- or fourth-year high-school student must maintain a minimum 2.0 grade-point average. First- and second-year high-school students must meet the WIAA eligibility requirements, which require that a student receive no more than one failing grade in the most recent grade reporting period.

(b) The eligibility requirements shall not apply to intra-school activities such as clubs, organizations, and related groups.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.18 - Co-curricular and Interscholastic Programs

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 07.18: Co-Curricular and Interscholastic Programs.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 7) Action on a Request to Approve Revisions to Administrative Policy 7.23 Youth Sports Programs

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Revisions to Administrative Policy and Procedure 7.23 Youth Sports, are designed to ensure equity in participation of organized sports at the elementary and middle school levels.

Administrative Policy 7.23
Youth Sports Programs

(1) The Board believes that school-based sports constitute a part of the total educational experience. ~~Accordingly,~~ Therefore, all schools shall offer sports programming ~~a youth sports program shall be offered~~ to elementary and middle school students ~~to provide opportunities~~ to compete in organized athletic activities with their grade-level peers. Competition may take place within each school as well as on a city-wide basis at the direction of the Department of Recreation and Community Services.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.18 - Co-curricular and Interscholastic Programs

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 07.23: Youth Sports Programs.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 8) Action on a Request to Approve Revisions to Administrative Policy and Procedure 7.16 Alternative School Programs

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Revisions to Administrative Policy and Procedure 7.16 include updates to the types of alternative programs and schools supported and provide clarity on minimum requirements for each, aligning the policy to a resolution passed in September 2015 and state statute.

Administrative Policy 7.16
Alternative Schools And Programs

(1) GENERAL PRINCIPLES

(a) Milwaukee Public Schools students represent a wide range of cultural, ethnic, and social backgrounds, and their needs differ from school to school as well as within a single school.

(b) In response to these needs, the Board may periodically approve the establishment of an alternative school for high school students. ~~a variety of alternatives to the regular school program. Such alternatives may include, but shall not necessarily be limited to, program improvements developed by the staffs of individual schools.~~

(c) All proposals for alternative schools ~~and programs~~ shall be presented by the superintendent to the Board for its consideration and action.

(d) The superintendent may approve alternative programs meeting the standards for alternative programs for high school students.

(2) DEFINITIONS

(a) State law defines students who are at risk of not graduating high school as pupils who are dropouts or who meet two or more of the following:

1. One or more years behind their age group in the number of high school credits attained.
2. Two or more years behind their age group in basic skill levels.
3. Habitual truants, as defined in §118.16 (1) (a).
4. Parents.

5. Adjudicated delinquents.

(b) State law defines a dropout as a student who:

1. has ceased to attend school, i.e., has been absent without acceptable excuse for 20 consecutive school days and has not formally withdrawn from school, and

2. does not attend a public or private, technical college, home-based private Educational Program on a full-time basis, and

3. has not graduated from high school.

(3) STANDARDS FOR ALTERNATIVE PROGRAMS

(a) Alternative Programs in Milwaukee Public Schools authorized by the Superintendent must meet the following minimum standards:

1. Provides a chance for students to learn and assess learning.

2. Is operated to facilitate high school graduation.

3. Must have an approved calendar that meets a minimum of fifty percent of the traditional high school day, be agreed upon by the parent and student, and report the minutes of instruction to the Department of Public Instruction.

4. May only occur within the hours of a traditional school day.

5. Provide proper accommodations must be provided for English Learners, students with 504 plans, and students with disabilities that are enrolled in a program.

6. If the program chooses to not use the district approved curriculum, the recommended curriculum and assessments must be submitted to the Senior Director of Curriculum and Instruction for review and approval at least 30 days before the program begins.

7. Enrollment of students must be no more than ten percent of the total school population.

8. Will be subject to specific district reporting requirements.

(b) Students interested in participating in an alternative program must adhere to the following:

1. Be assessed and reviewed by the Department of College and Career Readiness prior to enrollment.

2. Both the students and parents agree in writing prior to student enrollment.

3. Participate in a face-to-face meeting with a school designee and parent/student to review the program and expectations prior to enrollment.

4. Must successfully meet the district standards in the content areas and provide evidence of learning or a district approved assessment at the end of the course as evidence of learning.

5. Meet the alternative program graduation requirements identified in Administrative Procedure 7.37: Graduation Requirements.

(c) Students in traditional schools may not take courses through alternative programs for credit attainment.

(4) STANDARDS FOR ALTERNATIVE SCHOOLS

(a) Alternative Schools in Milwaukee Public Schools authorized by the Board of Directors must meet the following minimum standards:

1. Provide a chance for students who are at-risk to learn and assess learning.

2. Must offer course work outside of alternative programs for students at-risk who may not qualify for an alternative program.

3. May offer approved district alternative programs to students assessed and reviewed by the Department of College and Career Readiness prior to enrollment into the alternative program.

4. Must have an approved calendar that meets a minimum of fifty percent of the traditional high school day, be agreed upon by the parent and student, and report the minutes of instruction to the Department of Public Instruction.

5. May only occur within the hours of a traditional school day.

6. Will be subject to specific district reporting requirements.

(b) Students who meet the state definition of a student at-risk of not graduating high school may enroll in an alternative school.

(c) Students will meet the alternative school graduation requirements identified in Administrative Procedure 7.37: Graduation Requirements.

(5) Reports on Alternative Schools and Programs

The Administration shall provide the Board with an ~~routine monthly~~ annual written report on prior year data alternative education enrollments, to include:

(a) ~~the capacity and current~~ enrollment of each of the ~~Milwaukee Public Schools~~ alternative schools, alternative programs, and partnership programs;

(b) ~~current vacancies for at-risk students in each program~~ number of students known to be continuing;

(c) ~~monthly attendance percentage for each program~~ number of students graduating.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.16 - Alternative School Programs

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Milwaukee Board of School Directors approve the revisions to Administrative Policy and Administrative Procedure 7.16 Alternative School Programs.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 9) Action on a Request to Approve Revisions to Administrative Policy and Procedure 7.33 Grading Systems

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Revisions to Administrative Policy and Procedure 7.33 provide clarity on grading students that enter school late in the term/semester.

Administrative Policy 7.33
Grading Systems

(1) GENERAL PRINCIPLES

(a) The fear and stigma of failure are often significant hindrances to the educational process. What a student has mastered, rather than what he/she was unable to master, is the important measure of a student's education. The school system, therefore, shall seek in its instructional program to make achievement both recognizable and possible for students, and it shall emphasize equity of opportunity and achievement in its instruction, as well as in its assessment and grading practices.

(b) Grading practices in the Milwaukee Public Schools are based on the following principles:

1. Performance levels indicate the degree to which a student has achieved grade- or course-level standards.
2. All schools shall continue to inform parents/guardian of record of their grading practices through such means as the parent handbook for the standard-based report card, course syllabi, flyers, conferences, and parent/guardian of record meetings.
3. Academic performance of students with disabilities in grades K3-8 who receive instruction based on the same grade-level academic standards as do their regular education peers shall be reflected in performance levels on their grade-level standards-based report card, achieved with accommodations as stated in their individualized education plans (IEPs).

a. Academic performance of students with significant disabilities in grades K3-8 who receive instruction based on the alternate grade-band academic standards shall be awarded performance levels on their alternate grade-band standards-based report card, as achieved with modifications as stated in their individualized education plans (IEPs).

b. In addition to receiving the traditional or standards-based report card, all students with disabilities shall receive progress reports based on the goals of their individualized education plans (IEPs), with the frequency stated by the student's IEP.

4. English Learner students who receive instruction based on the academic standards shall be awarded grades/proficiency marks achieved with scaffolds and supports aligned to their English language proficiency levels.
5. Standards-based report cards for grades K3-8 shall provide for both achievement and effort grades and definitions of the same and information regarding attendance and tardiness, as well as student behavior.
6. On high-school report cards, information on such matters as course difficulty (when it is an approved honors or advanced placement course, for example), mark-period and semester grade-point averages, will be provided when possible.
7. All teachers must inform students at the beginning of a course of the grading practices for the course.
8. Student transcripts, providing information on cumulative credits and grades, are available on the Parent / Student Portal any time.
9. Students shall not be assigned a failing grade due to insufficient time to provide evidence of proficiency, as a result of late enrollment.

(2) GRADE CHANGES — MIDDLE AND HIGH SCHOOLS

Each middle and high school shall establish a procedure on grade changes within the following guidelines:

(a) No grade may be changed by anyone other than the teacher who issued the grade, except under extraordinary circumstances.

(b) Any transcript changes should be made through the school in which the original grade was issued.

1. After student enrollment, credits for a high school student transferring from another school district, state, or country shall be awarded by the counselor of the receiving school. The course name and number shall be entered directly to the official transcript. No other grades shall be manually posted to a student's transcript record. Teacher posting final grades to the student report card shall be the formal process for grade placement on the official transcript.

(c) Students may repeat high-school courses that they have failed.

1. If, upon repeating a course, a student receives a higher grade, the higher grade will be used for the cumulative grade-point average (GPA) in place of the failing grade.
2. High school students may elect to retake a course previously failed (U), or almost failed (D). The ~~most recent attempt at~~ highest grade for the course shall appear on the official transcript and shall be calculated into the cumulative GPA, thereby replacing the former grade.

(d) Middle school students may elect to take high school courses for credit.

1. High school courses taken in 7th or 8th grade will be noted on the transcript along with the grade received.
2. The grade/s received will not be factored into the high school grade point average.

(3) RECORD MAINTENANCE — ALL SCHOOLS

The following documents ~~should~~ shall be retained within the respective school: teachers' grade books shall be retained one year, report card copies, and interim progress reports shall be retained permanently.

(a) Teachers grade books shall be retained one year
(b) Report card copies and interim progress reports shall be retained permanently.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.33 - Grading Systems

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Milwaukee Board of School Directors approve the revisions to Administrative Policy and Administrative Procedure 7.33 Grading Systems.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 10) Action on a Request to Approve Revisions to Administrative Policy and Procedure 7.34 Final Evidence of Proficiency

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Revisions to Administrative Policy and Procedure 7.34 provides clarity on final evidence of proficiency for students that enroll late in a semester.

Specifically, the Policy was modified to add a statement that says,

"The final evidence of proficiency shall be optional for students who had insufficient time to provide evidence of proficiency on academic and language standards, as a result of late enrollment."

Section (1) of the Procedure was modified to add

(g) optional for students who had insufficient time to provide evidence of proficiency on academic and language standards as a result of late enrollment. Late enrollment is defined as a start date that begins after the after week 12 of an 18-week course.

1. When students opt not to take the final evidence of proficiency, the final evidence of proficiency assessment grade and final course grade will be left blank. The student will be scheduled to retake the course.

2. When students opt to take the final evidence of proficiency and:

a. earn a passing grade, the final evidence of proficiency assessment grade will be the final course grade

b. do not earn a passing grade, the final evidence of proficiency assessment grade and the final course grade will be left blank. The student will be scheduled to retake the course.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.34 - Final Evidence of Proficiency

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy and Procedure 7.34 Final Evidence of Proficiency.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 11) Action on a Request to Approve Revisions to Administrative Policy and Procedure 7.37 Graduation Requirements

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Revisions to Administrative Policy and Procedure 7.37 include an additional pathway to graduation for students on a curriculum aligned to alternate achievement standards, simplifies science requirements, and provides clarity on how long a student can remain in school and graduate with a regular diploma.

The Policy was revised to strike the bulleted list of science courses from section (1) General Provisions, although three credits are still required. Section (4) was amended as follows:

(4) COMPLETION CREDENTIALS

(a) Regular Diplomas

1. Students completing the unit and district's civics-test requirements described above, including alternative programs and schools, shall receive regular diplomas signed by the principal, the superintendent, and the Board's president. Signatures other than that of the principal/school leader may be photocopied.

2. Students with disabilities who successfully complete high-school graduation requirements established by MPS Administrative Policy 7.37, Graduation Requirements, shall receive regular MPS diplomas upon graduation through the age of 21.

3. Students with disabilities who do not meet high-school graduation requirements as outlined in Administrative Policy 7.37, Graduation Requirements, but who participate in a curriculum aligned to the alternate achievement standards may receive a regular diploma if they have passed all courses aligned with the alternate achievement standards and have met all criteria as determined by an IEP team as outlined in Procedure 7.37 (3a).

(b) Certificates of Completion

1. Students with disabilities who do not meet high-school graduation requirements as outlined in Administrative Policy 7.37, Graduation Requirements, but who participate in a curriculum aligned to the alternate achievement standards ~~Wisconsin Essential Elements~~ and who have aged out of eligibility for services will be awarded certificates of completion at the end of the academic year in which they turn twenty-one (21). Students may choose to participate in one graduation ceremony with either their entry or exit class. Certificates of completion cannot be awarded to students in four-year or five-year graduation cohorts.

2. English learners who have not completed unit requirements for graduation, ~~but are of graduation age~~, may also be awarded certificates of completion ~~at the end of the academic year in which they turn twenty-one (21)~~.

(c) District Approved Alternative Programs and School

1. Students who successfully complete the graduation requirements for district-approved alternative programs and schools shall be awarded MPS diplomas from the MPS schools in which they are enrolled.

2. Students enrolled in select alternative programs within a high school shall not be included in senior-class rank.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.37 - Graduation Requirements

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends approval of the revisions to Administrative Policy and Administrative Procedure 7.37 Graduation Requirements.

Director Leonard moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Leonard, Siemsen, Zombor, and President Herndon — 6.
Noes — None – 0. .

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(Item 12) Action on a Request to Approve Revisions to Administrative Policy 7.43 Student Awards and Scholarships

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Revisions to Administrative Policy and Procedure 7.43 include updates to the types of awards and recognition that are provided to students participating in interscholastic competitions and athletics and the process for recognizing scholarships.

Administrative Policy 7.43
Student Awards and Scholarships

The Board approves of the following plans for recognizing and thus encouraging, academic and athletic excellence.

~~(1) Interscholastic Academic Awards — High School~~

~~Students participating actively in competition as members of academic teams or clubs shall be rewarded with academic letters and/or numerals. The criteria for determining students eligible for the awards shall be formulated by a committee of teachers and administrators to ensure city-wide uniformity. Certificates of participation may be given to active team or club members who do not qualify for letter awards.~~

(~~1~~2) INTERSCHOLASTIC ACADEMIC AWARSD

Students involved in extracurricular activities such as chess, debate, and forensics will be recognized through a variety of means such as academic letters and/or numerals, certificates, awards, ceremonies, and/or public acknowledgement for consistent participation and notable achievements. ~~participating actively in competition as members of academic teams or clubs shall be awarded school recognition pins. Eligible students shall be entitled to receive one pin per year. The criteria for determining students eligible for the pins shall be formulated by a committee of teachers and administrators to ensure city-wide uniformity.~~ Recognition will be determined at the school level and by the Interscholastic Athletics and Academics office based on set criteria to ensure city-wide uniformity, with annual reviews.

(2) ACADEMIC AND CONDUCT AWARDS & RECOGNITION

Each school shall provide appropriate recognition for students who excel academically. A variety of means such as letters to parents, honor-roll lists, public-address announcements, honor assemblies, and certificates of award may be used. Excellence or improvement in attendance and conduct shall also be noted and appropriately recognized.

(3) INTERSCHOLASTIC ATHLETIC AND YOUTH SPORTS AWARDS

Students involved in Interscholastic Athletics and Milwaukee Recreation sponsored Youth Sports programs will be recognized through a variety of means such as athletic letters and/or numerals certificates, awards, ceremonies, and/or public acknowledgement for consistent participation and notable achievements. Recognition will be determined by the Interscholastic Athletics and Academics office, or the Department of Recreation and Community Services based on set criteria to ensure city-wide uniformity, with annual reviews. Schools may also opt to recognize student performance and participation at the local level.

~~(3) Academic Recognition — High School And Middle School~~

~~Each school shall provide appropriate recognition for students who excel academically. A variety of mean – such as letters to parents, honor roll lists, public address announcements, honor assemblies, and certificates of award – may be used. Improvement in attendance and conduct shall also be noted and appropriately recognized.~~
~~(4) Monitoring and Evaluation~~ SCHOLARSHIP REPORTING

Each high school shall record scholarship data by student, multiple times per school year using the designated system in collaboration with the district scholarship coordinator. Scholarships awards may be shared through special recognition, announcements, lists, and ceremonies.

~~This policy shall be reviewed for coherence and appropriateness to the present mission of the district every five years, consistent with Board Governance Policy.~~

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Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.43 - Student Awards and Scholarships

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy and Procedure 7.43 Student Awards and Scholarships.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Leonard presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Report with Possible Action on Parent and Community Engagement

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Milwaukee Public Schools values our community members, alumni, local businesses, and families who volunteer to make a difference in the lives of students. Whether serving for a day or just a few hours a week, MPS volunteers help enrich the lives of our schools and students. The Department of Strategic

Partnerships and Customer Service works diligently to develop, train, and facilitate our Partnerships to provide services, supplies, and community connections for all of our MPS schools. Through these partnerships we are shining the light on the positive stories that reflect the community's support to make MPS the district of choice for education for our Milwaukee families.

Volunteer Services, Customer Service, and Partnerships

- Volunteer Services Update
- Customer Service Training
- Partnership Updates
- Service Days
- Adopt a School Programs
- Donation Updates
- School Supply Drive
- Book Donations

Overview of Volunteer Services

- Over 3000 registered volunteers in our database
- More than 590,000 hours of service delivered during the 2023/24 school year
- All volunteers working in the district go through an application process, a background check, and training
- Volunteers consists of family members, community members, retired teachers, MKE-REC coaches, college students and corporate groups
- The Parent Coordinators in each school manage their volunteer teams
- Annual "Most Valuable Volunteer" Award

Corporate Volunteer Services

- College and Corporate Service Programs Offered By:
    - UWM
    - Marquette
    - Secure Futures
    - Junior Achievement
    - Boys and Girls Club
    - Big Brothers Big Sisters
- Group Volunteers for In-School Events Offered By:
    - Goodwill
    - Medical College Radiology Residents
    - Kohl's
    - Sigma Lambda Gamma National Sorority Inc. (Marquette)

Customer Service Training

- Introduction to Customer Service:
- Virtual and In-Person Sessions
- Student Services
- Office Secretaries
- School Bookkeepers
- Various District Staff
- In the Works:
    - Conflict Resolution
    - Advanced Customer Service

Partnerships

- Adopt-a-School programs
    - PKWARE -Allen Field School
    - Stillwater Church - Hampton School
- Service Days

- GE Healthcare – 29th Annual Event
- CarMax/Points of Light

- In the Works:
  - Marquette University High School
  - Betty Brinn Museum

Supply Drives

- School Supply Drive
  - Benefitted over 60 schools
  - Large Partnerships
    - GermanFest
    - Salvation Army/WISN
    - Sleepover for Education
    - Tundraland
    - AT&T
    - AJ Bombers
    - Auer Steel
- Mitten Drive
- Hygiene Drive

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

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(Item 2) Update with Possible Action on Enhancing Educational Communities and School Climate

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Milwaukee Public School's vision is to cultivate a positive school climate across the district by enhancing educational communities. Being intentionally strategic, Milwaukee Public Schools employs proactive strategies and interventions, within a multi-tiered system of support, that aims to provide an educational and nurturing platform for all students. The overarching goal is to foster an equitable school climate district wide. School teams and district administration collaborate closely, utilizing up-to-date data to implement best practices with Tier 1 supports, and focus is given to individual students that require additional supports.

The November 2024 report and presentation is attached.

Enhancing Educational Communities and School Climate

A primary goal of Milwaukee Public Schools (MPS) is to reduce discipline disproportionality across the district. This November report will address work from a variety of departments through October 31, 2024.

PACE Committee members and constituents have inquired about district wide equitable practices that are suggested or identified to assist schools in developing, creating, and implementing equitable practices as part of a multi-tiered system of support.

Equitable Practices as Part of a Multi-Tiered System of Support

All classrooms and schools are focusing on the five components of school climate which are:

- Relationships and community
- Expectations and procedures
- Skill development
- Accountability systems
- Systems of acknowledgement

MPS been focusing on six research-based best practices to address discipline disproportionality.

- Define and categorize behaviors
- Talk about race
- Engage student voice
- Interrupt bias when making decisions during vulnerable decision points
- Re-entry of students after discipline
- Universal supports through an anti-racist lens

All schools utilize a variety of classroom management practices, with the following equitable practices that have been shared throughout the district:

- Validate/affirm and build/bridge
- Elevating student voice and cultural practices throughout the classroom
- Co-creation of expectations and procedures with students
- Connecting classroom practices to student realities through the use of a personal matrix
- 2X10 intervention providing identified students a brief 2-minute intervention for 10 days straight
- Connection before correction

All district schools have been implementing Positive Behavior Intervention and Supports (PBIS) as the research-based multi-tiered system of support. National research on PBIS emphasizes five inter-related elements of equity, systems, data, practices, and outcomes. Approaches such as restorative practices, trauma sensitive schools, social emotional learning, mindfulness, culturally responsive practices, and anti-racism are also integrated within PBIS.

PACE Committee members and constituents have inquired about on-going professional development with discipline disproportionality and anti-racism/anti-bias.

Professional Development

Throughout the school year a variety of professional development opportunities from a variety of departments for school staff members are offered.

- Restorative Practices and Racial Justice series
- Historical Trauma
- Belonging Before Learning (Principal Leadership Institute and Teacher Institute)
- Connection Before Correction Teacher Institute series
- Regulation and Co-regulation
- Crisis Prevention Institute (CPI) and De-escalation
- Classroom Organization and Management Program (COMP)
- Bullying Prevention
- Youth Mental Health First Aid
- Restorative Leadership
- Restorative Practices Partnership Team Retreat
- Second Step and Devereaux Student Strengths Assessment (DESSA)

PACE Committee members and constituents have inquired about ensuring continued Courageous Conversations about Race implementation with opportunities to engage in uplifting racial equity.

Courageous Conversations about Race and District Equity Leadership Team

For the 2024-2025 school year, all newly hired teachers and paraprofessionals attend a week-long New Educator Institute, with day two fully dedicated to Courageous Conversations About Race (CCAR) Exploration. In addition, sessions have been scheduled for newly hired international teachers, facilities staff, and safety aides.

Implementation is looking to intensive and become more intensive through monthly sessions of the Courageous Conversations Continued Learning series and Courageous Conversation Luncheons. Each month all climate equity liaisons receive an email with case studies, example conversations, strategies to integrate the framework, and articles and videos to stimulate conversation. Sessions of Beyond Diversity will be held in November for staff members looking to continue their journey with the framework.

At the September District Equity Leadership Team (DELT) meeting, members identified areas of focus for the school year and collaborated with the Department of Research, Assessment, and Data (RAD) to evaluate the work throughout the year. Some areas of focus include:

• Messaging district-wide opportunities for individuals to expand their knowledge, skill, will, and capacity for systemic racial equity.

• Increasing racial consciousness of staff members.

• Creating "push-in" models of supporting schools in racial equity.

• Integrating CCAR protocols into district workgroups such as strategic planning, facilities planning, high school enrollment, and other groups.

• Creation of a personalized "implementation model" for individuals interested in continuing their personal journey in unpacking and addressing antiracism.

• Creation of a template for school staff members to utilize framework with students within classroom instruction.

PACE Committee members and constituents have inquired about equitably supporting schools as part of the Teaming in Equitable Education Coaching and Holistic Support (TEECHS) collaboration.

Supporting Schools

For the 2024-2025 school year, all schools are organized into tiers of support based on disciplinary data.

The following rollout plan has been established:

A problem of practice, root cause, and theory of action was identified for the district's approach to supporting schools.

An introductory webinar and follow-up professional development were provided for all central service staff members identified to support schools.

A meeting was held with all principals looking for feedback on our approach.

A staff meeting was held at schools with staff members sharing what is working well at the school, as well as what additional support they need.

Collaborative calibration utilizing the Goals-Reality-Obstacles-Way forward (GROW) method to identify the next steps of support and collaboration for schools.

Schools will get coaching support from a variety of district teams aligned to their identified needs.

PACE Committee members and constituents have inquired about continued efforts to engage students and community members in district climate and discipline disproportionality.

Stakeholder Engagement

For the 2024-2025 school year, all traditional middle and high schools are continuing with their Student Discipline Committee. Student Discipline Committee members at these schools attended the Student Leadership Summit in October to kick off their work for the year. Students discussed school and district data, previous recommendations, and learned about best practices for student-led research.

Student Discipline Committees are identifying a school problem of practice and a plan to research the problem of practice throughout the year. Each student committee will be attending the Spring Student Leadership Summit in April to present their findings from the year and recommendations to the district. Feedback from the summit is being compiled within a collaboration between RAD and Marquette University.

Students from restorative practices courses attended "The Union of Restorative Justice, Healthcare, and Street Outreach: A Healing Approach to Preventing Gun Violence" at Marquette University. Students watched a new documentary on gun violence, reviewed citywide data, learned more about preventative measures, and drew connections to the work around restorative practices in their coursework.

Throughout the year, conversations will be held with constituents and community members regarding feedback on the work being conducted districtwide and our bi-monthly PACE report. Feedback from these conversations will be brought back to PACE presentations.

PACE Committee members and constituents have inquired about restorative practices implementation, integration into existing frameworks, and messaging districtwide.

Restorative Practice Implementation

Collaboration was created with Community Schools to align restorative practices within the community schools' framework. This will provide all Community Schools with direct access to coaching, training, and consultation from the restorative practices team. All twenty-two schools who are partnering with the restorative practices team have aligned their School Improvement Plan to restorative practices and created an action plan outlining their steps and support they will receive to move forward with their implementation.

The Department of Restorative Practices continue training opportunities that focus more on community building and repairing and healing harm. This is a result of the feedback given by schools with a need for support in addressing discipline. With this approach, there has been a reduction in disciplinary referrals and suspensions. One school will be highlighted this month for their accomplishments as it relates to climate improvement.

Restorative language has been integrated within the Culture, Climate and Alternatives to Suspension Toolkit as well as school-based leadership team meeting minutes. All schools have a Tier 1 Climate Team that focuses on tier 1 supports for a positive school climate. Schools that have been trained in restorative practices are integrating that work within this school team. The Department of Restorative Practices is collaborating with schools using their School Improvement Plan to focus on climate and culture. This is in addition to the schools where direct coaching is present and offers all schools a pathway to receive support from the department.

PACE Committee members and constituents have inquired about historical trends, and current reality with disciplinary practices by race and grade level.

Suspension Deep Dive

All data through October 31, 2024, at 5:00 p.m.

Suspensions by race

	Hispanic/ Latino	American Indian	Asian	Black/African American	Native Hawaiian	White	Multiple Races
Total Suspensions	654	17	68	3299	2	85	162
Percent of all Suspensions	15.3%	0.4%	1.6%	77.0%	0.1%	2.0%	3.8%
Percent of Enrollment	28.7%	0.3%	9.2%	48.6%	0.1%	8.7%	4.4%

Suspensions by grade

K4	K5	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade
3	11	34	61	93	140	171
6th Grade	7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade
389	426	513	1182	679	374	211

Suspensions by month comparison

Month	2024-2025	2023-2024	2022-2023
August	XXX	524	692
September	1578	1971	2357
October	2700	3047	2336

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Na

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(Item 3) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act

(IDEA). It requires, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.
Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.
There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

Indicator #1 Graduation Rates
Indicator #2 Drop-Out Rates
Indicator #3 Assessments
Indicator #4 Suspension/Expulsion
Indicator #5 Educational Placement Ages 6-21
Indicator #6 Educational Placements Ages 3-5
Indicator #7 Preschool Outcomes
Indicator #8 Parent Involvement

Indicator #9 Inappropriate Identification in Special Education
Indicator #10 Inappropriate Identification in Specific Disabilities Categories
Indicator #11 Timely Evaluation
Indicator #12 Preschool Transition Part C, Part B
Indicator #13 Transition Goals Ages 16 and over
Indicator #14 Post School Outcomes
Indicator #15 Resolution Sessions
Indicator #16 Mediation
Indicator #17 State Systemic Improvement Plan

LRE For Higher Outcomes

As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports to the Administration bi-annually, students who are receiving special education services in the least restrictive environment. The Department of Specialized Service's plan is to educate students with disabilities, in accordance with their individual education program (IEP), in the regular education environment with their non-disabled peers.

LRE Data

Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provide each school district with the target in each of the following categories:

Indicator 5A Percent of students ages 6 through 21 with IEPs who are served inside the regular class 80% or more of the day

Indicator 5B Percent of students ages 6 through 21 with IEPs who are served inside the regular class less than 40% of the day

Indicator 5C Percent of students ages 6 through 21 with IEPs who are served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS's LRE data-relative services to the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have an IEPs, including speech and language services. The attached reports include the district's information as well as each school's percentage.

State of Wisconsin Target	5 A:	5B:	5 C:
	70.00%	7.90%	0.95%
MPS May 2024	88.12%	10.97%	0.14%
MPS September 2024	87.96%	10.76%	0.10%
MPS October 2024	87.70%	10.49%	0.10%

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.01 - Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Report with Possible Action on the M-Cubed College Connections Program

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

2024-2025 M-Cubed College Connections Evaluation

M-Cubed College Connections Overview

The College Connections program provides students from Milwaukee Public Schools (MPS) with the opportunity to enroll in college courses at post-secondary institutions, University of Wisconsin-Milwaukee (UWM), Milwaukee Area Technical College (MATC), as well as earn college credit through other course offerings through different pathways. The M3 College Connections program is an innovative dual-enrollment program of Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and the University of Wisconsin–Milwaukee (UWM) that allows eligible students to complete their high school graduation requirements while earning college credits from both MATC and UWM at no expense to the student.

The General Pathway is a full senior-year program with the opportunity to earn up to twenty-one college credits in core subject areas that meet general education requirements for most associate and bachelor's degrees. Students can begin to apply in January of their junior year to participate in the General Pathway their senior year.

The Nursing Pathway provides an opportunity for juniors to begin taking courses at MATC, working toward completion of coursework, and passing state exams in nursing. Students have the potential to earn their state certification as a nursing assistant (CNA) and possibly their license as a practical nurse (LPN). Students can begin to apply in January of their sophomore year to participate in the Nursing Pathway their junior year.

The Education Pathway begins in the spring semester of students' junior year. This pathway will allow MPS students to take courses in education at MATC and UWM that will introduce them to teacher education courses, including an internship in an MPS elementary school classroom. Students apply in September of their junior year to participate in an internship at an MPS elementary school in the spring (second semester) of their junior year. Students will then take a combination of education courses and general education requirement courses at MATC and UWM their senior year.

Eligibility Requirements

Students must meet the following requirements to be eligible to participate in the M-Cubed College Connections program:

- M-Cubed College Connections students generally have a 3.0 GPA or higher (2.5-2.9 GPA)
- Are on-track to graduate (seniors only need the last year of English)
- Nursing pathway students, juniors accepted into M-Cubed College Connections typically have a B or higher in Biology and/or Chemistry

This report aims to answer the following questions:

1. Is there a significant difference between the number of students enrolled in post-secondary education after participating in the M-Cubed College Connections compared to other MPS students of the same cohort by year?
2. Does the average GPA of students who participate in M-Cubed College Connections differ after enrollment from students who did not participate in M-Cubed College Connections?

Methodology

To evaluate the influence of M-Cubed College Connections on post-secondary enrollment, the R&E team ran a multiple linear regression to identify how much, if any, of the variance in the post-secondary enrollment outcome could be attributed to M-Cubed College Connections participation. The analyses were conducted for the following school years: 2018-2019, 2019-2020, 2020-2021, 2021-2022, 2022¬2023, as the post-secondary enrollment for the first Fall from the 2023-2024 school year is not yet available.

Multiple linear regression was used to test if students enrolled in M-Cubed College Connections courses significantly predicted post-secondary enrollment in each school year: 2018-2019, 2019-2020, 2020¬2021, 2021-2022, 2022-2023.

When comparing students who graduated in 2019 through 2023 who did not participate in M-Cubed College Connections and students who did, students who participated in M-Cubed College Connections were significantly more likely to enroll in post-secondary education. The variation in post-secondary enrollment can be explained by participation in M-Cubed College Connections, when controlling for demographic factors like gender, race/ethnicity, disability status, and English language proficiency. This suggests by participating in M-Cubed College Connections, students are increasing their college going behaviors.

A yearly description of the percentage of variation may be found in the report, attached to the minutes of your Committee's meeting.

Multiple linear regression was used to test if students enrolled in International Baccalaureate (IB) courses significantly predicted post-secondary enrollment in each school year: 2018-2019, 2019-2020, 2020-2021, 2021-2022, 2022-2023.

When comparing students who graduated in a given year who did not enroll in IB programs and students who did, students who enrolled in IB programs were significantly more likely to enroll in post-secondary education. The variation in post-secondary enrollment can be explained by participation in IB program participation, when controlling for demographic factors like gender, race/ethnicity, disability status, and English language proficiency. This suggests by participating in IB programs, students are increasing their college going behaviors.

A yearly description of the percentage of variation may be found in the report, attached to the minutes of your Committee's meeting.

Multiple linear regression was used to test if students enrolled in Advanced Placement (AP) courses significantly predicted post-secondary enrollment in each school year: 2021-2022, 2022-2023, 2023¬2024. Students who participated in AP courses were not statistically significantly more likely to enroll in post-secondary education across each of the school years included.

In 2023, not participating in M-Cubed College Connections, IB, or AP programs was significantly correlated with not enrolling in post-secondary education.

The students not enrolled in M-Cubed College Connections include IB and AP students.

Limitations

Limitations of the study include the limitations of the methodology. The evaluation was completed using multiple linear regression, which does not speak to causality of the findings but rather indicates if the factors of the evaluation, like participation in M-Cubed College Connections, contributes a statistically significant influence on post-secondary enrollment.

Conclusion

Overall, the effects M-Cubed College Connections participation had on the outcomes considered, postsecondary enrollment and GPA, were significant and in line with the purported benefits of program participation. Though students enrolled in IB programs were also statistically significantly more likely to enroll in post-secondary education compared to the rest of the students as well, the amount of influence M-Cubed College Connections had on students is relatively the same with the difference being only a few percentage points of the variance. The R&E team hopes this evaluation provides clarity on the value and effectiveness of the M-Cubed College Connections program and partnership.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

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(Item 2) Report with Possible Action on the Regional Showcase - East

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Based on the Board's action, the 2024-25 monthly Regional Showcase item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the East Region is featured. The East Region comprises 27 schools and serves 10,839 students in diverse settings to meet the varied needs of our students.

Schools in the East Region

School Specialty	East Region Schools
Montessori	Bay View, Craig, Fernwood, Maryland
Dual Language / Immersion / Bilingual / ESL	Fratney, Lincoln Center of the Arts, Milwaukee Academy of Chinese Language, Parkside, Victory
International Baccalaureate	Rufus King Middle
Arts Integration	Elm, Lincoln Center of the Arts, Parkside, Roosevelt
Community Schools	Holmes, King Elementary
Traditional School	Burdick, Carver, Cass, Clement, Cooper, Gaenslen, Garland, Hartford, Humboldt Park, IDEAL, Riverwest, Trowbridge, and Whittier

Of the students in the Region, 40% are Black or African-American, 23.2% are Hispanic, 20.2% are White, 9.9% Asian, Multiple 6.4% and less than one percent are American Indian, Alaska Native, Native Hawaiian, or other Pacific Islander.

The East Region offers a variety of programs and services to support our students towards their academic goals. The East Region is successful due to the committed staff members and dedicated community partnerships, a vital component to the success of students.

Data Comparisons

	2022-23	2023-24	2024-25
Attendance	86.7%	88.1%	92.0%
Suspensions	10.8%	10.7%	2.4%

Featured School – Roosevelt Middle School of the Arts

Demographics

- 6th – 8th Grade Traditional MS/Arts School
- Enrollment: 290 w/309 Served
- Enrollment is 65 over Projected Enrollment
- 16.0% SwD and 88.4% Econ Disadvantaged
- Race Breakdown:
  - 85.1% Black or African American
  - 7.3% Hispanic
  - 4.0% Multiple
  - 2.3% White
  - 1.3% Asian

Data Spotlight

- 87.0% YTD Attendance Rate (3.1% Increase LYTD)
- 11% Suspension Rate (11.5% Decrease LYTD)

Roosevelt Middle School of the Arts Points of Pride

- Kennedy Center for the Performing Arts: Turnaround Arts
- Arts Leadership Team and Schoolwide Arts Strategy
- 39thAnnual Dinner Theater (Historical) and School Musical
- Arts Programming through arts partners allowing for matching
- Washington DC: Student Showcase 23-24 (including staff)
- Recruitment Efforts (5 school visits for a day -200 students)
- 7 Restorative Circles with Families to date
- Summer CSI Teacher Academy (EBIS, Literacy, Sketch noting, HMH Rep, Math)
- From HERO to DOJO-PBIS the middle school way!
- Athletics: Flag Football, Basketball, Volleyball, Track, Soccer
- ESSER: Auditorium Refresh, Outside classroom, Inside classrooms
- Amnesty Day

Community Partners

- Jazz Men
- Wisconsin Conservatory of Music
- Dance Works
- Kids Est. 1969
- First Stage
- Wild Space Dance Company
- Ko-Thi Dance Company
- The Kennedy Center

School Musical - Frederick

Kennedy Center Turnaround Arts Schools create strategic art plans to impact school culture and climate. School events and whole school projects like these sustain opportunities for children to enjoy the educational and restorative value of arts-centric learning experiences.

Student Testimonials

- Messiah Gooden
- Savannah Rhodes

Additional Information

Details about Roosevelt's improvement plan and their latest STAR screener results may be found in the attachments to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 3) Report with Possible Action on State Student Assessment Results from Spring 2024

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Annually, students in grades 3 - 8 are assessed on the Wisconsin Forward Exam in English language arts, math, science and social studies. Students in high school are assessed at grades 9 and 10 on the PreACT Secure, while students in grade 11 are assessed on the ACT. Dynamic Learning Maps (DLM) assessment measures the academic progress of students in grades 3 - 11 with the most significant cognitive disabilities in the subject areas of English language arts, math, science and social studies. This presentation will review the results from spring 2024.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38 - Balanced Assessment Systems

Committee's Recommendation

Your Committee recommends that the Administration be directed to bring a report on math and a report on reading, both in the January 2025 Board cycle.

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(Item 4) Report with Possible Action on Advanced Placement, Dual Enrollment, and International Baccalaureate Outcomes

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

This report will provide information on Advanced Placement (AP), dual enrollment, and International Baccalaureate (IB)courses in Milwaukee Public Schools. The report will cover types of programming exam outcomes, credits earned, student participation, analysis of data, and next steps.

AP, IB, and Dual Enrollment

Advanced Placement: Develop college skills. time management, critical thinking, scholarly writing—AP courses and exams help hone the skills needed for college and career. Grades 9-12

• International Baccalaureate: Two-year educational program primarily aimed at students in grades 11 and 12. The program provides an internationally accepted qualification for entry into higher education and is recognized by many universities worldwide.

• Dual Enrollment: Students concurrently enrolled in high school and college
  - o Transcripted
  - o Contracted Courses
  - o M3 College Connections
  - o Early College Credit Program/Start College Now

AP & IB Exam Outcomes

Percent Earning a 3 or Greater on AP Exams and Percent Earing a 4 or Greater on IB Exams

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
AP Score of 3 or Better	21.2	19.6	19.2	19.6	23.2	30.8	23.7	29.1	24.6
IB Score of 4 or Better	59.0	54.7	55.5	64.1	64.4	69.2	58.6	64.7	60.7

Analysis and Next Steps

- Analysis
  - o Need to improve proficiency rates on exams
  - o Expand opportunities to all students and schools
- Next Steps
  - o Credentialing Teachers o Expanding In-School Offerings
  - o Exploring Additional Pathways
  - o Improving Proficiency Rates o Item Analysis of Exams

Additional information is presented in the report, attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 5) Action on Approval of Areas to Be Opened for Textbook Study During the 2024-2025 School Year For Texts To Be Used Beginning With The 2025-2026 School Year

Background

MPS Administrative Policy 7.26 and Administrative Procedure 7.26, Textbooks/Instructional Materials Adoption, provides that as adoptions near expiration, the Administration shall report the subject areas, along with the titles of the textbooks/instructional materials for which adopted textbooks/instructional materials have been in use seven years or more and may be discontinued at the end of the following school year. The last curriculum adoption was in 2017 for K-8 Spanish. All other World Languages and grade levels have not been adopted in over 20 years.

To ensure alignment with the district's Ambitious Instruction plan, the Administration provides general criteria for textbook/instructional material evaluations to the review committees. These criteria include the availability of high-quality materials, alignment with the ACTFL World Readiness Standards and language development goals, and consistency with adopted standards and graduation requirements. Additionally, the Curriculum Specialist will develop subject-specific criteria applicable to the materials under review.

The Administration is recommending opening World Languages for adoption during the 2024-25 school year:

World Languages (K-12)

- American Sign Language, French, German, Chinese, Japanese, Spanish
- AP Spanish, French, German
- Spanish for Spanish Speakers
- IB Spanish, French, German
- Immersion: French, German, Italian, Spanish

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.26 - Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

This item does not authorize expenditures. The estimated cost of implementing the textbook adoption for this area is $4,500,000.

Implementation and Assessment Plan

The procedures listed below will be implemented following Board action with respect to opening World Languages for textbook adoption study.

a. When a subject area is to be opened for adoption, an evaluation committee led by a Curriculum Specialist shall be established to study and evaluate available materials and make recommendations to the Superintendent concerning textbook/instructional materials adoptions for the subject areas.

b. Principals and teachers are notified.

c. Parents are notified and invited to serve on the parent advisory committee for textbook/instructional material evaluation. In addition, community organizations such as the District Advisory Committee, are invited to send parent representatives. To further increase parent involvement in the textbook/instructional material evaluation process, the Administration will also solicit parents through School Governance Councils.

d. Publishers are notified.

e. Teacher nominations and/or expressions of interest in serving on the textbook/instructional materials evaluation committee for the various subject and language level areas are obtained.

f. Textbook/instructional materials evaluation committee is appointed.

g. The Curriculum Specialist provides training for textbook/instructional material evaluation committee members on selecting culturally responsive materials that promote critical thinking.

h. The Curriculum Specialist establishes evaluation criteria for instructional materials based on the latest research and literature in the field. The specialist reviews and assesses available materials, consults with parents, publishers, and representatives, and seeks input from teachers, department chairs, and other stakeholders.

i. The Curriculum Specialist and the Department of Procurement review the proposals submitted by the textbook/instructional materials publisher.

j. Textbook/instructional materials evaluation committee formulates recommendations with respect to the subject and language level areas and the materials under evaluation for possible adoption and presents the recommendations for textbooks/instructional materials adoption to the superintendent in a confidential report. The textbook/instructional materials evaluation committee may recommend a single, dual, or multiple adoptions for a subject/language, or; they may recommend delaying adoption pending further study.

Based on the proposed timeline, the textbook/instructional materials evaluation committee would be appointed no later than February 2025. The committee will conduct the study during the months of March and April to submit a recommendation to the Superintendent in April 2025. After considering the evaluation committee's report, the Superintendent will submit recommendations to the Milwaukee Board of School Directors for consideration in May 2025.

Committee's Recommendation

Your Committee recommends that the Board approve World Languages K-12 to be opened for textbook study for texts to be used during the 2025-2026 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 6) Action on Request to Approve the 2025 MPS Summer Academy Plan

Background

Milwaukee Public Schools is pleased to offer summer extended-learning opportunities that enhance academic skills and exploration experiences to the youth residents of the city. For the summer of 2025, MPS will offer one Summer Academy Session for all students Monday through Friday from 8:00 a.m. to 12:00 p.m. July 7 through August 1. Breakfast and lunch will be provided.

High School Summer Academy is designed to engage students academically through recovery, acceleration, and career skill-building opportunities. Students will also participate in career-based learning experiences such as internships and exploration based upon their academic and career plan.

Middle School Summer Academy offerings seek to provide a variety of interactive, academically engaging experiences based on student interests. Students have the option of participating in several career exploration programs, acceleration opportunities, as well as skill development.

Elementary Summer Academy curriculum is under redesign to incorporate ACT 20 legislation, refocusing on the Science of Reading.

Elementary Extended Learning Adventures are held to give students exposure to new subjects, identify new areas of interests and abilities, encourage curiosity, and further learning. Camps may take place half-day, full-day, week-long, or community organizations.

Extended School Year services are provided to qualifying students during Summer Academy, as mandated in their Individualized Education Plans. Enrichment opportunities with community partners are built into programming.

Bridge programs are offered to assist in the transition of students to high school and sixth grade. Twenty-two high schools will offer freshman bridge. Eight schools will offer middle school bridge.

Highlights From Summer Academy 2024

- Over 2,100 courses completed
- 47 students earned college credit
- 155 graduates
- 14 new program offerings
- 137 courses recovered in Virtual Night School
- In-person and off-site adventures

Summer Academy 2025 July 7 to August 1

Student Day: Monday through Friday 8:00 a.m. to 12:00 p.m.

- High School – Credit acceleration, credit recovery, and enrichment
- Middle School – Integrated project based focus
- Elementary School – Intensive literacy focus based on Act 20 Legislation

Extended Learning Adventures

Innovative hands-on experiences integrated into the classroom:

- Wisconsin's unique heritage
- Natural environment
- Archaeology, paleontology, environmental science, and life cycles
- Arts-integrated activities

Bridge Programs

• High School-August 21 and 22, 2025
- Goal: Enhance student confidence, self-esteem, academic preparation, and soft skills
- Location: 22 MPS high school sites
- Program length: 2 days
- Middle School All 6–12 and traditional middle schools
- Provide sixth grade students with an opportunity to form realistic expectations of what middle school will be like
- Build a sense of community
- Explore extracurricular activities
- Experience the difference between elementary and middle school

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.17 - Summer Academy

Fiscal Impact Statement

Expenditures of $6.2 million are projected, with $3.2 million from extension funds for elementary and $3.0 million from board funds for both high school and extended school year. The cost is split between FY24 and FY25 budgets.

Implementation and Assessment Plan

Upon approval, Administration will begin preparing for implementation in the summer of 2025. All summer programs are contingent upon funding, enrollment, and facilities and maintenance building modification projects. Changes necessitated by these contingencies will be reported to the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the 2025 MPS Summer Academy Plan.

Approved with the roll call vote to approve the balance of the Committees' reports.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to the District Advisory Council (DAC), CESA #1, and WASB.

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(Item 2) Report of the President of the Milwaukee Board of School Directors

Background

This school year is moving very quickly. Our fall season has moved quickly with start of school year, open house events, school sports and prepping for the winter. I am sure everyone is looking forward to a short break.

The board is happy to welcome our newly elected board member, Dr. James Ferguson. He was elected on November 5, 2024, and sworn in on November 12, 2024. If the opportunity presents, please give Director Ferguson a warm welcome.

Effective and Efficient Operations

Again, we held a very productive meeting of the Committee on Accountability, Finance and Personnel this month.

Of most importance is Item 4, Report on the Long-Range Facilities Master Plan. The intent is to build two steering committees (Citywide and Regional) that represent stakeholders from across the city to help the district's facility planning process. For those that may consider participating in this process, it will be time consuming. The Steering Committee Framework Proposal is found on the MPS website.

Meeting/Event Attendance for this month:

- State Report Card review meeting
- LRP meeting to continue project on policy reviews/updates
- One OBG/OAE/OS meeting
- One Operational Audit meeting with State Auditors (MGT)
- AFP committee meeting
- Two meetings with OBG Board Clerk to review meeting schedule, review possible committee agenda items, board initiatives or projects.
- Two strategic meetings with our Kane Communications partners. These discussions focus on taking proactive steps to keep the public informed.

Student, Family, and Community Engagement

1. I encourage everyone to remain diligent regarding the development of the Long- Range Facilities Master Plan (LRFMP). Please visit the website to monitor information and sign up for updates directly. We need your input and participation to help shape the school district's future. You will be able to review Perkins-Eastman's (MPS Consultants) proposed options for buildings and comment on them to help build the final plan. This plan will have a direct impact on the future of school buildings and student experiences across Milwaukee.
   NOTE: We are in the extremely early stage of the LRFMP. Current effort is building the Steering Committees whose work could take all of 2025.
2. Did you know? River Trail Elementary is now "River Trail School of Agricultural Science" in the Citywide Region. I had the opportunity to visit, observing all the upgrades and expansion of their Agriculture Program. The building upgrades, students and staff working diligently on projects and the fruit tree forest was quite impressive. The highlight of my visit was the new baby chickens (25) added to the River Trail family.
   River Trail is now a feeder school to Vincent High School of Agriculture.
3. Bryant Elementary held their Open House during this month. Director Zombor and I enjoyed a wonderful evening with the students, parents and staff. In addition, we used our visit to speak to the parents and staff regarding the Long Range Facilities Master Plan. There has been mis-information circulating regarding school closures and there was a need to dispel the rumors. Bryant is very family oriented, so visiting is like going home. Dinner of award-winning chili was served.

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The Board adjourned at 7:32 p.m.

DR. TINA OWEN-MOORE, Ed. L.D.

Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 17, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 6:47 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused— Directors Jackson and Leonard – 2.

The Board Clerk read the following call of the meeting:

December 13, 2024

To the Members of the Board of School Directors:

At the request of President Marva Herndon, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

SPECIAL BOARD MEETING
TUESDAY, DECEMBER 17, 2024, 6:30 P.M.
(OR IMMEDIATELY FOLLOWING THE ADJOURNMENT OF THE MEETING OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE AND PERSONNEL)

The purpose of this meeting is to Retire to Closed Session to Consider Applications for the Position of Superintendent of Schools.

President Herndon has advised that she will accept a motion to retire to closed session for this purpose, pursuant to Wisconsin Statutes 19.85(1)(c), which states that the Board may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility."

While the Board is not expected to take any action other than to retire to closed session, if the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may adjourn from closed session.

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

TINA OWEN-MOORE, ED. L.D.
Board Clerk

(Item 1) Action on a Request to Retire to Closed Session to Consider Applications for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of $275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. HYA has now reviewed and screened the applications. The Board may retire to a closed session to consider the applications and to determine which applicants it wishes to interview.

Pursuant to Wisconsin Statutes 19.85(1)(c), the Board may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in closed session for the purpose stated above.

If the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may adjourn from closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.01 - Board-Appointed Officials

Recommendation

That the Board retire to closed session for consideration of this item.

Director O'Halloran moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None – 0.

The Board retired to closed session at 6:58 p.m. Board retired from closed session at 8:45 p.m.

Tina Owen-Moore, Ed. L.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 19, 2024

Regular meeting of the Board of School Directors called to order by President Herndon at 5:33 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused — Director Jackson – 1.

Before commencing with the agenda items, President Herndon asked for a moment of silence to commemorate the passing of the following member of the MPS community:

- Emmanuel Johnson, a student at Riverside High School
- Tracie Blue, a teacher at Browning School
- Carol Kress, a retired Secretary
- Dominque Watson, a 9th grader in the MATC-Emergency Scholars Program

The Board also acknowledged the passing of former Superintendent of Schools, Dr. Gregory Thornton, who served the district from 2010 to 2014.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October 2024 were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report, with Possible Action, from the Superintendent of Schools

Background

Each month, the Interim Superintendent presents a report to the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. This report serves as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academic achievements, and outline areas where gains and growth are noted, ensuring that both successes and challenges are transparently communicated.

The content is aligned with the 2023-2028 Strategic Plan initiatives, ensuring that the reporting remains consistent with our overarching goals and vision. Through these updates, we aim to keep all stakeholders informed and engaged in our mission to advance the district's priorities.

Strategic Plan Key Initiatives:

- Rightsizing the District
- Student Achievement and Graduation
- Staff-Morale & Professional Learning
- Special Projects

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Interim Superintendent Galvan gave an oral report.

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(Item 2) Report with Possible Action on the MPS Foundation

Background

This month the MPS foundation will provide an update on the philanthropic work they do, supporting Milwaukee Public Schools.

The Milwaukee Public Schools (MPS) Foundation is a non-profit organization that supports the academic achievement of students in Milwaukee Public Schools. The foundation's mission is to promote educational excellence, strengthen community participation, and create a more equitable education system in Wisconsin.

The MPS Foundation raises funds through private philanthropy to support programs and projects to help the overall educational experience for students, teachers, and schools . The foundation's work includes:

- Providing scholarships
- Supporting Classrooms
- Supporting Learning Journeys
- Supporting Junior Achievement
- Supporting Let Us Play / Greener Healthier School Yards
- Supporting experiential learning and STEM programming
- Supporting the United Nations Schools of International Learning (UNSIL) program

Mission

The mission of the MPS Foundation is to inspire and motivate the community, including philanthropic partners, businesses, families, and former and current staff and students in support of Milwaukee Public Schools and the academic achievement of its students.

Focus Areas

- College and Career connections
- High-impact programs and practices
- Quality learning environment
- Academic and teaching excellence

Impact in 2023

- $150,000+ in scholarships provided to 32 students across 13 high schools
    - 81% are first-generation college students
    - 87% are students of color
- $50,000 in classroom support for teachers across 26 schools
- 2,399 students participated in UNSIL and World Fair
- Sent 24,108 students to online learning journeys
- Sent 500 students to Washington D.C.
- Invested $160,000 in new instructional model for Junior Achievement 3DE program
- Funded the largest MPS STEM fair ever
    - 645 students from 54 MPS schools participated
    - Three times as many engineering projects as last year
    - 10% growth in female students participating
- 2,800 students directly benefit every day from the Let's Play partnership
    - Annually, five schools partner with the Foundation, ReFlo, the City of Milwaukee and other organizations to replace asphalt covered schoolyards with greener, healthier spaces

Impact in 2024

- $115,000+ in scholarships provided to 27 students across 12 high schools
    - 75% are first-generation college students
    - 96% are students of color
- $50,000 in classroom support for teachers across 26 schools
- 2,400 students participated in UNSIL and World Fair
- Sent 20,892 students to online learning journeys
    - Sent 400 students from 9 MPS high schools to Washington D.C.
- MPS STEM Fair
    - 632 students from 49 MPS schools participated
    - 282 projects presented
- 2,800 students directly benefit every day from the Let's Play partnership

Featured Partnership

Let Us Plan / Greener Healthier School Yard Initiative

- Collaboration between the MPS Foundation, Milwaukee Public Schools, Milwaukee Recreation, and the Green Schools Consortium of Milwaukee led by ReFlo
- Transforms outdated and deteriorating outdoor schoolyards into dynamic and functional green spaces for MPS students and neighborhood residents
- Increases access to high-quality shared public spaces that improve the quality of life and educational outcomes.
- Approximately 3,000 students benefit every day
- 14,000+ students benefit annually
- 21,000+ community members benefit annually
- 31 playgrounds completed with a total of 41 schools in the program

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 3) Action on a Request to Approve the District's Appointment to the Social Development Commission Board

Background

The Administration is requesting that the Board appoint Michael Harris as its representative on the Social Development Commission (SDC) Board, effective December 20, 2024. The SDC Board of Commissioners comprises 18 members, with one-third appointed from the public sector, one-third from the private sector, and one-third elected as representatives of low-income residents of Milwaukee County. Milwaukee Public Schools traditionally serves as one of the public-sector representatives.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, Michael Harris will assume responsibilities as Milwaukee Public Schools' representative.

Recommendation

The Interim Superintendent recommends that the Board appoint Michael Harris as its representative on the Social Development Commission Board, to be effective December 20, 2024.

Director O'Halloran moved to approve the recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes - Director Leonard– 1.

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REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

Report of the Board Clerk/Chief Officer

The Office of Board Governance (OBG) submits, with grateful appreciation for all those contributing to its efforts, the following report of OBG activities in the months of November and December.

Media Relations

An important part of our work in the Office of Board Governance is preparing communications for the Board and public. This often includes interactions with the media. Our office responds to records requests, facilitates responses to constituent concerns, answers questions, and coordinates communications from the Board to the media and from the media to the Board. Over the past couple of months, we have taken several actions to ensure we are working collaboratively and responsively with our media partners. Here are a few of those actions:

Fast Facts: In collaboration with the Kane communications team, we developed a Fast Facts document that can be shared with the press and community each week (depending on the need) highlighting facts around important topics impacting the district and its schools.

One-on-One Conversations with Media Partners: This month, we have been meeting one-on-one with individual news reporters to understand how our office can better support their needs and to share information about how the Office of Board Governance operates, so that we can work better together. Our goal is to be quick, transparent and responsive as we work to build a trusting and collaborative relationship with these partners and with the community.

Collaboration with District Communications Team: We have been meeting weekly with the District Communications team and have partnered with them on several projects, including adding our Fast Facts updates to the District webpage, getting access to a platform for digital newsletters, and continuing to update the staff, families and community regarding the superintendent search process.

DPI and Compliance

Our Office continues to participate in weekly meetings with DPI to help facilitate communication between the Board, DPI, the Office of Accountability and Efficiency, and Office of the Superintendent and participates in a second meeting with the Board President, Interim Superintendent, and Senior Director of the Office of Accountability and Efficiency. Together, these meetings help to keep open the lines of communication between the offices of the district.

Legal Matters

The Office of Board Governance is the Board's liaison in legal matters concerning the district. In October, the Office of Board Governance worked in collaboration with the City Attorney and independent legal counsel on several matters, including a motion to Quash/Dismiss Petitioner's Writ of Mandamus in lieu of Answer pursuant to Wis. Stat. § 802.06. (This is related to the Writ of Mandamus that was filed demanding the District hire 25 School Resource Officers, which the District does not have the authority to do.)

Events and Activities

Our Office helps Board members to host events and facilitates Board member attendance at many of the District events, including sharing invitations, coordinating calendars, and posting notices of a potential quorum when needed. Here are a few of the highlights from the month:

Community Meeting on the Topic of School Safety: This month, our team worked with Director Leonard and the District Advisory Council to host a public engagement session on the topic of school safety.

Holiday Events and Activities: The months of November and December are filled with activities and events across the District. Board members have attended coat giveaways, concerts, ribbon cutting ceremonies and more this holiday season.

Superintendent Search

On December 17th, 2024, the Board met with HYA to identify a slate of candidates to interview from amongst the 33 applications that had been submitted to date. At this meeting, the Board decided to reopen the candidate application window with the hopes of deepening the slate of candidates. The Board's goal in doing so is to ensure that they will be able to interview a strong pool of highly qualified candidates who can meet the district's unique needs at this critical moment. The Office of Board Governance will work with HYA to revise the timeline for candidate interviews, previously planned for January 11th, 2025, and to reschedule the "days in the district" for finalists.

Policy Review

On December 16th, we will have our kickoff meeting with the team from Neola, during which we anticipate setting up a plan for the work to review and revise all the district's policies. This will be a collaborative effort of the Office of Board Governance, the Office of Accountability and Efficiency, and the Office of the Superintendent. Director Zombor, who chairs the Legislation, Rules and Policies Committee, will also attend this meeting.

One Big (Office) Goal = Digital

In our office, our one big team goal for the year is to find and implement greater digital efficiencies in the Office of Board Governance. We have made some great gains along these lines, including:

We are now an early adopter of SharePoint, which provides great benefits for collaboration, document retention, and cybersecurity. We continue to reduce our printing footprint and reduce the complexity of our filing systems, by transitioning to electronic filing.

We have moved our monthly Board newsletters, and other communications, to a digital format that integrates nicely in email and allows Board members to include information relevant to their districts. You can see an example of President Herndon's first digital newsletter here.

We worked with Technology to install a screen in our conference room for collaborative meetings and presentations, drastically reducing the need to print meeting material.

We are now in the process of moving to digital notebooks to improve efficiency and reduce waste.

Of course, none of these changes are simple tasks. They require learning how to use new technologies, building new habits, and communicating in new ways. Our office is enthusiastic and committed to this new way of doing things.

Legislative Agenda

The proposed legislative agenda for 2025-26 was distributed under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

Recommendation

The Office of Board Governance recommends that the Board determine how it wishes to proceed relative to its Legislative Agenda.

Director Gokalgandhi in the chair from 6:29 p.m. to 6:31 p.m.

Director Gokalgandhi moved to approve the proposed 2025-26 Legislative Agenda. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None - 0.

* * * * *

(Item 2) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation

Background

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

* * * * *

(Item 3) Action on a Request to Retire to Closed Session Relative to the Status of an Employee

Background

The Board may retire to a closed session to consider this item:

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(b) to consider the dismissal, demotion, licensing or discipline of any public employee or person licensed by the Board or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken;

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(c), for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;

Pursuant to Wisconsin Statutes 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session to consider this item.

Item deferred to the end of the meeting.

* * * * *

(Item 4) Action on a Request to Retire to Closed Session Relative to Demands for Collective Bargaining

Background

A December 2, 2024, ruling in the Dane County Circuit Court restored certain collective bargaining rights for public employees that were previously affected by 2011 Wisconsin Act 10.

The Board may retire to a closed session to discuss its options following this ruling, pursuant to Wis. Stat. 19.85(1)(e), which allows a closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducted other specified public business, whenever competitive or bargaining reasons require a closed session.

Recommendation

That the Board retire to closed session to consider this item.

Item deferred to the end of the meeting.

* * * * *

(Item 5) Action on a Request to Retire to Closed Session Relative to an Employee Who Disregarded a Board Directive and Legal Advice

Background

The Board may retire to a closed session to consider this item:

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(b) to consider the dismissal, demotion, licensing or discipline of any public employee or person licensed by the Board or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken;

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(c), for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;

Pursuant to Wisconsin Statutes 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to executive session to consider this item.

Item deferred to the end of the meeting.

* * * * *

(Item 6) Consideration of and Possible Action on Performance Evaluation Data Relative to the Interim Superintendent of Schools

Background

Pursuant to Wisconsin Statutes 19.85(1)(c), the Board may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in closed session for the purpose stated above.

If the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may return to open session to proceed with its agenda or the Board may adjourn from the closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.04 - Executive Sessions

Recommendation

That the Board retire to executive session to consider this item.

Item deferred to the end of the meeting.

* * * * *

(Item 7) Consideration of and Possible Action on Performance Evaluation Data Relative to an Employee

Background

Pursuant to Wisconsin Statutes 19.85(1)(c), the Board may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in closed session for the purpose stated above.

If the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may return to open session to proceed with its agenda or the Board may adjourn from the closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.04 - Executive Sessions

Recommendation

That the Board retire to executive session to consider this item.

Item deferred to the end of the meeting.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE. The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

Accountability and Efficiency Services

Between November 10, 2024, and December 7, 2024, Accountability and Efficiency Services completed one special project, six constituent inquiries, and satisfied one impartial hearing officer (IHO) request.

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP was approved by the Board on June 13, 2024 and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

This month, the CCS team prioritized enhancing Student Engagement Programming. Three student interns were interviewed and hired across fields like administration and counseling, with roles created in collaboration with Bradley Tech, Hamilton, North Division and South Division high schools. Each position offers work-based learning opportunities.

We continue to build partnerships within the District and with external sponsors to advance these initiatives. CCS remains dedicated to supporting the District's implementation of Administrative Policies 3.10 and 3.13, reinforcing our commitment to compliance and student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period of November 14, 2024, through December 9, 2024, include:

Audit Completions and Activities

• Updated Board Rule and Audit Committee Charter and sent to City Attorney for their review and await their response.
• Issued three school audits
• Currently have four new principal school audits underway
• Issued two special investigative reports
• Reviewed two charter school external auditor's reports
• Conducted Entrance Conference with FMS for Fleet Services Audit
• Developed Retiree Health and Life Insurance audit presentation to be presented at December AFP meeting
• Conducting several ongoing investigations resulting from Fraud Hotline Tips
• Recorded the 31st fraud hotline tip this fiscal year, which is on pace to set a record for fraud hotline complaints received
• Provided analysis and feedback to the Procurement Department on certain contract services matters
• Updating Board and AFP Committee on the Investigation Process via presentation at a subsequent AFP and Board meeting.

It is important for Board members to understand that auditing and investigating are two separate functions that have in common, independence.

Audits are not investigations and investigations are not audits however. Auditing is generally looking at systems to ascertain compliance with operational standards. Investigating is generally looking at incidents to ascertain who and/or what was responsible.

These are distinct and vital functions in a large organization, an absence of either function would be, in itself, an additional area of risk.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented three expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director O'Halloran moved to accept the reports of the Independent Hearing Officers from the following dates and times:

November 25, 2024, @ 9:00 a.m., 10:00 a.m.

December 2, 2024, @ 2:00 p.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the report of the Committee on Student Achievement and School Innovation, Item 7, Report with Possible Action on the MPS Equity Guidebook, has been set aside at the request of Director Leonard.

On the motion of Director Siemsen, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Garcia presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Report and Possible Action on the Actuarial Valuation of the District's Obligation for Other Post-Employment Benefits (OPEB) as of July 1, 2023

Background

The Governmental Accounting Standards Board (GASB) is the body that sets the accounting standards for state and local governments.

GASB Statement No. 74, Financial Reporting for Postemployment Benefit Plans Other Than Pensions was issued in June 2015 and amended GASB Statement No. 43. It became effective for plan financial statements for fiscal years beginning after June 15, 2016.

GASB Statement No. 75, Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions was issued in June 2015 and amended GASB Statement No. 45. It became effective for governmental financial statements of employers for fiscal years beginning after June 15, 2017.

The purpose of this reporting requirement is to establish standards for the measurement, recognition, and display of expenditures for other post-employment benefit (OPEB), related liabilities, and other information in the financial reports of state and local government employers. By definition, other post-employment benefits include medical, dental, vision, life insurance, disability, long term care and other benefits that are provided separately from a defined benefit pension plan.

In addition, on January 4, 2006, Assembly Bill 167 was enacted into law, relating to the investment by school districts of funds held in trust to provide post-employment benefits.

The MPS OPEB Trust Fund has an ending fund balance at June 30, 2024, of $361 million, an increase of $49.7 million from the previous year (FY23). During FY24 the trust received $58.3 million in sponsor contributions and paid out $47.6 million in post-employment benefits. Funds placed in the OPEB trust fund provide resources for future use against the District's OPEB liability for employees' post-retirement benefits. The funds can only be used by the District to pay retiree medical, prescription, and life insurance costs, and are not able to be used by the District for any other purpose. The District's OPEB liability at June 30, 2024 is $791.4 million, a decrease of $62.4 million from June 30, 2023.

The MPS OPEB Trust Fund Investments are currently managed by PFM Asset Management LLC, and the custodian is Midwest Institutional Trust Company. The trust fund investment return was 12.25% for FY24 and 7.62% for FY23.

Changes from Prior Actuarial Valuation

Economic Assumptions

– Maintain expected return on invested assets to 6.50% for the long-term account and 2.50% for the short-term account
– Update discount rate from 5.75% at June 30, 2021, to 6.00% at June 30, 2023
– Discount rate expected to increase in future valuations as funded ratio improves

OPEB-Related Assumptions

– Update per capita claims costs based on recent claims experience and premium information
– Claims and premium costs decreased due to favorable experience
– Update select and ultimate healthcare-trend assumptions which include an ultimate rate of 4.25%

Pension-Related Assumptions

– Assumptions used for the valuations of supplemental pension plans for Teachers and Directors remained unchanged as of June 30, 2023. Assumptions applicable to General employees covered by CMERS were updated to be consistent with pension assumptions as of June 30, 2023.

July 1, 2023 Actual Valuation

• Expected actuarial liability, before recognition of demographic experience, claims experience and assumption changes, increased slightly from $850.9 million at June 30, 2022 to $853.8 million at June 30, 2023.

• Updated member data and actuarial assumptions reduced actuarial liability to $788.7 million at July 1, 2023.

• Additional pre-funding contributions of approximately $18.5 million for PY 2023 and $10.8 million for PY 2024, along with favorable claims and investment experience, improved funded status which supported a higher discount rate of 6.0%.

• Recommended alternative C level-dollar expected annual contribution decreased from $2.88 million in the 2021 valuation to $1.65 million in the 2023 valuation

– Favorable investment returns
– Additional pre-funding contributions
– Favorable claims experience

• Favorable experience and change in recommended contributions reduce full funding year from 2037 to 2034

Additional data and the complete 2023 Retiree Healthcare and Life Insurance and Valuation Report are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

The item does not authorize expenditures but is for the purpose of providing information to the Board.

Implementation and Assessment Plan

The OPEB valuation report as of July 1, 2023, will be used for the District's FY24 financial statements.

Committee's Recommendation

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Report with Possible Action on Audit #2024-54 Review of Retiree Life and Medical Insurance

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The Milwaukee Board of School Directors approved the Retiree Life and Medical Insurance Review as part of the FY24 Annual Plan of Audits. The report was issued May 29, 2024. The scope of this audit focused on retiree benefits of life insurance, medical insurance, sick leave payout and Social Security Medicare Part B premium reimbursements.

Our review concluded that internal controls over the district's retiree life and medical insurance were adequate and functioning as intended.

Milwaukee Public Schools has offered three retiree benefit plans for employees: life insurance, medical insurance and sick leave payout. In addition, there is an option for Social Security Medicare Part B premium reimbursement.

Over time, there have been changes to these benefits depending on the employee start date, retirement date, job role or union group and other requirements approved by the Board of School Directors, including Alternative C, an early retirement option. As of July 1, 2013, all new hires or re-hires are not eligible for these retirement benefits.

Life Insurance

Employee must have 20 years or more of MPS service on the date of retirement to be eligible. The employee pays for the life insurance from date of retirement until age 65, at which point MPS pays for the coverage until the death of the employee. The coverage amount is one times the annual base salary (no overtime or secondary jobs count). The coverage amount decreases at age 65, 66 and age 67, with a maximum benefit of 25% or $25,000, whichever is less.

Medical Insurance

As of January 1, 2024, MPS retiree insurance covered the following number of retirees, surviving spouses and/or dependents

- EPO plan – 1,306
- PPO plan – 323
- HDHP plan – 11
- MPS Medicare Advantage Plan – 7,450

As of July 1, 2023 actuary data indicates there are 3,638 active employees who may be entitled to medical insurance once they reach retirement.

Sick Leave Payout

Employee must have 20 years of service and accumulated sick leave hours of 812 for a 10-month employee and 840 hours for a 12-month employee to be eligible.

If the employee has accumulated full sick leave hours in excess of the requirement, the employee will receive up to 80 of the hours in excess of the 812 or 840 hours in a lump sum payment deposited in the 403(b) retirement plan at one of the vendors used by MPS to administer the 403(b) plans.

Social Security Medicare Part B Premium Reimbursement

This reimbursement is only payable to the retired employee, not the spouse. Once the retiree is age 65+ they must be enrolled in Medicare Part B offered by the US Government and those premiums are typically paid for by deductions from Social Security income.

If the retiree’s Board subsidy is higher than their monthly MPS Retiree Health Insurance premium, the difference between the Board subsidy and the MPS insurance premium is available to the retiree to be used to receive a reimbursement (partial or full) of the payments made to Social Security for Medicare Part B. In November 2023, MPS paid $718,241 to 4,743 individuals for their allowable Medicare Part B premium reimbursements.

Scope and Objectives

The scope of the audit focused on retiree benefits of life insurance, medical insurance, sick leave payout and Social Security Medicare Part B premium reimbursement, with a focus on criteria that is currently applicable, typically since July 1, 2013, when the retirement benefits were closed to new hires.

Objectives

- reviewing existing policies and procedures or ensuring Benefits was in process of implementing them,
- ensuring criteria are in place to monitor enrollment, on-going eligibility and benefit distributions,
- ensuring the accuracy of reporting,
- ensuring receipt of premiums from employees and funding from MPS and distributions were accurate,
- ensuring validation of payments to vendors and appropriateness of contracts with them, and,
- reviewing technology related controls, including access and backup/storage of critical data.

Addressing the Objectives

- Audit Services conducted meetings with the Senior Director of Benefits, Pension and Compensation, the Employee Benefits Manager II, and staff as necessary throughout the audit process.
- Discussed and reviewed accounting practices, DPI and GRS actuarial reporting.
- Tested in each retiree benefit area of life insurance, medical insurance, sick leave payout and Social Security Medicare Part B reimbursement.
- Reviewed current practices, worked with Benefits to review their new or updated policies and procedures.

Areas Where the Department Excels

Human Resources – Benefits, Pension and Compensation had many internal controls in place and, where updates or new controls were needed, Benefits implemented them during the audit. They should be commended for their work before, during and after the audit.

Recommendations for Corrective Action and Management Response

Finding – Communicating Costs

Medical insurance premium cost increases are passed on to retirees through increased premiums each year of retirement up to Medicare eligibility. For example, a single retiree's premiums (not including the Board subsidy) increased over 10 years (age 55-65) from $586/month to $1,097/month.

Audit recommended increased communications to prospective retirees to help ensure awareness of potential premium increases.

Management responded by holding additional seminars which included charts of premium changes over the retirement years, updated the retirement course in the district's Learning Management System and will continue offering seminars on a regular basis which include premium change information.

Finding – Board Paid Subsidies Vary

Board paid subsidies may be more generous for retirees that retire with a family insurance plan than those with a single plan if the retiree later switches coverage to single coverage due the death of a spouse or dropping a dependent. Subsidies are based on the salary band the retiree was in at the time of retirement and updates to the subsidy are only made when the retiree becomes eligible for Medicare.

Any excess Board subsidy can be paid to retirees as a reimbursement toward their Medicare Part B premiums.

In 2023, MPS reimbursed $9.8 million to retirees for their Medicare Part B premiums. Further, it is possible that should Medicare Part B premiums increase, the current plans indicate that MPS may incur reimbursement to retirees up to an additional $3 million per month. Audit recommended that the Board consider possible steps to address the subsidy benefit differences.

Management responded that the Board would need to decide if they wish to change the Board subsidy formula rules.

Finding – Actuary Reports

The external actuary firm GRS provided reports on covered members for life and health insurance as one total count. However, it is likely that the count is not the same for each life and health coverage.

Audit recommended that actuary provided valuation reports reflect life and health coverage recipients separately.

Management responded that GRS will update their reporting.

Finding – Board Resolution 1920R-007

This resolution specified that Administration and the Office of Accountability and Efficiency (OAE) explore options around a defined contribution retiree plan related to sick leave, related to individuals hired after 7/1/2013, who are not entitled to retiree medical insurance coverage. The resolution indicated recommendations be brought to the Board no later than January 2020, which remains as an open item.

Audit recommended that Benefits consult with the Board on how they wish to proceed.

Management responded they will continue to work with OAE on how to proceed. OAE did meet with MTEA requesting feedback, which remains an open item. Benefits met with GRS, who indicated that the Board would have to consider the financial impact to the district and on-going complexities to administer a new plan and process.

The full report, Audit # 2024-054, is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.12 - Board Audits: Annual Plan and Coordination

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

The review identified certain enhancements that can be made to build upon and improve certain controls with in the Office of Human Resources-Benefits, Pension and Compensation. Recommendations are noted in the audit report.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Resignations and Retirements, Affirmative

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
	NEW HIRES		
2 Jatonne Dismukes	Building Service Helper I	11/11/2024	$17.88/hr
2 Janascia Hancock	Building Service Helper I	11/11/2024	$17.88/hr
2 Ronald Hughes	Building Service Helper I	11/18/2024	$17.88/hr
2 Diamond King	Building Service Helper I	11/11/2024	$17.88/hr
2 Anna Lampkin	Building Service Helper I	11/18/2024	$18.48/hr
4 Alifer Marquez	Building Service Helper I	11/11/2024	$17.88/hr

Name	Position and Salary	Date	Salary
2 Landen Norton	Building Service Helper I	11/11/2024	$17.88/hr
2 Jordan Patterson	Building Service Helper I	11/18/2024	$17.88/hr
2 Cory Scott	Building Service Helper I	11/18/2024	$17.88/hr
2 Michael Smith	Building Service Helper I	11/18/2024	$17.88/hr
2 Tonya Walton	Building Service Helper I	11/11/2024	$17.88/hr
2 Jahmal Wilson-Coleman	Building Service Helper I	11/11/2024	$17.88/hr
2 Jamira Batts	Children's Health Assistant	11/26/2024	$22,103.36
4 Yomary Guerra	Children's Health Assistant	11/18/2024	$22,103.36
2 Hope Houston	Children's Health Assistant	11/12/2024	$22,103.36
2 Tynisha Neal	Children's Health Assistant	11/19/2024	$26,375.61
4 Angelica Ramirez	Children's Health Assistant	11/11/2024	$22,103.36
2 Latrice Rollins	Children's Health Assistant	11/20/2024	$22,815.00
2 Lashell Scott	Children's Health Assistant	11/18/2024	$22,103.36
2 Neysha Wingo	Children's Health Assistant	11/18/2024	$22,103.36
2 Latoyia McNeal	Duplicating Equipment Operator	11/04/2024	$37,185.34
2 Keyana Boone	Food Service Assistant	11/13/2024	$17.88/hr
2 Moesha Carter	Food Service Assistant	11/11/2024	$17.88/hr
5 Dawn Domrose	Food Service Assistant	11/11/2024	$17.88/hr
2 Christina Edwards	Food Service Assistant	11/11/2024	$17.88/hr
2 Deven Gunn	Food Service Assistant	11/11/2024	$17.88/hr
2 Shirley Hicks	Food Service Assistant	11/11/2024	$17.88/hr
2 Tanosha Jackson	Food Service Assistant	11/11/2024	$17.88/hr
2 Deseray Joiner	Food Service Assistant	11/11/2024	$19.49/hr
2 Shaquatte Mccullum	Food Service Assistant	11/11/2024	$17.88/hr
4 Wineska Osorio Calderon	Food Service Assistant	11/11/2024	$17.88/hr
2 Dennis Parks	Food Service Assistant	11/11/2024	$17.88/hr
2 Terry Payne	Food Service Assistant	11/11/2024	$17.88/hr
2 Toriresha Roby	Food Service Assistant	11/11/2024	$17.88/hr
4 Melissa Romo	Food Service Assistant	11/11/2024	$17.88/hr
2 Tracy Wess	Food Service Assistant	11/11/2024	$17.88/hr
5 Thomas Glowacki	Human Resources Assistant	11/25/2024	$39,776.68
5 Steven French	Painter	11/18/2024	$40.64/hr
4 Colleen Crotteau-Martinez	Paraprofessional	10/28/2024	$22,218.26
2 Davon Dainty	Paraprofessional	11/11/2024	$22,218.26
2 Osunyomi Dixon	Paraprofessional	11/18/2024	$22,218.26
4 Keishla Figueroa Torres	Paraprofessional	11/18/2024	$24,400.98
2 Azia Gray	Paraprofessional	10/28/2024	$22,218.26
2 Alize Hall	Paraprofessional	11/18/2024	$22,218.26
2 Dayvin Hallmon	Paraprofessional	11/11/2024	$27,668.74
2 Jameera Hayward Sawyer	Paraprofessional	10/28/2024	$22,218.26
2 Princess Ciera King	Paraprofessional	11/04/2024	$22,218.26
5 Mark Kirsch	Paraprofessional	11/04/2024	$26,028.55
5 Rebecca Kremis	Paraprofessional	10/28/2024	$22,218.26
2 Octavia Luster	Paraprofessional	10/28/2024	$22,218.26
6 Aaron McCready	Paraprofessional	11/04/2024	$22,760.79
2 Shavonte Nash	Paraprofessional	11/18/2024	$22,218.26
2 Adaeze Opara	Paraprofessional	10/28/2024	$22,218.26
6 Tracie Pace	Paraprofessional	11/18/2024	$22,218.26
5 Holly Peksa	Paraprofessional	11/04/2024	$29,624.35
2 Antezha Poe	Paraprofessional	10/28/2024	$22,218.26
4 Vivianette Santiago	Paraprofessional	11/11/2024	$22,218.26
2 Trey Savage	Paraprofessional	10/28/2024	$22,218.26
2 Jasmine Sodowsky	Paraprofessional	11/04/2024	$23,580.88
2 Lauren Tatum-Russell	Paraprofessional	11/12/2024	$22,218.26
5 Dominic Webb	Paraprofessional	11/11/2024	$22,218.26

Name	Position and Salary	Date	Salary
2 Lynisha Williams	Paraprofessional	11/04/2024	$22,218.26
2 Nikayla Williams	Paraprofessional	10/28/2024	$22,218.26
2 Stephanie Youngblood	Paraprofessional	11/11/2024	$22,218.26
6 Liat Mayer	Paraprofessional – Parent Involvement	11/22/2024	$31,441.18
3 Fresno Yang	Paraprofessional – Parent Involvement	11/18/2024	$31,441.18
2 Tiffany Owney	Part-time School Nursing Associate	10/28/2024	$24.00/hr
4 Tanya Valles-Badillo	School Bookkeeper – 10 Month	11/11/2024	$41,759.28
2 Nate Beavers	School Safety Assistant	10/29/2024	$28,658.91
2 Nakiya Brown	School Safety Assistant	10/29/2024	$28,658.91
2 Marcyela Burks	School Safety Assistant	10/29/2024	$28,658.91
2 Daramika Flowers	School Safety Assistant	11/18/2024	$28,658.91
2 Latricia Kirk	School Safety Assistant	11/18/2024	$28,658.91
2 Isaiah Love	School Safety Assistant	10/29/2024	$28,658.91
2 Michael Mathis	School Safety Assistant	11/18/2024	$28,658.91
2 Avonte Nelson	School Safety Assistant	11/18/2024	$28,658.91
2 Darnesha Toliver	School Safety Assistant	11/18/2024	$28,658.91
2 Mercedee Velasquez	School Safety Assistant	10/29/2024	$28,658.91
2 Jalah Wallace	School Safety Assistant	10/29/2024	$28,658.91
4 Ariana Allen	Secretary I – 10 Month	11/19/2024	$35,236.83
2 Jasmine Davis	Secretary I – 10 Month	11/19/2024	$34,111.28
2 Mercedes Steveson	Secretary I – 10 Month	11/18/2024	$30,733.47
4 Vernita Perkins Otukoya	School Kitchen Manager I	10/28/2024	$29,138.17
2 Gregory Brown	School Kitchen Manager Trainee	11/11/2024	$20.44/hr
2 Crystal Dye	School Kitchen Manager Trainee	11/11/2024	$18.29/hr
2 Kent Tyler	School Kitchen Manager Trainee	10/30/2024	$18.29/hr
4 Jesse Navarro	Steamfitter	10/28/2024	$53.22/hr
2 Kelly Bates	Truck Driver (Light)	11/18/2024	$56,350.20

PROMOTIONS

4 Jesus Perez Colin	Building Service Helper I	11/11/2024	$17.88/hr
2 Clarence Harris	Boiler Attendant	11/11/2024	$55,045.70
2 Brice Jones	Boiler Attendant	11/11/2024	$53,722.36
2 Jeanette Marks	Boiler Attendant	11/11/2024	$57,694.73
4 Alex Ojeda	Boiler Attendant	11/11/2024	$52,397.84
2 Michael Rhinehart	Boiler Attendant	11/11/2024	$56,370.21
2 Leon Robinson	Boiler Attendant	11/11/2024	$55,045.70
2 Coretta Williams Kannich	Boiler Attendant	11/11/2024	$56,370.21
2 Stacey Willis	Boiler Attendant	11/11/2024	$57,694.73
2 Carl Bezold	Boiler Attendant Trainee	11/11/2024	$47,756.74
2 Bianca Boyd	Boiler Attendant Trainee	11/11/2024	$43,681.94
2 Marquis Butler	Boiler Attendant Trainee	11/11/2024	$43,681.94
2 Matthew DeBow	Boiler Attendant Trainee	11/11/2024	$45,040.60
2 Kelly Eubanks Sr	Boiler Attendant Trainee	11/11/2024	$57,265.00
1 John Fair	Boiler Attendant Trainee	11/11/2024	$54,548.86
2 Willie Jenkins III	Boiler Attendant Trainee	11/11/2024	$50,474.06
2 Jordan Lemon	Boiler Attendant Trainee	11/11/2024	$43,681.94
2 Jessica Mathis	Boiler Attendant Trainee	11/11/2024	$55,906.34
2 Shywan Mathis	Boiler Attendant Trainee	11/11/2024	$50.474.06
2 Adam Paige	Boiler Attendant Trainee	11/11/2024	$43,681.94
2 Youlonda Robinson	Boiler Attendant Trainee	11/11/2024	$46,399.26
2 Ziaree Robinson	Boiler Attendant Trainee	11/11/2024	$43,681.94
2 Stacy Whiters	Boiler Attendant Trainee	11/11/2024	$43,681.94
2 Vance Burnside Jr	Paraprofessional	10/28/2024	$22,218.26
2 Jacqueline Deloney	Paraprofessional	11/18/2024	$36,891.66
4 Naimixa Negron	Paraprofessional	11/11/2024	$23,580.88

Name	Position and Salary	Date	Salary
2 Rhea Wess	Paraprofessional	11/11/2024	$22,218.26
2 Zenas Cooper Jr	Paraprofessional - Hourly	11/18/2024	$19.80/hr
5 Janet Jennerjohn	Paraprofessional - Hourly	10/29/2024	$23.20/hr
4 Olisbeth Ascanio Vera	School Bookkeeper – 10 Month	11/11/2024	$51,456.94
2 Jose Gonzalez-Nunez	School Secretary I – 10 Month	10/31/2024	$29,606.75

REHIRES

5 Nickolaus Trianaphillous	Building Service Helper I	11/11/2024	$17.88/hr
4 Atalia Barajas	Children's Health Assistant	11/18/2024	$24,951.12
2 Lakeia Daniels	Children's Health Assistant	11/11/2024	$32,433.05
2 Nashae Harvey	Paraprofessional	11/04/2024	$22,218.26
2 Tameka Keeler	Paraprofessional	10/28/2024	$22,218.26
Kevin Metzner	Paraprofessional	11/04/2024	$26,848.65
5 Jazmyn Palmer	Paraprofessional	10/30/2024	$25,208.46
2 Courtney Williams	Paraprofessional	11/18/2024	$22,218.26
4 Mizraim Jurado	Paraprofessional – Parent Involvement	11/18/2024	$34,704.74
2 Vanessa Brown	School Safety Assistant	10/29/2024	$28,658.91
2 Dajana Green	School Safety Assistant	11/18/2024	$36,795.20
2 Rasheedah Mabry	School Safety Assistant	11/18/2024	$28,658.91
2 Lashonda Moore	School Safety Assistant	11/06/2024	$28,658.91
2 Mariah Shareef	School Safety Assistant	10/29/2024	$28,658.91
2 Carter Smith	School Safety Assistant	10/29/2024	$28,658.91

Codes

1	Native American
2	African American
3	Asian//Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or More Codes
r	Resident
nr	Non-resident

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

4,r	Areizaga,Rebeca ENGLISH AS SECOND LANGUAGE	01/BA	$52,827.70
5,r	Maloney,Stefaney A FOREIGN LANGUAGE	01/MA	$77,702.67
2,r	Pusu,Enoch DAY TO DAY TEACHER	01/BA	$78,065.89
2,nr	Reed,Tanya C AMP MUSIC	01/MA	$64,961.01
2,r	Smith,Naomi A LRNG COORD; IMPLEMENTOR	01/MA	$67,085.18

ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL PSYCHOLOGISTS

5,nr	Cattelan,Michelle L SCHOOL PSYCH SERVICES	FLT/51C	$87,922.09

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER

5,r	Ambrose,Abigail SPEC ED MULTICATEG.	XX/4W2	$52,827.70
2,r	Awosika,Olagboye SPEC ED MULTICATEG.	XX/4W2	$52,827.70
5,r	Denney,Shannon Lee GEN ELEM & K8 - ALL GRADES	XX/4W2	$51,888.74
2,r	Johnson,Shayla M EARLY CHILDHOOD- SPEC ED	XX/4W2	$51,888.74
2,r	Ringo,James SPEC ED MULTICATEG.	XX/4W2	$52,827.70

ACTION ON CERTIFICATED APPOINTMENTS-PERMIT SCHOOL COUNSELOR

2,nr	Levy,Aryahna S GUIDANCE	XX/4W2	$52,827.70

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
Teachers	2	8	0	6	0	1	3	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	1	0	0	0	0	1	0	0
Other	0	1	0	1	0	0	0	0	0
TOTAL	2	10	0	7	0	1	4	0	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave December 2024		
Jason Morgan	Hamilton	December 2, 2024
Illness Leave November 2024		
Hazel Richard	Itinerant	November 21, 2024
Sandra Ruechel	Bruce	November 21, 2024
Angela Kaper	Carver	November 21, 2024
Gregory Love	Out of Assignment	November 20, 2024
Personal Leave January 2025		
Julie Katrichis	Itinerant	January 6, 2025
Military Leave November 2024		
Brian Brzezinski	Student Services	November 5, 2024

Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Other Dist	1.9	5	Donald Adams	Counselor	Bay View HS	11/26/2024
Personal	5.3	5	Katie Bambarakos	Teacher	Auer	12/06/2024
Personal	0.1	2	Adriane Barnes	Teacher	Congress	11/14/2024

Retire	28.0	5	Keith Barton	Teacher	Alcott	10/08/2024
Personal	5.3	5	Amanda Carvalho	Teacher	Pulaski	12/06/2024
Other Dist	8.0	5	Matthew Cohen	Teacher	Bradley Tech	10/31/2024
Personal	0.2	4	Yara Delgand Duran	Teacher	Longfellow	11/21/2024
Personal	7.3	5	Laura Gilden	SLP	MHSA	12/13/2024
Personal	28.3	5	Rael Glisch	Teacher	Barton	12/20/2024
Retire	44.0	2	Kathy Jones Rosa	Teacher	Central Svcs	12/08/2024
Personal	1.0	5	Alexis Klein	Lib Med Spc	Mitchell	11/11/2024
Personal	2.3	5	Ronald Marek	Teacher	Hamilton	11/11/2024
Personal	2.3	4	Madison Mendoza	SLP	Maple Tree	01/03/2025
Retire	27.5	2	Erick Owens	Principal	Neeskara	01/01/2025
Retire	26.2	5	Lee Ann Pruske	Teacher	Zablocki	12/20/2024
Retire	17.0	2	Helen Reid Hamilton	Assoc II	Recreation	02/07/2025
Personal	1.2	4	Jeins Ruiz	Teacher	Mitchell	11/21/2024
Personal	5.2	4	Casondra St. George	Teacher	Elm	06/16/2025
Other Work	4.0	5	Brandon Sweet	Sup II	Recreation	12/13/2024
Other Work	4.2	2	Steve Wells	Assoc II	Recreation	11/22/2024
Classified Resignations						
Other Work	2.2	5	Nicole Armendariz	Director I	Media & Comm	01/01/2025
Personal	2.9	2	Isaiah Baisden	FSA	King Middle	11/14/2024
Personal	0.2	2	Celeste Beals	Para	Hawley	11/27/2024
Personal	0.1	2	Tuwanda Boyd	BSH I	Central Svcs	07/15/2024
Personal	0.1	2	Christis Brown	BSH I	Central Svcs	07/15/2024
Personal	0.3	2	Vanessa Brown	Safety Asst	School Safety	11/01/2024
Personal	2.0	5	Jennifer Clark	Secretary I	95th Street	11/26/2024
Other Work	2.3	5	Danny Crowley	Para	MHSA	12/25/2024
Retire	5.1	5	Nancy deMalignon	Para	Bay View Mont	12/20/2024
Retire	30.0	2	John Dixon	Engineer III	Northwest Sec	12/31/2024
Personal	6.1	7	Genesis Gaytan Garcia	Secretary I	Longfellow	12/06/2024
Retire	25.3	4	Berta Glodowski	Secretary I	Recreation	01/02/2025
Personal	1.0	2	Monica Harris	FSA	German Imm	12/03/2024
Retire	32.2	2	Janice Henderson	BSH I	Riverside	06/30/2025
Personal	0.1	2	Hope Houston	CHA	Forest Home	12/17/2024
Retire	29.3	5	Debra Hutwagner	FSMT	Congress	01/03/2025
Other Work	2.3	2	Jonita Jones	Para	Manitoba	12/16/2024
Personal	0.9	4	Alfredo Juarez	FSA	Wedgewood Park	12/13/2024
Retire	5.1	5	Nancy de Malignon	Para	Bay View Mont	12/20/2024
Personal	1.7	5	Dana Mejic	SKM III	Wedgewood Park	12/31/2024
Personal	1.5	5	Genelle Missurelli	Para	Grantosa	11/20/2024
Personal	21.6	2	Yvonne Mosley Floyd	CHA	Gaenslen	11/27/2024

Retire	29.9	5	Gary Paszkowski	BSH I	Bay View HS	01/31/2025
Personal	2.4	2	Erica Ramsey	Safety Asst	School Safety	11/30/2024
Personal	0.2	2	Latina Robinson	FSM Train	Central Svcs	11/07/2024
Retire	24.1	5	Mark Schunck	Build Lab	F & M	01/03/2025
Personal	0.2	1	Raven Simmons	FSA	Riverside	11/22/2024
Retire	15.0	5	Michael Waite	Sheet Metal	F & M	01/01/2025
Personal	0.1	2	Tonya Walton	BSH I	Central Svcs	11/16/2024
Other District – 2 (Classified 0 – Certificated – 2)						
Other Work – 5 (Classified 3 – Certificated – 2)						
Personal – 28 (Classified 17 – Certificated – 11)						
Retirement – 14 (Classified 9 – Certificated – 5)						

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

The Interim Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(5)(nr)	Jan Gamblin	Regional Superintendent – Southwest	Schedule 03, Range 16A
		Office of the Chief of School Administration	$171,380
(2)(r)	Brian Litzsey	Sr. Director, School & Community Recreation	Schedule 03, Range 16A
		Office of the Chief of Operations	$160,137
(5)(nr)	Andrew Rossa	Manager III-Recreation	Schedule 03, Range 13A
		Office of the Chief of Operations	$138,861

(2)(r)	Melissa Maxwell	Principal I, Milwaukee Sign Language	Schedule 03, Range 13T
		Office of the Chief of School Administration	$137,239
(5)(n)	Michael Spidell	Manager I, Enrollment Services	Schedule 03, Range 11A
		Office of the Chief of School Administration	$135,384
(2)(r)	Niya Smallwood	School Psychologist Supervisor	Schedule 03, Range 09A
		Office of the Chief of Academics	$125,355
(2)(r)	Richmond Izard	Supervisor II, Payroll	Schedule 03, Range 10A
		Office of the Chief of Finance	$123,179
(5)(r)	Helen Lane	Assistant Principal II, Golda Meir	Schedule 03, Range 11C
		Office of the Chief of School Administration	$109,440
(2)(r)	Demaris Dotson	System Administrator, Technology	Schedule 03, Range 06A
		Office of the Chief of Communications and School Performance	$108,850
(5)(nr)	Michele Kushava	Financial Planning & Budget Coordinator III, Finance	Schedule 03, Range 08A
		Office of the Chief of Finance	$108,419
(5)(nr)	Nicole Jensen	Coordinator II, Recreation	Schedule 03, Range 07A
		Office of the Chief of Operations	$98,955
(5)(nr)	Christine Grzesk	Assistant Principal I, Fratney	Schedule 03, Range 10C
		Office of the Chief of School Administration	$97,106
(3)(nr)	Teja Ithadi	Sr Program Analyst I, Data Warehouse	Schedule 03, Range 05A
		Office of the Chief of Communications and School Performance	$93,139
(2)(r)	Gavin Smith	Dean of Students, Lincoln Middle School	Schedule 03, Range 06A
		Office of the Chief of School Administration	$77,500
(2)(nr)	Jonathan Dwyer	System Administrator, Technology	Schedule 03, Range 06A
		Office of the Chief of Communications and School Performance	$75,574
(3)(nr)	Shravan Gollu	Sr. Program Analyst-Cybersecurity	Schedule 03, Range 05A
		Office of the Chief of Communications and School Performance	$68,099
(5)(nr)	Rachel Zelinski	Program Analyst I, MPSF	Schedule 03, Range 05A
		Office of the Superintendent	$68,687
(2)(r)	Quiana Words	Associate I, Family/Community Engagement	Schedule 03, Range 03A
		Office of the Chief of Communications and School Performance	$64,260

The Interim Superintendent recommends that the following individuals be reassigned to the classifications indicated, to be effective upon approval by the Board.

(5)(r)	Keith Genke	Associate I, MPSU	Schedule 03, Range 03A
		Office of the Chief of Human Resources	$80,956

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(r)	James Dunn	Employment Relations Specialist Office of the Chief of Human Resources 11/02/24 to 05/02/25	$55.00
(2)(r)	Donald Bennett	ESSER III Extracurricular Engagement Project Manager Office of the Chief of Finance 11/11/24 to 05/11/25	$40.00
(5)(r)	Barbara Hickling	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 12/01/24 to 05/31/25	$40.00
(5)(r)	James Lawton	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 12/01/24 to 05/31/25	$40.00
(2)(r)	Lorraine Applewhite	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 01/01/25 to 06/30/25	$40.00
(2)(r)	Peggie Swift	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/30/25	$40.00
(5)(r)	Mariella Kuehn	School Bookkeeper Office of the Chief of Finance 01/01/25 to 06/30/25	$32.00
(5)(r)	Melissa Roenspies	Evaluation Teams Building Coordinator Office of the Chief of Finance 01/02/25 to 06/15/25	$30.00
(5)(r)	Michael Key	Induction & Support Office of the Chief of Academics 12/02/24 to 06/02/25	$30.00
(5)(r)	Cheryl Bohnsack	Induction & Support Office of the Chief of Academics 12/02/24 to 06/02/25	$30.00
(2)(r)	Dana Hutchins-Watson	Induction & Support Office of the Chief of Academics 01/01/25 to 06/15/25	$30.00
(4)(r)	Mary Saldana	Induction & Support Office of the Chief of Academics 11/15/24 to 05/15/25	$30.00
(2)(r)	Elizabeth Brown	Bookkeeper Office of the Chief of Finance 01/01/25 to 06/30/25	$30.00
(2)(r)	Gregory Davis	Para Educational Assistant	$20.00

Office of the Chief of School Administration
11/18/24 to 05/16/25

R	Resident
Nr	Non-resident
1	Native American
2	African American
3	Asian/Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Action on a Request to Rescind the COVID-19 Vaccine Mandate for Employees

Background

At the September 9, 2021 Special Board meeting, the Board adopted a COVID-19 vaccine mandate for all district employees and volunteers. Since this time, the trajectory of COVID-19 and its impact on public health has changed. Many employers have found their COVID-19 vaccine mandate to be unnecessary and have rescinded the mandate as a result.

With the COVID-19 vaccine mandate in place, all new hires and individuals interested in volunteering in MPS schools must submit proof of COVID-19 vaccination before starting. Medical and religious accommodations are available but must be requested by the new hire/volunteer. Rescinding the COVID-19 vaccine mandate will remove the requirement of uploading proof of vaccination or obtaining an accommodation, which will in turn speed up the hiring/onboarding process for new hires and volunteers.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.08 - Health and Safety

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the Administration will no longer require employees and volunteers be vaccinated against COVID-19 or obtain a medical or religious accommodation.

Committee's Recommendation

Your Committee recommends the Board approve the request to rescind the COVID-19 vaccine mandate.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 6) Action on Monthly Finance Matters: Authorization to make Purchases; Report on Change Orders in Excess Of $25,000; Report on Budget Transfers over $100,000; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

Recommended for the Board's approval at this meeting is authorization to extend a blanket purchase order with American Lithography and Publishing Inc for printing and mailing of seasonal recreation guides.

RFB 5815 Authorization to Extend a Blanket Purchase Order with American Lithography & Publishing Inc for Printing and Mailing of Seasonal Recreation Guides

The Administration is requesting authorization to extend a blanket purchase order with American Lithography & Publishing Inc for printing and mailing of seasonal recreation guides. This vendor will print and mail Milwaukee Recreation's Recreation Guide, which is mailed to every residential address in the city of Milwaukee. The guide is published four times per year (winter, spring, summer, and fall).

The quarterly Recreation Guide is Milwaukee Recreation's primary marketing tool. It remains the best and most effective way for the department to convey detailed information about the full range of programs and services offered. While the majority of Milwaukee Recreation's customers now register online, most customers still prefer to page through a printed guide to review program information and plan their class schedules. The printed guide also helps to ensure that every resident (with or without internet access) has the chance to discover and benefit from Milwaukee Recreation's services.

Contractor was chosen pursuant to RFB 5815, which closed on November 22, 2023. The initial authorization ran from January 1, 2024 through December 31, 2024. The term will be extended for an additional one-year term from January 1, 2025 through December 31, 2025.

The total cost of the purchases over the one-year term will not exceed $313,520.00.

Budget Code: 000-0-0-000-BL-ECTS (Blanket Contract) $313,520.00

American Lithography & Publishing Inc

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....NO

Total # of Employees 16

Total # of Minorities 6

Total # of Women 4

HUB PARTICIPATION

Required 0

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT (hour per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 10 HOURS

Budget Transfer

Recommended for the Board's approval of the budget transfer over $100,000 at River Trail School to support the school's improvement plan. In accordance with Administrative Policy 3.04(1), the Administration is requesting the Committee and Board approve all necessary actions to implement the following budget transfers over $100,000. The school leader recommends reducing two paraprofessionals and additional supply funds to add a Climate and Culture Specialist to support the goals of the River Trail school improvement plan.

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed $25,000.

Contract: C031195

Accounting Equipment Corporation

On February 1, 2023, the Milwaukee Board of School Directors and Accounting Equipment Corporation d/b/a AE Business Solutions entered into Professional Services Contract number C031195 ("Contract"), with a term of February 1, 2023 through January 31, 2026, to provide technical support activities as requested by MPS and in accordance with the Scope of Services of RFP 1092. On March 5, 2024, a Request to Change Contract (RCC) was approved to add funds of $135,000 for a cybersecurity contractor. On November 18, 2024, an RCC was approved to add funds of $460,000 due to the increased volume of work including setup and deployment of new equipment, repairing broken Chromebooks, installation of new desktops and laptops, and removal of obsolete equipment .

Original Contract Amount: $1,350,000.00

RCC 3/5/2024 .....135,000.00

RCC 11/18/2024 .....460,000.00

Ending amount:.....$1,945,000.00

Contract C032935

CliftonLarsonAllen LLP

On July 2, 2024, the Milwaukee Board of School Directors and CliftonLarsonAllen LLP entered into Professional Services Contract number C032935 ("Contract"), with a term of July 2, 2024, through July 1, 2025, for accounting and advisory services. On July 31, 2024, a Request to Change Contract (RCC) was approved add funds due to increased services. On November 18, 2024, an RCC was approved to add funds of $215,000 for services related to the FY25 scope of services including schedules of expenditures and financial reporting.

Original Contract Amount: .....$ 49,999.00

RCC 7/31/2024 .....85,000.00

RCC 10/10/2024 .....215,000.00

Ending amount:.....$349,999.00

Monthly Financial Reports

The report on budget transfers; the report on contracts awarded with a value under $50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Allen-Field School	Michelle Shapiro Weatherford & Joshua Weatherford	152.00	Zoo Field Trip
Audubon High School	Perfect Install Inc.	250.00	Robotic
Bethune Academy	Pilot Club of Milwaukee Kathy Herrewig	100.00	Special Education Program Supplies
Bethune Academy	Henry Smith and Janet McCollum	500.00	General School Supplies
Cass Street School	United Way	1,187.50	General School Supplies
Craig Montessori School	Forest Industry Safety & Training	3,000.00	CG Trees for Tomorrow
Eighty-First Street School	Francesca Ferraro	2,800.00	2nd Grade Field Trips
Fernwood school	Kathy Herrewig	100.00	Special Education Program Supplies
Fratney Street School	Lynden Inc	270.00	Bus to Lynden Sculpture Garden
French Immersion School	Anonymous	15.00	Urban Ecology Center Field Trip
German Immersion School	Charities Aid Foundation America	50.00	Employee Giving Campaign
Hamilton High School	Debbie Schulz	80.00	Football Program
Hamilton High School	Kristie Kucharski	100.00	Football Program
James Fenimore Cooper School	Kathleen Czerwonka	150.00	PBIS Rewards
King High School	Jesse Sheteron	50.00	RKHS Boy's Baseball Golf Outing
King High School	Tom Biel	50.00	RKHS Boy's Baseball Golf Outing
King High School	Final Conflict Pest Management	100.00	RKHS Boy's Baseball Golf Outing
King High School	Pilot Club of Milwaukee	100.00	General School Supplies
King High School	Brooke VandeBerg	150.00	RKHS Boy's Baseball Golf Outing
King High School	Bird Ladder & Equipment Co, Inc	150.00	RKHS Boy's Baseball Golf Outing
King High School	Cornerstonewine LLC	150.00	RKHS Boy's Baseball Golf Outing
King High School	Dunn's Sporting Goods, Inc	150.00	RKHS Boy's Baseball Golf Outing
King High School	Brandt Mylott	150.00	RKHS Boy's Baseball Golf Outing
King High School	Solly's Coffee Shop, Inc.	150.00	RKHS Boy's Baseball Golf Outing
King High School	StretchLab	150.00	RKHS Boy's Baseball Golf Outing

King High School	Jennifer S Ketz	300.00	RKHS Boy's Baseball Golf Outing
King High School	Michelle Perry	300.00	RKHS Boy's Baseball Golf Outing
King High School	Charities Aid Foundation America c/o CyberGrants LLC	300.00	RKHS Boy's Baseball Golf Outing
King High School	Gruber Law Offices	500.00	RKHS Boy's Baseball Golf Outing
King High School	F10 Restaurant, Inc.	500.00	RKHS Boy's Baseball Golf Outing
King High School	Anonymous	785.00	RKHS Boy's Baseball Golf Outing
King High School	Christine Benka Gutowski	985.00	RKHS Boy's Baseball Golf Outing
King High School	Kathleen J. Dreyer	2,000.00	General School Supplies
Kluge School	* MKE Ballaz Elite	100.00	Celebrate the Staff
Lincoln Middle School	Mark Hands	2,000.00	Help Support Orchestra
Lincoln Middle School	Fresh Coast Jazz Festival-Carl Brown	2,500.00	School Music Program
Maryland Avenue Montessori School	Anonymous	20.00	General School Supplies
Maryland Avenue Montessori School	Anonymous	20.00	General School Supplies
Maryland Avenue Montessori School	Anonymous	20.00	General School Supplies
Maryland Avenue Montessori School	Anonymous	20.00	General School Supplies
Mitchell School	Kiwanis Club of Milwaukee, Inc	2,000.00	RIF Books
Morgandale School	Discovery World	352.00	Reimburse Bus Expense
Office of Finance - Milwaukee Recreation	William Stark Jones Foundation	1,500.00	General School Supplies
Parkside School	Gerald Hollander	100.00	For Teachers
Pulaski High School	Milwaukee Bucks, LLC	1,000.00	General School Supplies
Riley School	Julissa Castillo Hurtado	20.00	General School Supplies
Riley School	Lawrence Moore	20.00	General School Supplies
Trowbridge School	Sara Cook	100.00	Madison Trip
Trowbridge School	Martin Schreiber	500.00	Madison Trip
Vincent High School	Culver's of Sussex	456.00	AG Dept
Zablocki School	Blue Lotus Farm & Retreat Center	250.00	Bus to Blue Lotus Farm
	Total Monetary Donations	*26,752.50*	
Non-Monetary Donations			
Allen-Field School	PKWARE	5,600.00	General School Supplies

Allen-Field School	DonorsChoose	34.65	General School Supplies
Bethune Academy	DonorsChoose	24.07	General School Supplies
Burbank School	Half Price Books	200.00	Books
Burbank School	DonorsChoose	33.22	General School Supplies
Burbank School	DonorsChoose	254.07	Peaceful Periods
Burbank School	DonorsChoose	899.01	Bear Mathematicians
Clara Barton School	* Walmart	150.00	Gift Card for Teacher and Student Activities
Clara Barton School	* Catherine M. Savard	200.00	Full Size Refrigerator
Doerfler School	DonorsChoose	9.49	General School Supplies
Doerfler School	DonorsChoose	9.99	General School Supplies
Doerfler School	DonorsChoose	14.00	General School Supplies
Doerfler School	DonorsChoose	424.20	Life Skills
Doerfler School	DonorsChoose	464.71	Learning Through Literacy!
Doerfler School	DonorsChoose	556.98	Life Skills, Literacy & Language
Dr. B Carson Academy of Science	DonorsChoose	141.77	Literacy & Language
Eighty-First Street School	DonorsChoose	350.56	News Scholars
Engleburg School	MGL Capital	2,500.00	MPS School Supply Drive
Fernwood School	DonorsChoose	354.79	Montessori Beginning Readers
Fernwood School	DonorsChoose	576.07	Literacy & Language
Forest Home Avenue School	DonorsChoose	383.40	Readers Make Good Leaders
Fratney Street School	DonorsChoose	9.75	Classroom Essentials
Fratney Street School	DonorsChoose	447.42	Music & The Arts
French Immersion School	DonorsChoose	197.81	Life Skills
Goodrich School	DonorsChoose	18.98	Classroom Essentials
Goodrich School	DonorsChoose	146.63	Snack Time!
Goodrich School	DonorsChoose	194.68	Help we NEED Chromebook MICE!
Goodrich School	DonorsChoose	490.00	Penguin Supplies
Greenfield School	DonorsChoose	355.62	Cool and Comfortable
Hampton School	Marcus Theater Menomonee Falls	150.00	Bulk Popcorn Donation.
Hartford University School	Costco	2,030.00	Donation of Gift Cards to PBIS
Hartford University School	DonorsChoose	203.52	STEM
Hartford University School	DonorsChoose	552.74	Legos are Legendary in STEM!
King Elementary School	DonorsChoose	486.34	Steam Introduction
King High School	DonorsChoose	13.58	Classroom Essentials
King High School	DonorsChoose	331.61	Health Sports & Wellness, Literacy & Language

King High School	DonorsChoose	352.54	Back to School Essentials
King High School	DonorsChoose	403.69	Reading Adventures
King Middle Years	DonorsChoose	333.37	Literacy & Language, Social Studies
Kluge School	DonorsChoose	383.01	Fresh Start!
Lafollette School	UWM African Diaspora Council	1,817.01	General School Supplies
Lafollette School	Walmart	95.00	Gift Card
Lafollette School	DonorsChoose	43.95	Classroom Essentials
Lloyd Barbee Montessori	DonorsChoose	281.62	Life Skills
Lowell School	DonorsChoose	24.31	Classroom Essentials
Manitoba School	DonorsChoose	227.99	Literacy & Language, Racial Justice & Representation
Manitoba School	DonorsChoose	334.50	New Year, New Activities
Marshall High School	DonorsChoose	135.04	Life Skills, Students with Disabilities
Marshall High School	DonorsChoose	533.39	Health Sports & Wellness
Meir School	Acer	14,948.50	Chromebook Parts
Meir School	DonorsChoose	493.37	Giving Green Gifts
Meir School	DonorsChoose	629.26	Literacy & Language, Racial Justice & Representation
Milwaukee School of Languages	DonorsChoose	392.66	Students with Disabilities
Mitchell School	DonorsChoose	397.30	Life Skills, Students with Disabilities
Ninety-Fifth Street School	DonorsChoose	153.21	Read All About It!
Ninety-Fifth Street School	DonorsChoose	231.86	Sensory Materials
Ninety-Fifth Street School	DonorsChoose	381.09	Literacy & Language, Racial Justice & Representation
Office of Academics - Specialized Services	Jim and Chris Coughlin	1,230.00	Gently Used Clothing Items
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Christina Wegner - White Dress Bridal Boutique	600.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Hope Williams - UW-Milwaukee Office of Undergraduate Admissions	200.00	2 Backpacks, Drawstring Bag, Various School Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Emily Esser - Ampherol CIT	200.00	Backpacks and School Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Abbey Robers - Expansive Workspace	150.00	School Supplies

Office of Communications and School Performance - Strategic Partnerships and Customer Service	Erin Thull	150.00	Binders
Office of Communications and School Performance	Connie - Strategic Johnson-Evers Partner	100.00	School Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Diane May	100.00	Used Books
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Casey Cuene- Sardines Vintage Collective	250.00	School Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Tiffany Simpson- Oterra	400.00	Bookbags with Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Emily Hafemann - Aurora St. Luke's Medical Center - Unit 9ST	250.00	School Supplies
Parkside School	DonorsChoose	177.98	Literature for All
Pulaski High School	DonorsChoose	411.32	High Interest Student Requests
Pulaski High School	DonorsChoose	416.73	Warmth Care & Hunger
Riverside High School	DonorsChoose	330.83	Self Regulating Calm Corner
Riverwest Elementary	DonorsChoose	42.17	Classroom Essentials
Ronald Reagan High School	DonorsChoose	519.66	Warmth Care & Hunger
Siefert School	DonorsChoose	524.77	Health Sports & Wellness, Life Skills
South Division High School	United Way	24,500.00	Bookbags with Supplies
South Division High School	United Way	500.00	Hygiene Items
Spanish Immersion School	DonorsChoose	332.11	Creating a Calming Corner
Trowbridge School	DonorsChoose	213.92	Because of Winn Dixie Books
Trowbridge School	DonorsChoose	423.57	Life Skills
Trowbridge School	DonorsChoose	428.02	Life Skills, STEM
Victory School	DonorsChoose	195.30	Health Sports & Wellness, Life Skills
Victory School	DonorsChoose	604.78	Snacks and Clean Up
Vieau School	DonorsChoose	299.79	Books Defeat Boredom
William Cullen Bryant School	DonorsChoose	13.58	General School Supplies
William Cullen Bryant School	DonorsChoose	28.64	General School Supplies
William Cullen Bryant School	DonorsChoose	42.22	General School Supplies
Total Non-Monetary Donations		*75,037.72*	

Total Value of Donations	*101,790.22*	
** Donations from MPS Alumni*	*450.00*	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Committee's Recommendation

Your Committee recommends that the Board (1) authorize the purchases, and authorize the budget transfer over $100,000 and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 7) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Award a Professional Services Contract to United Healthcare Services Inc

Background

RFB 5819 Authorization to Issue a Contract to United Healthcare Services Inc for Stop Loss Insurance

The Administration is requesting authorization to issue a contract to United Healthcare Insurance Company for stop loss insurance. This contractor will be used to reimburse the district for any medical and prescription claims in excess of $1,000,000 incurred for the period January 1, 2025 through December 31, 2025 that could otherwise be paid from the period January 1, 2025 through December 31, 2026.

Contractor was chosen pursuant to RFB 5819 which closed on 8/16/2024. The contract will run from January 1, 2025 through December 31, 2025, (the "Initial Term"), with the possibility of a four one-year extension, upon mutual agreement of the parties, at the same terms.

The total cost of the contract in the Initial Term will not exceed $2,811,950.00.

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance – District Wide) $2,811,950.00

United Healthcare Services Inc

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? ..... NO

Total # of Employees 198,126

Total # of Minorities 145,226

Total # of Women 77,467

HUB PARTICIPATION

Required ..... NA

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment-Hour Commitment: 300 HOURS

Student Career-Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contract as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 8) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Issue a Contract to Courageous Conversations LLC about Race

The Administration is requesting authorization to issue a contract to Courageous Conversations LLC for the programs Students Organized Against Racism (SOAR) and Beyond Diversity for student leaders. These programs are aimed to give a voice and opportunities for equity/anti-racism leadership for students to move towards change in their schools.

For the 2024-2025 school year, all staff members will continue to attend the virtual Courageous Conversations Experience, which will be facilitated internally by the team of certified facilitators. Staff members will also have the opportunity to attend the follow up seminar, Beyond Diversity.

Integrating the Courageous Conversations about race framework and protocols is a continuation to the professional development Courageous Conversations about race exploration provided to over 9,000 MPS staff members since March 1, 2021.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv).

The contract will run from January 1, 2025 through December 31, 2025. The total cost of the contract will not exceed $78,875.

Budget Code: O6A-0-0-SST-DW-ECTS..... $78,875.00

Courageous Conversations LLC

HUB PARTICIPATION

Required 25%

Proposed.....25%

$ Value $

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 10 HOURS

Exception Authorization to Issues a Contract to The Medical College of Wisconsin Inc for Evaluation Services

The Administration is requesting authorization to issue a contract to The Medical College of Wisconsin Inc for evaluation services. Contractor will be used to conduct a study of the MPS School Community Partnership for Mental Health (SCPMH).

The parameters of the study will be developed in collaboration between contractor and MPS. In addition to the study, contractor will provide consultation on interpretation of results and offer guidance for using results to enhance and improve service delivery.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from January 1, 2025 through December 31, 2025, and will not exceed $52,559.

Budget Code: OHM-0-I-HU5-DE-ECTS (Specialized Services, Contracted Services).....$52,559.00

The Medical College of Wisconsin Inc

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value 0

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue a Contract to Sector Management Consulting Group LLC for Executive Coaching

The Administration is requesting authorization to issue a contract to Sector Management Consulting Group LLC for executive coaching. Contractor will provide in-depth and intensive executive coaching for thirteen senior level district administrators.

Coaching shall be in person or virtual at the discretion of the administrator. For each leader, monthly one-on-one coaching sessions will be provided. An individualized initial assessment will be conducted and shared with the administrator to determine strengths and areas for growth which will become areas of concentration and incorporated into a sustainable development plan. Coaching will occur in both individual and group formats.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)). Contractor has a long history of providing executive coaching to senior leadership throughout the district and has a strong understanding of the district's leadership needs.

The contract will run from January 1, 2025 through December 31, 2025, and will not exceed $90,000.00.

Budget Code: OHM-0-I-HU5-DE-ECTS (Contract Services) $90,000.00

Sector Management Consulting Group, LLC

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

The Administration recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 9) Action on the Award of Professional Services Contracts

RFP 1141 Authorization to Issue a Contract with Birch Agency for Sign Language Interpretation Services

The Administration is requesting authorization to enter into a blanket contract with Birch Agency for sign language interpretation services. This vendor will be used to deliver shall provide sign language interpretation services district-wide for students Pre-K3 through twelfth grade and staff who are deaf or hard of hearing.

American Sign Language (ASL) interpreters facilitate communication for everyone and are specifically needed in order to allow for communication for our deaf and hard of hearing students/staff/parents. ASL is the primary language for many of our deaf population and without interpreters they are unable to access their education to the fullest extent possible.

Contractor was chosen pursuant to RFP 1141, which closed on October 21, 2024. This contract shall be in effect from January 1, 2025 through December 31, 2025, with the possibility of two additional one-year renewals subject to satisfaction of performance metrics and board approval.

The total cost of the contract in the Initial Term will not exceed $200,000.

Budget Code: HI2-0-I-EEN-DW-ECTS (Contracted Services) $200,000.00

Birch Agency

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? ..... No

Total # of Employees 61

Total # of Minorities 22

Total # of Women 49

HUB PARTICIPATION

Required 5%

Proposed..... 100%

$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 100 HOURS

Student Career Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contract as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 10) Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts Committee's Recommendation

Background

RFP #9231-560135 Moving Services – Design & Construction

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Moving Services – Design & Construction.

Selected firms: A C.H. Coakley & Co., Inc.

A&M Business Interior Services DBA Emerald Blue

Ace World Wide Moving & Storage Co., Inc.

C. Coakley Relocation Systems

Coakley Brothers

Eagle Movers Inc.

Contract Amount: Contracts will be issued on an as-needed basis based on pre-approved rate schedule.

Requested Expenditure Authority: Not to exceed $1,000,000.00 annually.

Contract Period: January 1, 2025 – December 31, 2027

Budget Code: Various

Roof Replacement Designs – Facilities and Maintenance Services – Division 1

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Design Services for Roof Replacements at Facilities and Maintenance Services.

Selected firm: Ketterhagen Architecture

Contract Amount: $85,800.00

Contract Period: December 20, 2024 – August 29, 2025

Budget Code: FAR 00 MM2 DW ECNC

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contracts:
Total Professional Services Contracts Requested = Not to exceed $1,085,800.00 annually

Implementation and Assessment Plan

Upon Board approval, the attached professional services contracts shall be executed.

Committee's Recommendation

The Administration recommends that the Board approve the attached professional services contracts.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 11) Action on a Request to Approve Conservation Easements Between Milwaukee Public Schools, the City of Milwaukee, and Milwaukee Metropolitan Sewerage District

Background

Milwaukee Public Schools has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the district's sustainability initiatives through $2,028,000 in partnership funding grants for green infrastructure projects at the following five school sites:

- Milwaukee German Immersion – 3778 N 82ND ST
- Kluge – 5760 N 67TH ST

• Mitchell – 1728 S 23RD ST
• Riley – 2424 S 4TH ST
• Gaenslen – 1250 E BURLEIGH ST

The funding agreements indicate that upon completion of these green infrastructure projects that an 11-year limited term conservation easement be executed for each site in order to ensure the new green space is adequately maintained and protected. These projects have resulted in improved stormwater management through the installation of bioswales, underground cisterns, native plants, new tree plantings, and additional green space. These efforts provide a direct benefit to the environment and create additional opportunities for MPS students to learn about advancing sustainability efforts through the implementation of green infrastructure.

The proposed easement agreements are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01 - Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon Board approval, the limited term conservation easements will be executed between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends the Board approve the limited term conservation easements between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Leonard presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Report with Possible Action on Milwaukee Public Schools Department of Recreation and Community Services.

Your Committee reports having received the following report. Although this item was noticed for possible action no action is required.

Background

The Milwaukee Public Schools Department of Recreation and Community Services (Milwaukee Recreation) was established in 1911 to enrich the lives of Milwaukee's youth, teens, adults, and seniors through recreational and educational opportunities.

Throughout the years, the department has worked to position itself as a leading provider of community recreation services. A team of 109 full-time employees and nearly 1,600 part-time employees hired annually as instructors, leaders, field attendants, umpires, and referees work to program more than 100 schools and community locations on an annual basis.

Primary functions of the department include Before & Afterschool Programs; Citywide Programs; Youth Sports & Interscholastic Athletics; Playgrounds & Community Centers; and Operations. During the summer/fall of 2024, Milwaukee Recreation provided multifaceted programming for individuals of all ages throughout the city of Milwaukee.

This report will focus on the Playgrounds and Community Centers.

Playgrounds and Community Centers (PACC)

- Summer playgrounds
- Community centers
- Partnerships
- Community wellness
- Summer Stars and Late Night Leagues
- Mountain biking
- Rock climbing
- E-sports
- Twilight Centers
- Rec mobile units
- Special events

Summer Playgrounds

- Free drop-in program
- Enrichment activities, field trips, special events and free meals at sights across the city
- June to August for kids ages 6-17
    - 17 playground sites
    - 21,700 free meals served in 2024
    - 74 play leaders and resource staff

Community Centers

- Enrichment programs for youth and adults
- Classes promoted through four seasonal guides, mailed to all City residents
- 80% of seasonal classes meet enrollment requirements
    - 7 community centers
    - 1,566 classes offered (summer/fall)
    - 13,376 participants (summer/fall)

Partnerships

Medical College of Wisconsin

- Total Wellness – healthy lifestyle, cancer prevention programs for adults
- Men Moving Forward – cancer survivorship program for African American males with prostate cancer
    - 57 participants in 2024
    - 335 participants since program launch
    - 100% of participants reported improved healthy lifestyle behavior

Community Wellness

MilWALKee Walking Club and Community Bike Clubs

- Free walking and biking clubs for all ages and fitness levels
- Meet multiple times a week, year-round, throughout the city
    - 500 new participants in 2024
    - 120+ miles walked
    - 25+ bike routes with over 400 miles rode in 2024

Community Wellness – New Programming

New Courses in 2024

- Sound bath
- Forest breathing
- Restorative yoga
- Guided meditation for kids
- Let's Make Kombucha!
- Public safety classes

New Courses Coming 2025

- Infant bonding classes
- Breastfeeding preparedness
- Wild knowing wellness
- Women's Warriors – Self Defense for Women
- Let's Flavor our Kombucha!

Summer Stars and Late Night League

Summer Stars

- 18U Summer Stars basketball league at Madison High School
- 10 teams, including teams representing four community-based organizations

Late Night League Basketball

- Two locations: Bradley Tech and Obama
- Ages 17-29
- This free program provides participants with competitive opportunities and access to community resources
    - 171 summer late night league participants
    - 185 fall late night league participants
    - 82 Summer Stars participants

Mountain Biking Program

- Partnership Minority Mountain Bikers, MKE Urban Trail Connections, and BIPOC riders' groups
- 2nd annual Cycling Celebration at Beulah Brinton
    - Youth raced a closed course in Bay View and participated in a variety of interactive skill sessions with coaches and instructors
- 15 John Muir Trails participants
- 21 Cycling Celebration Participants
- 10 partnering organizations supported Cycling Celebration

MKE MTB Competitive Bike Team

- National Interscholastic Cycling Association Member
- Wisconsin High School Cycling League Member
- 24 students registered for Fall 2024 MTB team

- 4 competitive races
- 21 MKE MTB racers out of 1,307 participated in the Trek Trails State Championships

Rock Climbing Club

- Inaugural MKE Rec Rock Climbing Club
- Open to all high school age, City of Milwaukee residents
- Participating schools: Milwaukee School of Languages, King, Reagan, Highland
- Members compete in the Wisconsin High School Climbing League
- 36 participants for Fall
- 2 practice sites

E-sports League

- Inaugural High School E-sports League
- Continuation of ESSER III project
- Participating in PlayVs league
- Featuring two league titles (Mario Kart and Rocket League)
- 10 participating high schools
- 25 e-sports teams
- 107 total students

Twilight Centers

- Provide safe, fun spaces for our young people at Twilight Centers
- Weekday and Saturday programming
- Drop-in program, no registration required
- 8 Twilight Center sites
- 9,836 participants June to November 2024
- 8 enrichment activities offered
- 6 Skate Nights in 2024

Rec Mobile Units

- Free programming with Salvation Army Emergency Lodge, Hope House, Journey House, and Curative Care Network
- Established a new partnership with Betty Brinn Children's Museum for Playgrounds Program
- 90 rentals in 2024
- 25 community events supported
- 8 enrichment activities offered

Special Events

- October – Twilight and Treat
- November – Mother & Son Superhero Night
- New Year's Day – Yoga Fest
- February – Daddy/Daughter Dance
- March – Bike Bazaar
- March – Spring Egg-stravaganza
- April – 414 MKE Wellness Day

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

1.01 - Vision and Mission

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

((Item 1) Action on a Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract for Next Door Foundation, Inc. for Next Door Charter School

Background

Next Door Charter School, located at 2545 North 29th Street and 5310 West Capitol Drive, was established as a non-instrumentality charter school beginning in 2004. The current contract is for a maximum of 208 full-time equivalent (FTE) pupils in grade K4. Next Door received a one-year extension in July 2024 following a three-year contract renewal.

Next Door's mission is to support the intellectual, physical, and emotional development of children by partnering with their families for success in school and the community.

In August 2024, the Department of Contracted School Services initiated the Charter School Review Process. On August 9, 2024, representatives from Next Door submitted the Charter Renewal Letter of Intent and on September 1, 2024, Next Door submitted its Charter Renewal Application to seek renewal of its charter school contract.

On October 1, 2024, the Charter School Review Team (Team) conducted a full-day site visit at Next Door. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team participated in classroom observations and heard testimony from parents, students, and staff.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the non-instrumentality charter school contract with Next Door. This recommendation is based on Next Door's strong culture and literacy focus to support the academic development of the whole child.

The charter school renewal application, performance summary data, and Team's recommendation are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Next Door, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board

1. approve the renewal of a five-year non-instrumentality charter school contract with Next Door Foundation, Inc.; and

2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Next Door Foundation, Inc. for Next Door Charter School and to draft a renewed non-instrumentality charter school contract to begin with the start of the 2025-26 school year and end on the last regularly scheduled day of the 2029-30 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 2) Action on a Recommendation to Approve the Renewal of the Instrumentality Charter School Contract for Honey Creek Continuous Progress Charter School, Inc. for Honey Creek Continuous Progress Charter School

Background

Honey Creek Continuous Progress School (Honey Creek), located at 6701 West Eden Place, was established as an instrumentality charter school beginning in 2005. During each renewal cycle since, the Board has approved a five-year renewed contract. The current contract is for a maximum of 410 full-time-equivalent (FTE) pupils in grades K4 through 5.

The vision of Honey Creek is to provide an equitable, inclusive, engaging, and collaborative learning community which prepares students to develop the knowledge, critical thinking skills, and character necessary to be lifelong learners. Honey Creek is dedicated to partnering with families and their community to help students succeed to their full potential.

In May 2024, the Department of Contracted School Services initiated the Charter School Review Process. On July 23, 2024, representatives from Honey Creek submitted the Charter Renewal Letter of Intent and on August 30, 2024, Honey Creek submitted its Charter Renewal Application to seek renewal of its charter school contract.

On October 8, 2024, the Charter School Review Team (Team) conducted a full-day site visit at Honey Creek. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team participated in classroom observations and heard testimony from parents, students, and staff.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the instrumentality charter school contract with Honey Creek. This recommendation is based on strong academic performance, positive school culture, and nurturing the whole child.

The charter school renewal application, performance summary data, and Team's recommendation are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Honey Creek, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board
1. approve the renewal of a five-year instrumentality charter school contract with Honey Creek Continuous Progress School, Inc.; and 2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Honey Creek Continuous Progress School, Inc. for Honey Creek Continuous Progress School and to draft a renewed instrumentality charter school contract to begin with the start of the 2025-26 school year and end on the last regularly scheduled day of the 2029-30 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 3) Action on a Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract for Highland Community School, Inc. for Highland Community School

Background

Highland Community School, located at 1706 West Highland Boulevard, was established as a non-instrumentality charter school beginning in 1996. During each renewal cycle, the Board has approved a five-year renewed contract. The current contract is for a maximum of 435 full-time-equivalent (FTE) pupils in grades K3 through 8.

Highland's mission is to create a community of diverse families and educators working together to offer high quality Montessori education in a nurturing environment that enriches, empowers, and inspires children to reach their potential and encourages parents to become responsible for and involved with their children's education.

In May 2024, the Department of Contracted School Services initiated the Charter School Review Process. On June 13, 2024, representatives from Highland submitted the Charter Renewal Letter of Intent and on August 13, 2024, Highland submitted its Charter Renewal Application to seek renewal of its charter school contract.

On October 15, 2024, the Charter School Review Team (Team) conducted a full-day site visit at Highland. The Team examined the school's academic, financial, and organizational performance and met

with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team participated in classroom observations and heard testimony of parents, students, and staff.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the non-instrumentality charter school contract with Highland. This recommendation is based on strong academic performance, commitment to social justice, and a positive school culture.

The charter school renewal application, performance summary data, and Team's recommendation are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Highland, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the renewal of a five-year non-instrumentality charter school contract with Highland Community School, Inc.; and authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Highland Community School, Inc. for Highland Community School and to draft a renewed non-instrumentality charter school contract to begin with the start of the 2025-26 school year and end on the last regularly scheduled day of the 2029-30 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 4) Action on a Request to Approve the Proposal of The Milwaukee Virtual School

Background

The Milwaukee Virtual Program (MVP) began as the district's virtual school option for Milwaukee students during the COVID-19 Pandemic closure, but has proven to be a rigorous instructional option post-pandemic. The school will continue to provide 100% virtual learning with support from mentor teachers and specialty supports for the academic success and emotional well-being of students in grades K4-12.

The Administration is seeking approval of the proposed creation of an instrumentality charter school for the current program operating at Milwaukee Virtual Program (MVP). The creation of a virtual charter school will allow the district to continue to support the students and families of MVP with high quality, standards-aligned curriculum in a completely virtual K-12 school environment. Becoming a charter school will allow for the virtual program to be offered as an open-enrollment option for students outside of Milwaukee but also to regain the hundreds of students who are Milwaukee residents attending a virtual school outside of MPS.

The charter school's application is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Committee's Recommendation

Your Committee recommends that the Board

1. approve the educational concept of Milwaukee Virtual School Instrumentality Charter School and

2. authorize the Administration and the Office of Board Governance in consultation with the Office of the City Attorney to negotiate a five-year contract in anticipation of the school opening for the 2025-26 school year, with the contract ending on the last regularly scheduled day of the 2029-30 school year; and

3. direct the Administration present to the Board an annual report of the school's progress.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 5) Report with Possible Action on 2023-24 District and School Report Cards

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

As part of the state's accountability system, the Department of Public Instruction produces report cards for every publicly funded school and district in Wisconsin. These accountability report cards include data on multiple indicators for multiple years across four priority areas (Student Achievement, Growth, Target Group, and On Track to Graduation). District and school report cards are calculated from achievement data, growth data, chronic absenteeism, and either attendance rates or graduation rates depending on the grade levels of the school. Data from the report cards are one of the many measures used to determine the performance of schools and districts.

A presentation, attached to the minutes of your Committee's meeting will review the 2023–24 report cards.

Accountability Ratings

	Accountability Score Range	
Accountability Rating Category	*Minimum*	*Maximum*
Significantly Exceeds Expectations	83	100
Exceeds Expectations	70	82.9
Meets Expectations	48	57.9
Meets Few Expectations	48	57.9
Fails to Meet Expectations	0	47.9

Schools' Accountability Scores

School Name	Overall Accountability Score	2023-24 Overall Accountability Rating
Milwaukee Public Schools	58.2	Meets Expectations
Academy of Accelerated Learning	73.4	Exceeds Expectations

School Name	Overall Accountability Score	2023-24 Overall Accountability Rating
ALBA - Academia de Lenguaje y Bellas Artes	73.4	Exceeds Expectations
Alcott Elementary	62.2	Meets Expectations
Allen-Field Elementary	53	Meets Few Expectations
Alliance School of Milwaukee	66.9	Meets Expectations
Andrew S Douglas Middle	44.5	Fails to Meet Expectations
ASSATA High	12.9	Fails to Meet Expectations
Audubon Technology and Communication High	64.7	Meets Expectations
Audubon Technology and Communication Middle	46.5	Fails to Meet Expectations
Auer Avenue Elementary	50.3	Meets Few Expectations
Banner Preparatory School of Milwaukee	AR	Alternate Rating - Needs Improvement
Barbee Elementary	61.8	Meets Expectations
Barton Elementary	44.6	Fails to Meet Expectations
Bay View High	49.4	Meets Few Expectations
Bay View Montessori School	75.3	Exceeds Expectations
Bethune Academy	66.6	Meets Expectations
Bradley Technology High	67.4	Meets Expectations
Brown Street Academy	30.8	Fails to Meet Expectations
Browning Elementary	44.4	Fails to Meet Expectations
Bruce Elementary	62.9	Meets Expectations
Bryant Elementary	57.9	Meets Few Expectations
Burbank Elementary	64.7	Meets Expectations
Burdick Elementary	67.2	Meets Expectations
Carmen High School of Science and Technology South Campus	72.7	Exceeds Expectations
Carmen High School of Science and Technology Southeast Campus	57.1	Meets Few Expectations
Carmen Middle/High School of Science and Technology Northwest Campus	51.2	Meets Few Expectations
Carson Academy	51.1	Meets Few Expectations
Carver Academy	49.2	Meets Few Expectations
Cass Street Elementary	65.2	Meets Expectations
Clarke Street Elementary	51.3	Meets Few Expectations
Clemens Elementary	62.3	Meets Expectations
Clement Avenue Elementary	60.2	Meets Expectations
Congress Elementary	52.7	Meets Few Expectations
Cooper Elementary	69.8	Meets Expectations
Craig Montessori School	70.9	Exceeds Expectations
Curtin Elementary	59.1	Meets Expectations
Doerfler Elementary	66.7	Meets Expectations
Eighty-First Street Elementary	38.5	Fails to Meet Expectations
Elm Creative Arts Elementary	44.1	Fails to Meet Expectations
Emerson Elementary	39.2	Fails to Meet Expectations
Engleburg Elementary	54.5	Meets Few Expectations
Fairview Elementary	70.6	Exceeds Expectations
Fernwood Montessori	76.8	Exceeds Expectations
Fifty-Third Street Elementary	45.2	Fails to Meet Expectations
Forest Home Elementary	52.1	Meets Few Expectations

School Name	Overall Accountability Score	2023-24 Overall Accountability Rating
Franklin Elementary	45.7	Fails to Meet Expectations
Fratney Elementary	53.3	Meets Few Expectations
Gaenslen Elementary	55.6	Meets Few Expectations
Garland Elementary	65.1	Meets Expectations
Golda Meir School	78.5	Exceeds Expectations
Goodrich Elementary	57.2	Meets Few Expectations
Grandview High	52.3	Meets Few Expectations
Grantosa Drive Elementary	48.1	Meets Few Expectations
Green Tree Preparatory Academy	46.1	Fails to Meet Expectations
Greenfield Bilingual	66.6	Meets Expectations
Groppi High	AR	Alternate Rating - Satisfactory Progress
Hamilton High	50.9	Meets Few Expectations
Hampton Elementary	81.3	Exceeds Expectations
HAPA-Hmong American Peace Academy K3-12	68.9	Meets Expectations
Harold S Vincent School of Agricultural Science	59.7	Meets Expectations
Hartford Avenue Elementary	48	Meets Few Expectations
Hawley Environmental School	49.4	Meets Few Expectations
Hawthorne Elementary	39	Fails to Meet Expectations
Hayes Bilingual School	70.5	Exceeds Expectations
Highland Community School	75	Exceeds Expectations
Hi-Mount Elementary	42.3	Fails to Meet Expectations
Holmes Elementary	52.1	Meets Few Expectations
Honey Creek Elementary	65.4	Meets Expectations
Hopkins Lloyd Community School	49.8	Meets Few Expectations
Humboldt Park Elementary	75.3	Exceeds Expectations
IDEAL Individualized Developmental Educational Approaches to Learning	66.6	Meets Expectations
Jackson Elementary	68.8	Meets Expectations
James Madison Academic Campus	55.5	Meets Few Expectations
Kagel Elementary	63.1	Meets Expectations
Keefe Avenue Elementary	56.2	Meets Few Expectations
Kilbourn Elementary	58.8	Meets Expectations
King International	73.8	Exceeds Expectations
King International Baccalaureate Middle	18.4	Fails to Meet Expectations
King Jr Elementary	49.4	Meets Few Expectations
Kluge Elementary	49.9	Meets Few Expectations
La Causa Charter School	59.3	Meets Expectations
Lad Lake Synergy School	AR	Alternate Rating - Satisfactory Progress
LaFollette Elementary	53.8	Meets Few Expectations
Lancaster Elementary	35	Fails to Meet Expectations
Lincoln Avenue Elementary	60.2	Meets Expectations
Lincoln Middle	47.2	Fails to Meet Expectations
Longfellow Elementary	68	Meets Expectations
Lowell International Elementary	65.5	Meets Expectations
MacDowell Montessori School K3-12	66.5	Meets Expectations
Manitoba Elementary	50.1	Meets Few Expectations
Maple Tree Elementary	71.1	Exceeds Expectations

School Name	Overall Accountability Score	2023-24 Overall Accountability Rating
Marshall High	49	Meets Few Expectations
Maryland Montessori	79.7	Exceeds Expectations
Metcalfe Elementary	40.2	Fails to Meet Expectations
Milwaukee Academy of Chinese Language	44.4	Fails to Meet Expectations
Milwaukee College Preparatory School -- 36th Street Campus	80.3	Exceeds Expectations
Milwaukee College Preparatory School -- 38th Street	76.3	Exceeds Expectations
Milwaukee College Preparatory School -- Lloyd Street	82.1	Exceeds Expectations
Milwaukee College Preparatory School: Lola Rowe North Campus	77.9	Exceeds Expectations
Milwaukee County Youth Education Center	AR	Alternate Rating - Satisfactory Progress
Milwaukee Environmental Science Academy	56.3	Meets Few Expectations
Milwaukee Excellence Charter School	53.2	Meets Few Expectations
Milwaukee French Immersion	66.2	Meets Expectations
Milwaukee German Immersion	76.2	Exceeds Expectations
Milwaukee High School of the Arts	67	Meets Expectations
Milwaukee Parkside School	68.6	Meets Expectations
Milwaukee School of Languages	63.9	Meets Expectations
Milwaukee Sign Language Elementary	46.5	Fails to Meet Expectations
Milwaukee Spanish Immersion	47.4	Fails to Meet Expectations
Mitchell Elementary	44.1	Fails to Meet Expectations
Morgandale Elementary	72.1	Exceeds Expectations
Morse Middle School	42.6	Fails to Meet Expectations
Neeskara Elementary	64.8	Meets Expectations
Ninety-Fifth Street Elementary	59.1	Meets Expectations
North Division High	54.5	Meets Few Expectations
NOVA-Northwest Opportunities Vocational Academy	14	Fails to Meet Expectations
Obama School of Career and Technical Education	35.1	Fails to Meet Expectations
Parkview Elementary	53.1	Meets Few Expectations
Pratt Elementary	54.4	Meets Few Expectations
Project STAY-Supporting Teachers and Youth	AR	Alternate Rating - Satisfactory Progress
Pulaski High	54.6	Meets Few Expectations
Reagan College Preparatory High	84.9	Significantly Exceeds Expectations
Riley Dual Language Montessori School	57.5	Meets Few Expectations
River Trail School of Agricultural Science	52.4	Meets Few Expectations
Riverside High	68.1	Meets Expectations
Riverwest Elementary	42.4	Fails to Meet Expectations
Rogers Street Academy	65.1	Meets Expectations
Roosevelt Middle	49.7	Meets Few Expectations
Shalom High	8.6	Fails to Meet Expectations
Sherman Elementary	44.8	Fails to Meet Expectations
Siefert Elementary	55.5	Meets Few Expectations
South Accelerated Academy	AR	Alternate Rating - Satisfactory Progress

School Name	Overall Accountability Score	2023-24 Overall Accountability Rating
South Division High	53.2	Meets Few Expectations
Southeastern	AR	Alternate Rating - Needs Improvement
Starms Discovery	47.7	Fails to Meet Expectations
Story Elementary	52.3	Meets Few Expectations
Stuart Elementary	46.9	Fails to Meet Expectations
Thoreau Elementary	45.3	Fails to Meet Expectations
Thurston Woods Elementary	40.1	Fails to Meet Expectations
Townsend Street Elementary	46.2	Fails to Meet Expectations
Transition High	AR	Alternate Rating - Satisfactory Progress
Trowbridge Street School of Great Lakes Studies	70.2	Exceeds Expectations
US Grant School	60.6	Meets Expectations
Victory Elementary	66.9	Meets Expectations
Vieau Elementary	67.9	Meets Expectations
Vincent Accelerated Academy	AR	Alternate Rating - Needs Improvement
Wedgewood Park School	63.7	Meets Expectations
Westside Academy	52.5	Meets Few Expectations
Whitman Elementary	65.5	Meets Expectations
Whittier Elementary	89	Significantly Exceeds Expectations
WHS Information Technology	57.5	Meets Few Expectations
Wisconsin Conservatory of Lifelong Learning	39.6	Fails to Meet Expectations
Zablocki Elementary	31.2	Fails to Meet Expectations

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38 - Balanced Assessment Systems

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 6) Report with Possible Action on The Regional Showcase - High School Region

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Based on the Board's action, the 2024-2025 monthly Regional Showcase item provides a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated, will be included.

The High School Region comprises 26 schools and one specialty site, including Montessori, Immersion, International Baccalaureate, Bilingual, Career and Technical Education, Community and Alternative schools. The High School Region serves 20,000 students year to date (YTD) in diverse settings to meet the varied needs of our students. The High School Region includes the following schools: Alliance, Audubon, Bay View, Bradley Tech, Green Tree, Groppi, Hamilton, MacDowell, Madison, Marshall, Golda Meir, Milwaukee Virtual Program, High School of the Arts, Milwaukee County Youth Education Center, School of Languages, North, Obama, Project Stay, Pulaski, Reagan, Riverside, Rufus King, South Division, Transition, Vincent, Washington, and Wisconsin Conservatory of Lifelong Learning.

This month, the High School Region features schools participating in GRIP (Graduation Rate Improvement Planning) in a partnership with DPI. Our presentation will highlight the goals and strategies implemented at the 10 GRIP schools focusing on 9th grade success for our students with special education needs. In the second year of implementation, we are seeing early successes and adjusting promote on-time graduation for the identified cohorts of students at each school.

High School Region Demographics

- 20,513 students
- 30 schools
- 14.5% are English Language Learners
- 19.7% are Students with Disabilities
- 74% are economically disadvantaged
- 53.3% are Black or African American
- 24.8% are Hispanic
- 6.3% are Asian
- 3.8% identify as multiple ethnicities
- 9.2% are White
- 0.4% are American Indian or Alaskan Native
- 0.1% are Native Hawaiian or Other Pacific Islander

High School Region Climate Data

	2022-23	2023-24	2024-to-Date
Attendance Rate	73%	74.3%	79%
Suspension Rate	23%	23.6%	13.1%

2023-24 State Report Card Success

Exceeds Expectations	Meets Expectations	Meets Few Expectations	Fails to Meet Expectations
Reagan	Alliance	Bay View	Green Tree Prep
Golda Meir	Audubon HS	Hamilton	Obama SCTE
Rufus King	Bradley Tech	Madison	WCLL
	Vincent	Marshall	
	Milw. HS of the Arts	North Division	
	MacDowell Montessori	Pulaski	
	School of Languages	South Division	
	Riverside	Washington	

Graduation Rate Improvement Plans

• Transition Improvement Grant (TIG) is a discretionary project from the Dept. Of Public Instruction
• Why GRIP?
    • Spring 2023 ESSA identification & IDEA Corrective Action plan
    • Black Males with OHI or EBD identification had a discrepancy in outcomes
    • Intended outcomes to increase 4-year graduation rate for students with IEPs, particularly black males
• How does GRIP work?

- Team make up – building leadership, special education supervisor, psychologist, social worker, transition coordinator, regular ed teacher, special ed teacher, TIG coordinator
- Meeting structures – monthly full team meeting, monthly coaching with leadership team and 3 times per year study the intervention and next steps. Also, monthly district leader team meeting
- Creating plans and goals – data review produced a cohort group of students for focus and a root cause analysis completed by each site determined the pillar of change

• Evidence based improvement strategies from these sources:
- National Technical Assistance Center on Transition: The Collaborative
- National Dropout Prevention Center
- Institute of Education Sciences: What Works Clearinghouse
- National Mentoring Partnership
- Association of Career and Technical Education

GRIP Schools

*Alliance – Mentoring – Goal setting and monitoring towards graduation goals
Bay View – Mentoring – Check and Connect
Bradley Tech – Mentoring – Check and Connect
Hamilton – Mentoring – Focus on students with 10+ days of suspension last yr
Marshall – CTE – Career based learning activities & CTE course participation
North- CTE – Professional Development & UDL strategies for CTE courses
Pulaski - Mentoring – Check In, Check Out
South – Mentoring – Link Crew and Check In, Check Out
Vincent – CTE (Mentoring) – Post secondary goal setting
Washington – Transition planning – Self advocacy rubric/individualized instruction

GRIP – Year 1 Success

- Goals met
  - Points of pride
  - Continued work needed
- Adjustments after year 1
- Reflections

Opportunities for Growth

- Alignment of the GRIP plans and CSIP plans
- Growing positive practices beyond the cohort groups
- Continuing a focus on 9th grade achievement
- Continuing to examine the relationship between climate/culture and academic achievement
- Supporting leaders with the PLC structures that engage a diverse group in planning for school success
- Increasing access to coaching for teachers

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

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(Item 7) Report with Possible Action on MPS Equity Guidebook

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The purpose of the Equity Guidebook is to provide resources that support MPS employees, students, families, and community stakeholders in building, fostering, engaging in, and advancing equitable practices.

These resources are designed to foster awareness, build knowledge, and develop skills across a variety of topics related to equity, access, and inclusion, including academic achievement, social-emotional learning, race, ethnicity, culture, language, gender, and enhanced learning opportunities.

Updates to the Equity Guidebook

The five goals outlined in the guidebook are aligned with the district's Equity Administrative Policy and Procedure 1.06, the Five Priorities for Success, and the Five-Year Strategic Plan. These goals also reflect a commitment to fostering a diverse range of districtwide initiatives aimed at promoting equity, access, and inclusion. Together, they provide a comprehensive framework for driving meaningful change and ensuring equitable outcomes for all.

Goals

- Equity in Academics
- Equity in Cultural and Linguistic Awareness and Responsiveness
- Equity in Human Resources
- Equity in Finance
- Equity for Students, Families, Educators, and Community Stakeholders

Activities, literature, and informational text that support engagement for staff, students, families, and community stakeholders are in Section 5.

Administrative Policy and Procedure

Administrative Policy 1.06, Equity in MPS and Administrative Procedure 1.06, Efforts to Achieve Equity frame the work.

Equity is defined as an allocation of district resources, supports, and opportunities that is based on the needs of students and staff.

Equity lens is defined as a point of view used to acknowledge the disparities that impact historically marginalized groups and to identify priorities based on areas of greatest needs. These needs will drive district priorities for the most equitable distribution of resources, supports, and opportunities.

Culturally responsive practices are defined as beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students' lived experiences and learning styles to ensure student achievement.

How is the Guidebook Utilized

Restorative Practices

Goal 1: Equity in Academics

1. Alignment: To create school communities that are inclusive to support the physical, emotional, mental, and spiritual wellbeing of its members using balance in the process.

2. Objective: To engage stakeholders in an immersive experience that emphasizes the importance of building, maintaining, and repairing relationships within the community.

3. Application: Stakeholders can use the guidebook to participate in experiential learning activities that celebrate diversity, honor different perspectives, and embrace individual and collective accountability.

Gender and Identity Inclusion

Goal 2: Cultural and Linguistic Awareness and Responsiveness

1. Alignment: To prioritize equity and academic achievement by supporting girls of color and LGBTQ+ students, staff, and families with principles highlighted in the Equity Guidebook.

2. Objective: To create safe, affirming, and representative academic environments using tools such as gender inclusion guidance, the girls of color guide, and safe space posters to address intersectional barriers and advance equity in the district.

3. Application: Provide professional development on these strategies and resources, support inclusive curriculum design, review school spaces, and evaluate progress to sustain belonging and enhance district practices.

Bilingual Multicultural Education

Goal 2: Equity in Cultural and Linguistic Awareness and Responsiveness

1. Alignment: Cultivate school communities that provide equitable access to high-quality multilingual and multicultural programs, engaging all stakeholders in fostering learning environments that respect, reflect, and amplify diversity.

2. Objective: Equip students with strong cultural and linguistic identities, empowering them to use these assets to succeed in college, in careers, and as global citizens.

3. Application: Stakeholders can use this guidebook to explore programming options for English learners and multilingual/multicultural students while recognizing and celebrating their own cultural and linguistic identities to strengthen diversity in the district.

Professional Learning Opportunities

Beginning January 2025, the Office of Academics will provide interactive sessions that engage all stakeholder groups on how to use the guidebook.

- District staff/students
- District Advisory Council
- Community stakeholders

The 2024-2028 Equity Guidebook (A Living Document) is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

The Board gave consideration to this item. Although the item was noticed for possible action, no action was taken.

* * * * *

(Item 8) Report with Possible Action on Resolution 2223R-011 on Gender Inclusion

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

In response to Resolution 2223R-011 approved by the Board on November 15, 2022, the Administration is providing update around the recommendations for gender-inclusive policies with an emphasis on gender-neutral restrooms and facilities in district schools and district-wide training for LGBTQ+ and inclusivity training.

Gender-Neutral Facilities

Building questionnaire to be filled out by school leaders:

Consultation – With the Department of Gender and Identity Inclusion, where needs are reviewed and guidance is provided and a plan developed

Submit a Request – School Administrator must submit a form indicating that the school is seeking support for gender neutral bathrooms.

GII & Facilities and Maintenance Site Visit – The next step is a site visit to assess the school's needs and develop a tailored plan for gender neutral bathrooms at the site.

Renovation and Signage Updates – The team will proceed with the renovation plans and any necessary signage updates to complete the project.

Signage

Bathroom signage to be fabricated by the Hayes School – STEM program, through the Career & Technical Education

Update

Accomplishments

- Gender neutral bathroom identified at each MPS facility
- Gender-neutral signage being fabricated for installation

Next Steps

- Conduct assessment (design, ADA accessibility) if schools make a request
- Installation of Gender-neutral signage for bathrooms

Building an Inclusive Environment

Comprehensive Gender & Identity Awareness

The department of Gender Identity & Inclusion (GII) works to ensure that all girls of color and LGBTQ+ students in Milwaukee Public Schools are provided safe, equitable, and inclusive environments and resources that support their holistic development and success.

Through a combination of consultation, resources, and professional learning, GII has provided targeted support for gender-neutral facilities, inclusive policies, and education that affirms diverse identities. This holistic approach addresses the needs of the whole school community, promotes dignity and belonging, and aligns with the district's commitment to equity, access and inclusion.

GII Updates

•Aligning with Resolution 2223R-011 to create inclusive, supportive spaces.
•Addressing student needs for safety, dignity, and belonging.
•Building awareness with staff, students and families to foster understanding of gender diversity.
•Incorporating feedback from the community and schools.

Gender & Identity Inclusion Department Supports

As we expand the availability of gender-neutral bathrooms across schools, we recognize the importance of pairing these efforts with comprehensive education and awareness. Enhancing understanding of gender diversity among students, staff, and families ensures that these facilities contribute to a culture of inclusion and belonging.

*Welcoming Schools Training**

✓ Gender Inclusion Guidance
✓ District-wide Transgender Awareness Training
✓ Gender Sexuality Alliances (GSA)
✓ GSA Advisor Collective
✓ Student/Classroom Inclusion Presentations

✓ Safe Space Posters

Celebrating Inclusivity

On October 31, 2024, we hosted the 2nd Annual GSA LGBTQ+ Student Leadership Summit at the University of Wisconsin-Milwaukee. This event brought together 200 students from 15 high schools across the district to build community, share experiences, and empower youth leadership in fostering inclusivity.

The event represents our ongoing commitment to creating inclusive, affirming spaces for all while celebrating diversity, strengthening student networks, and equipping future leaders to champion equity and belonging in their schools and communities.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.04 - Nondiscrimination

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to the District Advisory Council (DAC), the Library Board, and CESA #1.

* * * * *

(Item B) Monthly Report of the President of the Milwaukee Board of School Directors

The Holiday Season is near and we may just have a white Christmas. Our students throughout the district have been entertaining board members and families while displaying their acquired talent in spoken word, singing, dancing, art and playing instruments. I have certainly enjoyed all the fantastic performances. I hope you had an opportunity to visit one of our schools to support our students.

Effective and Efficient Operations

Of most importance is the Long-Range Facilities Master Plan. The intent is to build two steering committees (Citywide and Regional) that represent stakeholders from across the city to help the district's facility planning process. For those that may consider participating in this process, it will be time consuming. You can view the Strategic Plan on the MPS website.

Meeting/Event Attendance for this Month:

 Attended the "Milwaukee Bucks Star Khris Middleton Coat Giveaway of more than 300 Winter Coats and the United Healthcare presentation of a new "Hygiene Locker" to Students at Engleburg Elementary School.

 Attended three strategic meetings with our Kane Communications partners. These discussions focus on taking proactive steps to keep the public informed.

 Attended meeting with OBG Board Clerk to review meeting schedules, review possible committee agenda items, board initiatives or projects

 Attended Program Planning Meeting with Regional Team at Vincent High School of Agriculture

 Joined Governor Evers Virtual Budget (2025-2027) Listening Session – common issues presented by most attendees was "lack of adequate funding" being provided for students with special needs throughout the State of Wisconsin

 Joined Virtual NAF Meeting for James Madison Academic Campus

 Attended AFP committee meeting

 Attended Special Board Meeting to review applications for new Superintendent

 Attended Regular Board Meeting

 Attended Executive Session covering topics as noticed in Regular Board Meeting Agenda

 Attended meeting with Student Services regarding student assignments

 Visited Maple Tree Elementary, Bruce Elementary and Hawthorne Elementary Schools

Student, Family, and Community Engagement

(1) Attended the MPS Battle of the Drumlines held at Rufus King High School. This event was the largest drumline battle in more than a decade with 16 schools performing. This was the 17th year that Rufus King varsity squad won first place. Additionally, this was the largest crowd of families in the event's 17-year history. We expect more bands next year as more and more students are learning to play instruments throughout the district. KUDOS to all involved in growing our students' instrumental music expertise and this exceptional event. Community – place this event on your calendar for 2025.

(2) Attended the River Trail Elementary School of Agriculture Annual Holiday Music Concert and Art Show. These young people are serious about their whole school experience (academics, arts and agriculture). Their parents and community are serious about being there to support them. One of the 8th grade students is one heck of a vocalist and has been accepted to Milwaukee High School of the Arts (MHSA) for Fall 2025. So look out Mr. Roberts (Choral Director – MHSA).

(3) Attended the Richard Kluge Creative Arts Elementary School "Life Center MKE Toy Giveaway". Thanks so much to our community partners - Bob Ona, Executive Director and Teresa Melbye, Director of Educational Programs for Life Center MKE for their unwavering support of the students here at MPS. They provided such an array of toys for all the students. The students were so excited and wasted no time to select their toy of choice.

We are so proud of our families turning out in support of their children. The children reciprocated with exceptional performances. These young people not only showed off their skills in singing and playing instruments but also acting in short plays as well.

Finally, everyone is encouraged to remain diligent regarding the development of the Long-Range Facilities Master Plan (LRFMP). Please visit the website to stay informed and sign up for updates directly. Members of the public may join one of the stakeholder committees until January 17, 2025. We need public input and participation to help shape the school district's future.

Attendees will be able to review Perkins-Eastman's (MPS Consultants) proposed options for buildings and comment on them to help build the final plan. This plan will have a direct impact on the future of school buildings and student experiences across Milwaukee.

NOTE: We are in the early stages of the LRFMP. Current efforts center on building the Steering Committees whose work could take all of 2025.

A huge "Thank You" to all community partners/supporters and staff members of the Milwaukee Public Schools. I appreciate your hard work, love and support shown to our students and families.

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NEW BUSINESS

(Item 1) Action on a Request to Reconsider Previous Action Relative to the Approval of the October 2024 Administrative Appointments

Background

At its October 2024 Regular Meeting, the Board approved the recommended Administrative appointments and Limited-Term Employment (LTE) contracts. Subsequent to the Board's action, it was discovered that a LTE was erroneously listed as "Title IX Investigator" at a pay rate of $50.00/hr. (See page 2 of the attachment).

This position should have been titled "Title IX Lead Investigator/Complaint Coordinator." The Administration is requesting that the Board reconsider its action of October 2024 to reflect the correct position title. No other changes have been made to the appointment list or to the specific LTE contract in question.

(5)(r)	Daniel Hennessey	~~Title IX Investigator~~	$50.00
		Title IX Lead Investigator/Complaint Coordinator	
		Office of the Chief of School Administration	10/01/24 to 04/01/25

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.37 - Limited-term Employment Positions

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will amend the Proceedings of October 2024 to reflect the title change. The Office of Human Resources will make any necessary corrections to the employee's personnel records.

Recommendation

The recommendation is that the Board

1. reconsider its action of October 2024 relative to the approval of Administrative Appointments; and

2. approve the promotions, appointments, and Limited-Term Employment contracts as listed in the attachments to the item, including the correction to the LTE title

Director Siemsen moved to reconsider previous action of October 2024, relative to the Administrative Appointments. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None - 0.

Director O'Halloran moved to approve the revised appointment list, inclusive of the modification to the title of the Title IX limited-term employee position. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None - 0.

* * * * *

RESOLUTIONS

Resolution 2425R-006

By Director Gokalgandhi

WHEREAS, On June 27, 2019, the Board approved Resolution 1920R-003, on the use of non-student work time for teachers; and

WHEREAS, In adopting the resolution, the Board directed the Administration to develop procedures and guidelines that grant teachers control over the time and location they spend their Non-Student Work time on Teacher Days before and after the student day, while balancing the need for professional development and to bring to the Board a plan for the implementation of the resolution;

WHEREAS, On July 25, 2019, the Administration, after collaborating with the Milwaukee Teachers Education Association (MTEA), presented a three-part plan for implementation:

1. The Administration will have four hours per month as school-based administrator-directed time. Each school-based administrator will work with school staff to determine the schedule of said time; and
2. Teachers may arrive no later than five minutes prior to the start of the student day and leave no earlier than five minutes after the end of the student day. Teachers may not leave during their AMP or prep times. Teachers may leave during their scheduled lunch periods; and
3. To allow for staff participation in districtwide professional learning related to districtwide initiatives (e.g.. restorative practices), districtwide professional learning may occur during teacher-directed time upon reasonable notice to the building representative(s) and with prior agreement of district administration and the MTEA; and

WHEREAS, On July 19, 2023, the Wisconsin legislature enacted 2023 Wisconsin Act 20, related to reading instruction in public schools and an early literacy assessment and intervention program; and

WHEREAS, Act 20, also referred to as the "science of reading law," has been passed in approximately 39 states and the District of Columbia, in response to the national reading crisis; and

WHEREAS, Act 20 mandates that all individuals employed as kindergarten through third grade teachers, including reading teachers, special education teachers, and teachers of multilingual learners, will need to begin receiving specific professional development training in science-based reading instruction by July 1, 2025; and

WHEREAS, In Wisconsin, approximately 60% of students do not read at grade level; and

WHEREAS, There are notable racial disparities in reading scores, particularly in Wisconsin which continues to have one of the worst white-Black achievement gaps, meaning that children in Milwaukee, which has a minority-majority population, are significantly impacted; and

WHEREAS, Although Act 20 gives until July 1, 2025 to *begin* the specific professional development, Milwaukee's children cannot wait any longer;

WHEREAS, Educating children is the foundation of what we do and delaying necessary staff development over political opinions is a disservice to the children we serve; and

WHEREAS, Training on the implementation of Act 20 must begin with a sense of urgency; now, therefore, be it

RESOLVED, That the Administration is directed to bring forward a plan to implement, without delay, the necessary professional development; and, be it

FURTHER RESOLVED, That the plan include setting aside the three-part provision for professional development and use of non-student work time that was passed on July 25, 2019; and, be it

FURTHER RESOLVED, The plan include giving Administrators the authority to use non-student work time to meet the demands of the instructional program; and

FURTHER RESOLVED, That this plan is to be presented in the February 2025 Board cycle.

Referred to the Committee on Accountability, Finance and Personnel

* * *

Resolution 2425R-007

By Director Ferguson

WHEREAS, Milwaukee Public Schools (MPS) is committed to ensuring the safety and well-being of all students, staff, and visitors within its schools; and

WHEREAS, The Milwaukee Board of School Directors has declared that, as part of the vision of the Milwaukee Public Schools, "Schools will be safe, welcoming, well-maintained, and accessible community centers meeting the needs of all"; and

WHEREAS, In adopting Administrative Policy 4.03, Security, the Board "endorses the concept of allowing individual schools to formulate individual school security plans"; and

WHEREAS, The recent school shooting in Madison, as well as recent incidents of firearms being brought onto the grounds of MPS schools within the past few months, have only served to reinforce the need to be proactive in preventing weapons from being allowed onto or used within MPS properties; and

WHEREAS, Modern and effective scanning equipment can serve as a critical and useful tool to identify and prevent the presence of prohibited or potentially dangerous weapons or items on school premises; and

WHEREAS, The current scanning equipment found in MPS schools may require updates or replacements to meet modern safety standards and ensure reliable operation; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors directs the Administration to:

1. Obtain a Financial Estimate: Conduct an assessment and obtain initial cost estimates for upgrading or replacing scanning equipment across MPS sites to improve safety measures.

2. Evaluate School Needs: Include in the assessment an overview of each school's current scanning equipment, identifying deficiencies and potential improvements necessary to meet and enhance safety objectives.

3. Provide a Report: Present the cost estimates, along with any relevant recommendations, to the Milwaukee Board of School Directors; and be it

FURTHER RESOLVED, That this initial report be presented in the February 2025 Board Cycle for further consideration.

Referred to the Committee on Accountability, Finance and Personnel

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ITEMS DEFERRED

The Board returned to the items that were deferred, all from the Reports and Communications from the Board Clerk, Chief Officer, Office of Board Governance:

Item 2, Action on a Request to Retire to Executive Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation

Item 3, Action on a Request to Retire to Executive Session Relative to the Status of an Employee

Item 4, Action on a Request to Retire to Executive Session Relative to Demands for Collective Bargaining

Item 5, Action on a Request to Retire to Executive Session Relative to an Employee Who Disregarded a Board Directive and Legal Advice

Item 6, Action on a Request to Retire to Executive Session for Consideration of and Possible Action on Performance Evaluation Data Relative to the Interim Superintendent of Schools

Item 7, Action on a Request to Retire to Executive Session for Consideration of and Possible Action on Performance Evaluation Data Relative to an Employee

Director Gokalgandhi moved to retire to closed session pursuant to Wisconsin Statutes 19.85(1), (b), (c), (e), f) and (g). The motion passed; the vote is as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None - 0.

The Board retired to closed session at 7:15 p.m. The Board adjourned at from closed session at 9:02 p.m.

Tina Owen-Moore, Ed. L.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 11, 2025

Special meeting of the Board of School Directors called to order by President Herndon at 9:13 a.m.

Present — Directors Ferguson, Garcia, Gokalgandhi (9:21 a.m.), Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

January 8, 2025

To the Members of the Board of School Directors:

At the request of President Marva Herndon, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

SPECIAL BOARD MEETING
SATURDAY, JANUARY 11, 2025
9:00 A.M. TO NOON

1. Action on an Engagement and Contingent-Fee Agreement with Keller Rohrback, L.L.P., Relative to Potential Claims Against Social Media Companies

2. Action on a Request to Retire to Closed Session to Consider Applications for the Position of Superintendent of Schools

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

President Herndon has advised that she will accept a motion to retire to closed session for this purpose, pursuant to Wisconsin Statutes 19.85(1)(c), which states that the Board may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility." While the Board is not expected to take any action other than to retire to closed session, if the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may adjourn from closed session.

TINA OWEN-MOORE, ED.LD.
Board Clerk

(Item 1) Action on an Engagement and Contingent-Fee Agreement with Keller Rohrback, L.L.P., Relative to Potential Claims Against Social Media Companies

Background

The Board may take action with respect to an agreement to engage Keller Rohrback, L.L.P. to pursue legal recourse with respect to potential claims against social media companies.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Fiscal Impact Statement

This agreement is on a contingency-fee basis. No attorneys' fees shall be paid if no recovery is made.

Recommendation

That the Board determine how it wishes to proceed with respect to entering into a contingent attorney-fee agreement with Keller Rohrback, L.L.P., with authority to pursue all legal recourse that the Board may have with respect to potential claims against social media companies, along with any other responsible potential defendants.

Director O'Halloran moved to approve the contingency fee agreement with Keller Rohrback, L.L.P.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi (9:21 a.m.), Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 2) Action on a Request to Retire to Closed Session to Consider Applications for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of $275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

The Board may retire to a closed session to consider additional applications received and/or to determine which applicants it wishes to interview.

Pursuant to Wisconsin Statutes 19.85(1)(c), the Board may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in closed session for the purpose stated above.

If the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may adjourn from closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.01 - Board-Appointed Officials

Recommendation

That the Board retire to closed session for consideration of this item.

Director Ferguson moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

The Board adjourned from closed session at 9:25 a.m.

TINA OWEN-MOORE, ED.Ld.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 27, 2025

Special meeting of the Board of School Directors called to order by President Herndon at 2:02 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused— None.

The Board Clerk announced the purpose of the meeting, which was to conduct interviews for the position of superintendent of schools.

(Item 1) Action on a Request to Retire to Closed Session to Conduct Interviews for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of $275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

On January 11, 2025, the Board determined which candidates it wished to interview.

The purpose of this meeting is to conduct candidate interviews.

The Board may retire to a closed session for this purpose, pursuant to Wisconsin Statutes 19.85(1)(c), which allows the Board to convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in closed session for the purpose stated above.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board retire to closed session for this item.

Director Siemsen moved to

1. waive Board Rule 1.07 to dispense with our standard introductory items in order to move right to our item of business; and

2. to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the Board has jurisdiction or exercises responsibility.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

The Board considered this item in closed session, adjourning at 8:00 p.m.

TINA OWEN-MOORE, ED.Ld.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 28, 2025

Special meeting of the Board of School Directors called to order by President Herndon at 2:00 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused— None.

The Board Clerk announced that the purpose of the meeting was to conduct interviews for the position of superintendent of schools.

(Item 1) Action on a Request to Retire to Closed Session to Conduct Interviews for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of $275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

On January 11, 2025, the Board determined which candidates it wished to interview.

The purpose of this meeting is to conduct candidate interviews.

The Board may retire to a closed session for this purpose, pursuant to Wisconsin Statutes 19.85(1)(c), which allows the Board to convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in closed session for the purpose stated above.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board retire to closed session for this item.

Director Ferguson moved to

1. waive Board Rule 1.07 to dispense with our standard introductory items in order to move right to our item of business; and

2. to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the Board has jurisdiction or exercises responsibility.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

The Board considered the item in closed session, adjourning at 4:03 p.m.

TINA OWEN-MOORE, ED.Ld.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 29, 2025

Special meeting of the Board of School Directors called to order by President Herndon at 5:36 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused— None.

The Board Clerk announced that the purpose of the meeting is to retire to closed session to consider candidates for the position of superintendent of schools.

(Item 1) Action on a Request to Retire to Closed Session to Consider Candidates for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of $275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

On January 11, 2025, the Board determined which candidates it wished to interview.

The purpose of this meeting is to consider the candidates for the position of Superintendent of Schools.

The Board may retire to a closed session for this purpose, pursuant to Wisconsin Statutes 19.85(1)(c), which allows the Board to convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in closed session for the purpose stated above.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board retire to closed session for this item.

Director Garcia moved to

1. waive Board Rule 1.07 to dispense with our standard introductory items in order to move right to our item of business; and

2. to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the Board has jurisdiction or exercises responsibility.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

The Board considered the item in closed session, adjourning at 8:55 p.m.

TINA OWEN-MOORE, ED.Ld.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 30, 2025

Regular meeting of the Board of School Directors called to order by President Herndon at 5:40 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused — None - 0.

Before commencing with the agenda, President Herndon asked a moment of silence to commemorate the passing of the following member of the MPS community:

- Sandra Richardson, a Paraprofessional from Clemens School
- Hazel Richard, a district Teacher
- Amy Fritz, a retired Paraprofessional from MacDowell School
- Nora Herriges, a retired Compensation, assistant from Office of Human Resources
- Donald Jamison, a retired Teacher from Madison High School
- Joan Kuspa, a retired Food Service, assistant from Grant School
- Lucille Paulick, a retired Food Service, assistant from Victory
- Douglas Yarn, a retired Teacher from Itinerant-System Wide
- Omar Batista, a Student from Longfellow
- Sandy Richardson, a Student from Clemens School

The Board recognized the passing of former MPS School Superintendent, Robert Peterkin, who served from 1988 to 1991.

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of November 2024 were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

Background

Each month, the Interim Superintendent presents a report to the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. This report serves as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academic achievements, and outline areas where gains and growth are noted, ensuring that both successes and challenges are transparently communicated.

The content is aligned with the 2023-2028 Strategic Plan initiatives, ensuring that the reporting remains consistent with our overarching goals and vision. Through these updates, we aim to keep all stakeholders informed and engaged in our mission to advance the district's priorities.

Strategic Plan Key Initiatives:

- Rightsizing the District
- Student Achievement and Graduation
- Staff-Morale & Professional Learning
- Special Projects

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

The Interim Superintendent gave an oral report.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

The Office of Board Governance (OBG) submits, with grateful appreciation for all those contributing to its efforts, the following report on OBG activities in January.

Superintendent Search

The Office of Board Governance is collaborating with the HYA search firm to support the Board in its selection of Milwaukee's next superintendent.

In December, the Board decided to reopen the candidate application window with the hopes of deepening the slate of candidates. As a result, fifteen additional candidates applied, giving the Board a slate of 45 candidates to consider. The Board narrowed the pool and selected candidates for first-round interviews.

Those interviews took place on January 27 and January 28, 2025. The Board met to deliberate on Wednesday, January 29th and will meet again, on Friday January 31, 2025, at 4:00 p.m. to deliberate and name finalists.

Finalists will be invited to spend two days in the district on February 6 and 7, 2025. The events on February 6th will include two engagement sessions for those interested in learning more about the finalists. These sessions are open to all MPS stakeholders, including MPS families and staff, community organizations, elected officials, the business community, university partners, media partners.

These engagement sessions will be held at MPS Central Office – 5225 West Vliet Street, Milwaukee, in the Auditorium. The first session will run from 1:00 p.m. to 3:45 p.m. and the second session will run from 5:30 p.m. to 8:15 p.m. The schedule will go as follows:

Community Forums with the Finalists

1:00 – 1:45 - Candidate 1
2:00 – 2:45 – Candidate 2
3:00 – 3:45 – Candidate 3
Break
5:30 – 6:15 - Candidate 1
6:30 – 7:15 – Candidate 2
7:30 – 8:15 – Candidate 3

Candidates will be introduced by the Board Clerk, Dr. Tina Owen-Moore. Finalists will give a brief introduction and share their vision and goals for the district. Leaders from HYA, the superintendent search firm, will moderate questions from the community.

School Resource Officers

This month, Dr. Owen-Moore attended the court hearing on behalf of the Board regarding the writ of mandamus filed against the Milwaukee Board of School Directors. The plaintiff filed the writ of mandamus to compel the Milwaukee Public Schools to comply with Act 12 and have SROs returned to Milwaukee Public Schools. The Board's attorney argued successfully that the district cannot comply with this mandate without the cooperation of the City of Milwaukee. As such, the judge ordered that the City be added as an additional defendant in the case and that the City and MPS work together to have the SRO program in effect by February 17, 2025, or return to the court together to explain why it has not been done. Negotiations continue with the City, and our office is prepared to attend future court hearings, if necessary.

Office Staffing

This month, the OBG team interviewed candidates for its final vacancy – administrative assistant. As of tonight, pending the Board’s decision on appointments, the Office of Board Governance will be fully staffed. Thank you to all team members who have been carrying extra responsibilities to support these vacancies. These efforts have not gone unnoticed.

Communications

There were several communications from the Office of Board Governance in January, including our regular newsletters and Fast Facts, press releases, and Board member communications. As we have become more confident in our digital newsletters, we have moved the work completely in-house.

We also continued to have one-on-one conversations with press partners this month and to aim to facilitate timely responses to media requests that meet the needs of the news cycles.

Social Media Litigation

Following the Board’s approval of the contract with Keller-Rohrback to file a complaint against social media companies, the Board Clerk and Assistant City Attorney met with attorneys from Keller-Rohrback to outline next steps. The case will be consolidated with the complaints filed by more than six hundred school districts across the country in the Multidistrict Litigation (“MDL”), of which MPS will be included. The Office of the City Attorney will serve as the Board’s representative in this case.

Audit Committee

One of the deliverables in the Corrective Action Plan with the Department of Public Instruction (DPI) is the creation of an audit committee. Our office is working with the Office of Accountability and Efficiency

to support developing an audit committee plan to bring for Board consideration. We have reviewed examples from other cities, met with the Chair of the LRP Committee, and are collaborating with the Office of the City Attorney to find a path forward for meeting this objective.

New Board Member Orientation/ Training

After April's election, we will have three new Board members, so our office is preparing to support the training, orientation, and support of those new members, while also improving on the support and professional learning opportunities for continuing Board members in the coming Board cycle. Our team attended a workshop at the State Education Conference on supporting new Board members and gathered several ideas that we are excited to implement.

Events & Activities

This month, our team attended several events and activities with Board members, including several visits to schools, Martin Luther King, Jr. celebrations across the city, and the WASB/ WASDA State Education Convention.

One Big (Office) Goal = Digital

If you visited our office this month, you would have seen many paper files stacked on various counters. We have been consciously redeveloping systems and moving paper files to electronic filing wherever possible.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

* * * * *

(Item 2) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation and Pending or Probable Negotiations

Background

The Board may retire to closed session, pursuant to:

Wisconsin Statute 19.85(1)(c), for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;

Wisconsin Statute 19.85(1)((e) for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session;

Pursuant to Wisconsin Statutes 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and

Pursuant to Wis. Stat. 19.85 (1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

* * * * *

(Item 3) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Implementing School Resource Officers (SROs) As a Result of Act 12

Background

The Board may retire to closed session, pursuant to:

Wis. Stat. 19.85(1)(d) to consider strategy for crime detection and prevention;

Wis. Stat. 19.85(1)(e) for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a close session;

Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

* * * * *

(Item 4) Action on a Request to Retire to Closed Session to Consider a Special Report

Background

In order to give consideration to a Special Report, the Board may retire to closed session pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the Board has jurisdiction or exercises responsibility and Wisconsin Statute

19.85(1)(f) to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.03 - Special Board Meetings

Recommendation

That the Board retire to closed session to consider this item.

Item deferred to the end of the meeting.

* * * * *

(Item 5) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

There has been significant discussion at the legislative level about where cut scores related to student assessments should be set.

As noted in the Wisconsin Supreme Court's decision in Vincent v Voight, "The legislature has articulated a standard for equal opportunity for a sound basic education in Wis. Stat. §§ 118.30(lg)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Currently, we are watching a proposed bill related to Wis. Stat. 115.385 on changes to the educational assessment program and the school and school district accountability report.

Under current law, the Department of Public Instruction is required to annually publish a school and school district accountability report, commonly known as school and school district report cards, for the previous school year. To measure school performance and school district improvement for purposes of the report cards, particularly measures related to pupil achievement in reading and math, DPI uses data derived from pupil performance on assessments administered in the previous school year, including assessments commonly referred to as the Wisconsin Student Assessment System, which includes the Wisconsin Forward Exam, PreACT, the ACT with Writing, and Dynamic Learning Maps.

Under the bill, beginning with report cards published for the school year in which the bill becomes law, for the index system to identify school and school district performance and improvement, also known as the accountability rating categories, DPI must use the same cut scores, score ranges, and corresponding qualitative descriptions that DPI used for report cards published for the school year. In addition, beginning with the WSAS administered in the school year in which the bill becomes law, DPI must do the following:

1. For the Wisconsin Forward exam in English Language Arts and Mathematics, align cut scores, score ranges, and pupil performance categories to the cut scores, score ranges, and pupil performance categories set by the National Assessment of Educational Progress.

2. For the PreACT and ACT with Writing in English, Reading, and Mathematics, use the same cut scores, score ranges, and pupil performance categories that DPI used for the same assessments administered in the 2021-22 school year. The bill specifically requires DPI to use the terms “below basic,” “basic,” “proficient,” and “advanced” for pupil performance categories on these assessments.

We will continue to report on this and other legislative matters that may affect the district.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools. The attached report includes activities from late December through mid-January.

Accountability and Efficiency Services

Between December 8, 2024, and January 18, 2025, Accountability and Efficiency Services completed four constituent inquiries and satisfied two impartial hearing officer (IHO) requests.

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP was approved by the Board on June 13, 2024 and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

This month, the CCS team focused on strengthening Student Engagement Programming. Ten student interns were successfully interviewed and hired for roles in administration and construction, in partnership with an MPS contractor and South Division high school. These positions provide valuable work-based learning opportunities.

MPS contractors and vendors actively supported our high schools by participating in two events aimed at enhancing student confidence through resume-building and workplace etiquette training.

We continue to foster partnerships within the District and with external sponsors to advance these initiatives. CCS remains steadfast in supporting the District's implementation of

Administrative Policies 3.10 and 3.13, ensuring compliance and promoting student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively. Updates in the Audit Services area for the current reporting period of December 10, 2024, through January 17, 2025, include:

Audit Completions and Activities

- Corrective Action Plan updates: Updated Board Rule and Audit Committee Charter and sent to City Attorney for their review and await their response.
- Issued three school audits
- Currently have one new principal school audit underway and one to be scheduled
- Issued two special investigative reports
- Reviewed two charter school external auditor's reports

• Issued the MPSU Follow Up Review
• Developed new board member orientation audit presentation to be presented to new and existing board members
• Conducting several ongoing investigations resulting from Fraud Hotline Tips
• Recorded the 38th fraud hotline tip this fiscal year, which is on pace to set a record for fraud hotline complaints received
• Provided analysis and feedback to the Procurement Department on certain contract services matters
• Participation on the RFP evaluation committee for the selection of the district's external financial auditor covering FY25-FY27
• Participated in the discussion on possible updates to Board Governance Policy 2.12

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented one expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director O'Halloran moved to accept the reports of the Independent Hearing Officers of January 13, 2025, @ 2:00 p.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following item from the Committee on Student Achievement and School Innovation: Item Four, Action on a Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract for Urban Learning Collaborative for Milwaukee Environmental Sciences Academy, has been set aside at the request of Director Zombor

On the motion of Director Siemsen, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Zombor presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

(Item 1) Action on a Request to Approve Revisions to Administrative Policy 3.06 Fiscal Accounting and Reporting

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 3.06 and made revisions.

Section (10) of the policy has been modified as follows:

(10) Fixed-Asset Management

(a) All Milwaukee Public Schools sites are required to maintain fixed-asset inventory records in accordance with the district's Fixed Asset Manual. The Office of Finance shall make the Fixed Asset Manual available online in the district's financial-management system.

(b) A "fixed asset" is defined as furniture and equipment with a useful life greater than one year and an initial cost of $5,000 or more. In addition, portable technology such as Chrome devices, computers, laptops, printers, flat panels, ~~televisions~~, Smartboards, fax machines, digital cameras, ~~camcorders~~, cell phones and iPads/tablets are to be recorded as fixed assets for internal tracking purposes, regardless of cost, for risk-management purposes. Other assets and electronics with a cost of $250.00 or more must also be tracked.

(c) Fixed-asset data must be updated and entered into the district's financial-management system within thirty (30) days of receipt. A separate file is to be maintained that contains all documentation relating to the acquisition and disposal of the assets for each fiscal year.

(d) The building administrator, school leader, or office chief is responsible for the security and proper usage of all assets under their control.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends that the Board adopt the revisions to Administrative Policy 3.06 as attached to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on a Request to Approve Revisions to Administrative Policy 6.06 Gifts and Solicitations: Staff

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 6.06 and made revisions.

Section (1) was modified to increase the allowable gift amount from $25.00 to $50.00.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A.

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends that the Board adopt the revisions to Administrative Policy 6.06 as attached to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on a Request to Approve Revisions to Administrative Policy 7.40 Patriotic Exercises

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 7.40 and made revisions.

(1) PLEDGE OF ALLEGIANCE

(a) State statutes provide that ~~"Every public and private school shall offer the Pledge of Allegiance in grades one to 8 at the beginning of school at least one day per week. No student shall be compelled, against his objection or those of his parents or guardian, to recite the pledge."~~ "Every public school shall offer the pledge of allegiance or the national anthem in grades one to 12 each school day."

(b) In keeping with this, students may decline to recite the Pledge of Allegiance and may refrain from saluting the flag. Students refraining from such participation have the responsibility to respect the rights and interests of classmates who do wish to participate in the ceremony. If students choose not to participate, they shall not have to explain their reasons for refusing to recite the pledge, but they should remain silent during the rendering of the salute or pledge. They may decline to participate in the salute to the flag and the

Pledge of Allegiance without securing permission from their parents. (c) In high schools, the Pledge of Allegiance should be offered at least one day per week.

(2) NATIONAL ANTHEMS OF OTHER COUNTRIES

(a) Whenever the national anthem of another country or of any racial or ethnic group is played or sung in a school assembly program, the National Anthem of the United States, The Star-Spangled Banner, is to be played or sung first.

(b) The audience shall be asked to rise and remain standing for both anthems.

(3) DISPLAY OF THE U.S. FLAG

(a) The flag of the United States should be displayed in accordance with Title 36, Chapter 10, of the United States Code. A copy of that document shall be in the possession of each building administrator.

(b) As a symbol of the nation, the flag is entitled to the highest degree of respect in each school. While schools cannot legally compel persons to recite the Pledge of Allegiance, honor the flag, or engage in any ceremony that would violate their conscience, schools should do nothing to encourage disrespect.

(c) National or ethnic flags may be displayed in the schools. Their purpose is to foster pride and understanding of one's heritage. The display of such flags is encouraged subject to the following limitations:

1. National or ethnic flags may not be used in a manner which would create the impression that they are an alternative to the United States flag.
2. National and ethnic flags should not be displayed in a manner that would create the impression of granting more favorable treatment of one flag over others~~., unless the flag display is part of a special observance, e.g., Black History Month, Pulaski Day, or unless they are displayed for some special purpose, such as to honor foreign visitors or exchange students.~~
3. Where disputes exist involving the display of national and ethnic flags, ~~they~~ disputes should be decided locally, by the ~~principal and his/her staff~~ school leader and/or their designee, who will consult with their regional superintendent/instructional leadership director (i.e. immediate supervisor), ~~as long as these~~ to ensure decisions do not violate other elements of this policy.

(d) Nothing in this document is intended to limit the use of flags for instructional purposes.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends that the Board adopt the revisions to the Administrative Policy 7.40 as attached to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on a Request to Approve Revisions to Administrative Policy 8.40 Student Gifts and Solicitations

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 8.40 and made revisions.

(1) GIFT LIMITATIONS

No ~~principal,~~ school leader and/or their designee, teacher, or other employee of the Board shall accept money as a gift from any student. Gifts of appreciation given by a class to a ~~principal~~, school leader and/or their designee, teacher, or other employee of the Board shall not exceed ~~$25.00~~ $50.00 in value.

(2) TICKET SALES AND CONTRIBUTIONS

(a) Tickets for any purpose other than activities authorized under the policies or by permission of the Board shall not be sold on school premises, nor shall contributions or collections of money for any purpose be made from or by school children, except for supplies or services authorized by the Board.

~~(b) Should contributions or collections be authorized by the Board, the contributions shall not be given directly to the teacher, but shall be placed in boxes provided for the purpose in order to avoid discrimination against, or embarrassment of, any student.~~

~~(c) Periodically the Board permits the collection of donations for the Combined Giving Campaign. In such instances, major emphasis shall first be placed on informing students of the nature and purpose of the services rendered by the organizations in the campaign. Further, when voluntary contributions are received from students, they must be deposited in slotted containers furnished for that purpose. No records shall be kept of such contributions on either an individual or group basis.~~

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends that the Board adopt the revisions to Administrative Policy 8.40 as attached to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Action on a Request to Approve Revisions to Administrative Policy 9.07 Public Solicitations In The Schools

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 9.07 and made revisions.

(1) TICKET SALES AND CONTRIBUTIONS

(a) Tickets for any purpose, except for activities authorized under the policies or by permission of the Board, shall not be sold on school premises.

(b) Further, no contributions or collections of money for any purpose whatever shall be made from or by school children, except for supplies or services authorized by the Board.

~~(c) Should contributions or collections be at any time authorized by the Board, such contributions or donations, when they are collected, shall not be given directly by the children to the teacher, but shall be placed in boxes provided for the purpose, in order to avoid discrimination and embarrassment.~~

(2) EMPLOYEES' COMBINED GIVING CAMPAIGN

(a) The Board shall authorize participation in the Employees Combined Giving Campaign provided the following conditions are met:

~~1. Voluntary contributions may be received from students, provided that such contributions are deposited in slotted containers furnished for that purpose, and that no records shall be kept of such contributions on either an individual or group basis.~~

~~2. Solicitation of Board employees may be made within the several groups by a member or members selected for that purpose.~~

(1.~~b~~) The payroll deduction plan shall be made available to employees for contributions to the Employees' Combined Giving Campaign. It is understood that this is strictly a voluntary plan.

(3) FUNDRAISING FOR CHARITABLE PURPOSES

Fundraising activities or collections of materials for charitable purposes may be approved by the superintendent or school ~~principal~~ leader and/or their designee if a single school is involved, if the following guidelines are observed:

(a) Schools may display posters and distribute fundraising materials.

(b) Any orientation sessions related to the fundraising activity for students and staff must be held on non-school hours and cannot be held on school property.

(c) Any registration or solicitation for funds or donors must be done on non-school hours and cannot be done on school property.

(d) All money-collecting activities and depositing of funds are a matter between the individuals and the charitable organization. School staffs are not to collect or be responsible for any money collection or accounting for funds collected or goods received.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends that the Board adopt the revisions to Administrative Policy 9.07 as attached to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Leonard presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Report with Possible Action on Parent and Community Engagement

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Strengthening communication and collaboration between MPS schools and families is an important aspect of helping students achieve academic success. Parent coordinators play a critical role in providing families with the knowledge they need to make informed educational decisions and to effectively engage with their child's schools. MPS family engagement efforts focus on providing training and support to staff to create a school culture that honors and respects that families and provide the foundation for the learning process. The Family and Community Engagement team (FACE) has developed an integrated approach to support these efforts across the district. Their goal is to help schools engage in meaningful and sustained partnerships with parents to support academic success for all students.

MPS Parent Coordinators - School Year 2024-25

Category	Count
New Parent Coordinators	21
Parent Coordinators (6+ years in role)	24
Total Number of Parent Coordinators	123
Current Openings	10
Title One Schools	133

Building Capacity

- Encourage strong collaboration between families and schools to support student learning goals
- Provide families with effective tools that align with their children's learning objectives
- Ensure activities are directly connected to academic learning outcomes
- Share data and strategies for learning with families

Fall 2024 Activity Guide

Family & Community Engagement Events

Schools host family programs, game nights, tours, etc.

Family Leadership Organizations

Provide a platform for parents to share their experiences, needs, and concerns, to create stronger networks, and work to improve outcomes at their school

Instruction

Academic learning activities for families

Other

Walk in sessions with Parent Coordinators, etc.

Parent Coordinator Highlights

Von McDade, Parent Coordinator from Washington High School and Jazmine Blakley, Parent Coordinator at Lloyd Barbee Montessori shared some of their experiences serving in the role and their school.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

None

Implementation and Assessment Plan

None

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(Item 2) Update with Possible Action on Enhancing Educational Communities and School Climate

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Milwaukee Public School's vision is to cultivate a positive school climate across the district by enhancing educational communities. Being intentionally strategic, Milwaukee Public Schools employs proactive strategies and interventions, within a multi-tiered system of support, that aims to provide an educational and nurturing platform for all students. The overarching goal is to foster an equitable school climate district wide. School teams and district administration collaborate closely, utilizing up-to-date data to implement best practices with Tier 1 supports, and focus is given to individual students that require additional supports. This January report will address work from a variety of departments through December 31, 2024, relative to addressing requests from the PACE Committee and constituents:

Describe specific efforts geared toward supporting 9th grade students.

Milwaukee Public Schools received a three-year grant from the Department of Justice that addresses student well-being and prevention of violence. Project STEPS (Students Talking Equity and Prevention Systems) was created and awarded a three-year grant through September 2027. Within this grant, implementation of Link Crew as an evidence-based peer mentoring program will be supported at schools that currently do not have any trained facilitators of the program. Link Crew is a peer mentoring program that specifically supports 9th grade students with their transition to high school.

Additionally, in collaboration with UW-Madison, MPS has collaborated on a research grant to bring Peer Learning (.net) to teachers of 9th grade students. Staff members at identified schools have the opportunity to be trained in the best practices from Peer Learning (.net) to utilize in their classrooms. Peer Learning (.net)

is from the University of Oregon that aims to provide best practices for academic engagement and social emotional skill building within the academic instruction of the classroom.

What about Cycle 1 progress within School Improvement Plans?

Cycle one of the Continuous School Improvement Plan (CSIP) for the year ended in November. All schools reviewed their progress with their outlined goals and action steps. Monthly school-based teams of the Climate Tier 1 Team and Building Intervention support the work of culture and climate and the identified goals within the CSIP. The district PBIS Team monitors team meeting minutes within the CSIP. Through December, 85% of Climate Tier 1 Teams have submitted meeting minutes and 92% of Building Intervention Teams have submitted meeting minutes. In collaboration with their school performance coordinator (SPC) from the Department of Research, Assessment, and Data, all schools assessed their growth utilizing a rubric and made any needed adjustments to their outlined goals and action steps for the year. In December, the Department of Public Instruction and MPS Professional Learning Community looked closely at CSIPs reflecting on what is going well across the schools, what are areas of improvement, what patterns exist with the data, and what the next steps for building leaders are based on the data in the CSIP.

Depending on the school's problem of practice, a district team including Violence Prevention, Positive Behavioral Interventions and Supports (PBIS), Restorative Practices, and others, have reached out to the school providing opportunities for support. Within the category of culture and climate, all schools selected an educator data point and a student outcome data point to collect to monitoring their theory of action and evidence-based improvement strategy. Some example educator data points identified include PBIS Walkthrough Tool, Second Step data, Class Dojo, Infinite Campus PLP Contact Log, and restorative practice observational data. Some example student outcomes identified include behavior referrals, wellbeing survey results, student attendance, and Infinite Campus PLP notes.

How are we ensuring continued Courageous Conversations About Race (CCAR) implementation?

Implementation of CCAR is looking to become intensified and systematic through monthly sessions of the Courageous Conversations Continued Learning series and Courageous Conversation Luncheons. Each month all climate equity liaisons receive an email with case studies, example conversations, strategies to integrate the framework, and articles and videos to stimulate conversation. Sessions of Beyond Diversity will be held in January and February for staff members looking to continue their journey with the framework. All schools are required to send at least one staff member to one of the Beyond Diversity sessions in January or February. Additional sessions will be added for April, May, and June.

Through collaboration with equity coaches from CCAR, MPS has had 40 individuals partake in their Courageous Conversations Practitioners Cohort. Starting in January 2025, all practitioners are invited to participate in a monthly networking experience in which participants will engage in the Courageous Conversations framework specifically looking at issues of race and equity in MPS and the Milwaukee community.

The District Equity Leadership Team (DELT) meetings have continued to engage with the Systemic Transformation Framework provided through CCAR, specifically looking at knowledge, will, skill, and capacity. Currently, members of DELT are collaborating with Chicago Public Schools around a staff member self-reflection growth tool based upon Chicago's Liberatory Thinking Tool.

Describe the progress of equitably supporting schools as part of the Teaming in Equitable Education Coaching and Holistic Support (TEECHS) collaboration.

Schools identified for equitable and holistic coaching through TEECHS have all begun receiving weekly in-school support from a Team of Aligned Needs (TAN). A collaborative calibration was conducted at each school in which students, staff members, and school leadership worked through the Goals, Reality, Obstacles, Way forward (GROW) model of improvement. Schools identified goals for the school, discussed the current reality at the school, identified obstacles, and laid out a way forward for the school. Based on that model, three goals within the locus of influence of the school and TAN were created, as well as two larger systemic goals that may be inequitably affecting schools.

Every week, members of the TAN go to the school and provide a variety of coaching, modeling, professional development, data analysis, facilitating student groups, or additional supports aligned to the school's three locus of influence goals. Example goals from schools include facilitating student intervention

groups; modeling and coaching newly hired teachers; supporting school-wide community building; co-teaching utilizing district curriculum and best practices; and increasing academic discourse and rigor.

Additionally, the Project STEPS grant has been completely aligned to the identified schools within TEECHS. All best practices, mentoring, and interventions within the grant will be provided to TEECHS schools based on need. Elements of Project STEPS include Marquette Peace Center toolkit, Sky Schools mindfulness curriculum, Link Crew expansion, continued CCAR seminars, mentoring support for students, Reframing Behaviors professional development, and a variety of other professional development for staff members.

What kinds of topics have been discussed with student leadership groups and areas of concern for students?

Student discipline committees at all traditional middle and high schools have been meeting monthly to further examine their problem of practice, starting to gather additional student voice, and researching potential recommendations for the school and district. Some of the problems of practice being discussed include increasing student involvement in school activities and events; hall walking and tardy students; creating a sense of belonging for students; disruptive behaviors in the classroom; cell phone policies; and restorative approaches across the school.

Project STEPS will be collaborating with Marquette Peace Center to work with selected Student Discipline Committees to identify specific social emotional needs with students. The student discipline committee will lead work incorporating the Marquette Peace Center student toolkit and peer mediation support across the school community.

In December, MPS contracted with CCAR for a variety of student leadership opportunities. Throughout second semester, equity coaches from CCAR will be facilitating Beyond Diversity for Students as well as engaging with 80-100 high school students as part of their Students Organized Against Racism (SOAR) three-part leadership series.

What are the specific best practices schools have implemented that are resulting in the lowered suspension rates we see across all schools?

Through December 31, 2024, there are 85 out of 161 schools that have lowered total suspensions year-to-date compared to the 2023-2024 school year. A variety of best practices have been utilized at those schools based on specific needs and through analysis of data. Some of those best practices include:

- Consistent messaging on the five components of school climate.
- Adjustment of locations of classrooms to minimize movement during passing time.
- Spacing out lunch time further to maximize student movement between lunches.
- Weekly check-ins and morning meetings with students.
- Use of the 2x10 intervention with identified students.
- Behavioral t-chart identifying classroom managed and office managed behaviors.
- Expansion of strategies within the Climate, Culture & Alternatives to Suspension Toolkit.

Explain the process for re-entry of students after discipline and other school changes.

A school social worker is assigned the role of "re-entry coordinator" within the MPS Department of Student Services to support student re-entry after coming out of behavior reassignment schools and youth corrections. MPS has also partnered with Stanford University on a research grant implementing their Lifting the Bar intervention for students re-entering schools from within a youth correction facility. All students meet with a support staff to identify specific staff members and student preferences on creating meaningful connections at school to reduce recidivism. Staff members get a one-page letter written by the student, inviting the staff member to help shift the culture and stigma of the student in the school community. Several TEECHS schools have identified re-entry of students as part of their goals and are identifying next steps to support re-entry frameworks at the school.

Provide historical trends, and current reality with disciplinary practices by race and grade level.

The below data is through December 31, 2024.

Across all schools there have been 5,485 students suspended, 8,767 total suspensions, and a total of 22,084 days of suspension.

Suspensions by Race

	Hispanic/ Latino	American Indian	Asian	Black/ African American	Native Hawaiian	White	Multiple Races
Total Suspensions	1412	38	155	6586	3	203	370
Percent of all Suspensions	16.11%	0.43%	1.77%	75.12%	0.03%	2.32%	4.22%
Percent of Enrollment	28.6%	0.3%	9.2%	48.6%	0.1%	8.6%	4.5%

Suspensions by Grade

K4	K5	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade
14	34	89	175	214	336	351

6th Grade	7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade
812	959	1075	2346	1261	711	390

Suspensions by Month

Month	2024-2025	2023-2024	2022-2023
August		524	692
September	1,578	1,971	2,357
October	2,700	3,047	2,336
November	2,411	3,143	2,259
December	1,967	2,087	1,824

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Report with Possible Action on the Deaf and Hard of Hearing (D/HH) Task Force

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

At the April 20, 2023 Board Meeting, Resolution 2223R-018 by Directors Peterson and Herndon on the creation of a D/HH Task Force for major review of MPS's D/HH program was approved. It was further recommended that the Administration provide regular reports to the board during meetings of the Committee on Student Achievement and School Innovation (SASI), beginning on June 8, 2023. It was further recommended that the Administration provide regular reports to the board. The January 16, 2025 report to SASI includes an overview of the task force's meeting schedule, subcommittee breakdown, and progress thus far.

- Meetings conducted:
  - o Initial meeting - May 2023
  - o Regular meetings – Approximately every 6 weeks during the school year
- Leadership meetings on a biweekly basis • Election of a new co-chair, Sunny Brysch, on 12/23/24

Phase One

Goal/Phase 1 • Survey key stakeholders (parents, students, staff, Deaf community)

Survey Data

- Surveys (Local and National)
  - Distributed on 5/28/24, extended several weeks
    - Parents of current and former D/HH students (going back 4 years)
    - MPS teachers and interpreters
    - University staff
    - Speech and language pathologists
    - Para professionals
    - Audiologists
    - Psychologists and social workers

54 Participants

48% teachers
26% other educator
19% parents
6% students
67% from Wisconsin
33% from other states

Stakeholders interested in a two-track program? 73% = No; 27% = Yes

Nationwide interest in separating ASL/speaking and listening? 57% = Combine; 43% = Separate

Moving to Phase Two

- Consider changes to current MPS service delivery
  - Methodology
  - Location(s)
  - Staffing Needs
  - Evaluation Process
  - Financial Limitations

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

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(Item 2) Action on a Request to Approve the Instrumentality Charter School Contract with Milwaukee Virtual School

Background

On December 9, 2024, a charter school proposal was submitted for the Milwaukee Virtual School, an instrumentality charter school, that will serve approximately 2500 students in grades K4 through 12. The school is proposing to begin in the 2025-2026 school year.

Milwaukee Virtual School's mission is to provide a rigorous curriculum with levels of support for students and learning coaches centered around best practices that have proven to develop students academically and socially in a virtual format that prepares them for success in a technology-focused world. The vision of the Milwaukee Virtual School is to create a caring and supportive virtual learning environment where all students can thrive academically, socially, and emotionally. The Milwaukee Virtual School will provide opportunities for families and students to build community and participate in social-emotional and extracurricular activities through partnerships and virtual sessions with Milwaukee Virtual School staff in support of the learning environment.

The Milwaukee Virtual School will offer a comprehensive, K-12 educational program supported by contracted content instruction from Edgenutiy online learning platform. The curriculum of the Edgenuity courses with be comparable to those offered at other schools in the district. In addition to the online instruction for each course, Edgenuity will provide students the opportunity to engage in content tutoring via the online platform. Mentor teachers will be assigned to each grade level to provide students with academic and social-emotional support, and weekly, synchronous sessions to review students' progress.

On December 12, 2024, at the meeting of its Committee on Student Achievement and School Innovation (SASI), the Board gave public hearing regarding Milwaukee Virtual School's instrumentality charter school proposal.

On December 19, 2024, the Board approved Milwaukee Virtual School's proposal to create an instrumentality charter school for five years and directed the Administration, in consultation with the Office of the City Attorney and the Office of Board Governance, to negotiate an instrumentality charter school contract with Milwaukee Virtual School and to bring that contract to the Board for consideration.

In January 2025, representatives from Milwaukee Virtual School and the Administration, in consultation with the Office of the City Attorney and the Office of Board Governance, to negotiate a contract for Milwaukee Virtual School using the Board-approved instrumentality model contract. The contract has been updated to include statutory requirements for virtual charter schools. All modifications addressed in this item have been mutually agreed upon by the parties.

Contingent upon the Milwaukee Board of School Directors' approval, Milwaukee Virtual School accepts the attached instrumentality charter contract with the modifications as outlined. The proposed contract and related appendices are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY26 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2025-2026 school year and ending with the 2029-2030 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the attached, five-year, instrumentality charter school contract with Milwaukee Virtual School to begin with the 2025-2026 school year and end on the last regularly scheduled day of the 2029-2030 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 3) Action on a Recommendation to Approve the Renewal of the Instrumentality Charter School Contract for The Alliance School, Inc. for The Alliance School

Background

The Alliance School (Alliance), located at 850 West Walnut Street, was established as an instrumentality charter school beginning in 2005. Alliance is in the last year of a three-year contract term. The current contract is for a maximum of 160 full-time-equivalent (FTE) pupils in grades 9 through 12.

Alliance's mission is to be a safe, student-centered, and academically challenging environment where the school prepares young people to become compassionate agents of change. Alliance works to provide a safe space for students that fosters learning, acquisition of knowledge, encourages higher-order thinking, empathy, and other skills needed to be prepared for the wider world.

In May 2024, the Department of Contracted School Services initiated the Charter School Review Process. On August 7, 2024, representatives from Alliance submitted the Charter Renewal Letter of Intent and on September 4, 2024, Alliance submitted its Charter Renewal Application to seek renewal of its charter school contract.

On October 22, 2024, the Charter School Review Team (Team) conducted a full-day site visit at Alliance. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team participated in classroom observations and heard testimony from parents, students, and staff.

Based on a thorough review of the evidence provided, the Team recommends a three-year renewal of the instrumentality charter school contract with Alliance. This recommendation is based on Alliance's commitment to cultivate meaningful relationships with students through mentoring and an emphasis on social-emotional learning.

The charter school renewal application, performance summary data, and Team's recommendation are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Alliance, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the renewal of a three-year instrumentality charter school contract with The Alliance School, Inc.; and authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of The Alliance School, Inc. for The Alliance School and to draft a renewed instrumentality charter school contract to begin with the start of the 2025-26 school year and end on the last regularly scheduled day of the 2027-28 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 4) Action on a Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract for Urban Learning Collaborative for Milwaukee Environmental Sciences Academy

Background

Milwaukee Environmental Sciences Academy (MESA), located at 6600 West Melvina Street, was established as a non-instrumentality charter school beginning in 2013. MESA is in the last year of a three-year contract term. The current contract is for a maximum of 450 full-time-equivalent (FTE) pupils in grades K4 through 8.

MESA is dedicated to the intellectual, physical, social and emotional growth of all students with an emphasis placed on engaging students in thinking, problem solving, and decision-making allowing students to function in a global society. The goal of MESA is to provide instruction to students through the implementation of expeditionary learning (EL).

In May 2024, the Department of Contracted School Services initiated the Charter School Review Process. On July 29, 2024, representatives from MESA submitted the Charter Renewal Letter of Intent and on August 30, 2024, MESA submitted its Charter Renewal Application to seek renewal of its charter school contract.

On October 29, 2024, the Charter School Review Team (Team) conducted a full-day site visit at MESA. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team participated in classroom observations and heard testimony of parents, students, and staff.

Based on a thorough review of the evidence provided, the Team recommends a three-year renewal of the non-instrumentality charter school contract with MESA. This recommendation is based on MESA's focus on EL curriculum, development of data analysis supports, and consistently meeting its financial and organizational performance measures outlined in the contract.

The charter school renewal application, performance summary data, and Team's recommendation are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Milwaukee Environmental Sciences Academy, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends the non-renewal of the contract.

Director Zombor moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(e). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

The Board retired to closed session at 6:11 p.m. Upon returning to open session, Director Zombor moved to approve the Committee's recommendation and to direct the Administration to reach out to MESA families to support the transition.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

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(Item 5) Report with Possible Action on the Urban School Transformation Collaboration

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

On January 20, 2023, the Division for Student and School Success -Title I Continuous Improvement Team from the Department of Public Instruction (DPI) announced that Dr. Jennifer Hernandez was hired by CESA #1 as the Urban Transformation (UT) Executive Director to work directly with Milwaukee Public Schools and Racine Unified School District.

The UT Executive Director works closely with each the superintendent and their administration to: provide strong encouragement or redirect district officials in the implementation of systems, processes, and protocols for Continuous Improvement purposes, provide public updates to the community and the Board of Directors or School Board on Continuous Improvement efforts being monitored by DPI, provide training in the school district in the areas of needed growth as determined by the district's data and administration, work collaboratively with district staff as determined by the superintendent and /or his designee, and serve as a liaison between the DPI staff responsible for improvement under Every Student Succeeds Act (ESSA) and identified district staff.

The Title I Continuous Improvement Team and CESA #1 are committed to collaborating with Milwaukee Public Schools through Dr. Hernandez, to ensure that all our students can achieve higher levels. This partnership is uniquely designed to assist Milwaukee Public Schools and includes monthly updates to the superintendent and senior team from DPI and CESA#1 representatives as well as bi-weekly meetings between Dr. Hernandez and the chiefs from the offices Human Resources, School Administration and Academics.

On September 14, 2023, and on March 21, 2024, Dr. Hernandez presented to the Milwaukee Board of School Directors a comparative data analysis of district walk-through data, for reading data for the Central Region, and an overview of the work that was happening with culture and culture in the High School Region.

This presentation will include an overview of our current work with the UT team as we align the priority, measure the impact, and summarize the progress of our continuous improvement work.

UST Overview

The Urban School Transformation initiative will assist identified districts in developing or improving systems to foster school improvement, change adult practices, enhance operational systems, refine protocols, and advance educational equity. The initiative will ensure adherence to a culturally responsive, data-driven instructional infrastructure, support an intentional human capital strategy, and provide timely, reliable support for professionals. These elements—along with high-quality leadership—are essential traits of a high-performing urban school district.

Priority Areas

•Ambitious Instruction
•Shared Leadership
•Culture/Climate: Systems Development

Outcomes and Measures of Impact

• Developing systems that promote school improvement
• Enhancing systems and refining protocols
• Transforming adult practices
• Advancing educational equity
• Ensuring adherence to a culturally responsive and data-driven instructional infrastructure

The UST has several categories of focus that is monitored for implementation and impact. The categories are as follows:

Developing Systems that Promote School Improvement
Enhancing Systems and Refining Protocols
Transforming Adult Practices
Advancing Educational Equity
Demonstrating Adherence to a Culturally Responsive and Data-Driven Instructional Infrastructure

Summary of Progress

At the conclusion of the first cycle review (August–October 2024), the status of the UST initiative's measurable outcomes is as follows:

69% Developing
19% Beginning
12% Accomplished

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

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(Item 6) Report with Possible Action on MPS Montessori Strategic Plan

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The Montessori Strategic Plan, which was adopted on March 28, 2019, and revised on May 26, 2022, is a framework for structural supports for our eight Montessori schools, educating more than 3,500 students.

An update on the implementation of the Montessori Strategic Plan will be presented; covering items that have been completed, what is being worked on at this time, and providing an outline of future work.

Current Work

- Holding monthly Montessori principal meetings
- Formulating Montessori ACT 20 guidance
- Supporting Montessori teacher credentialing courses
- Creating Montessori Second Step curriculum for lower elementary
- Facilitating Montessori Advisory Committee Meetings
- Conducting the Montessori staff retention survey

Future Work

- Recruiting teachers at the American Montessori Society conference
- Coordinating Montessori Summer school
- Developing Montessori facilities Minimum Standard of Care
- Participating in the MPS Kindergarten Enrollment Fairs
- Hosting teacher work sessions for consistency in grading and phase III secondary curriculum

Handmade Montessori Materials

Geography Grab-n-go Bins

- Established ready-access bin system with materials necessary for teacher-led lessons and student-led experiments

Math Materials

- Materials not available for purchase from vendors
- Required to support a variety of lessons
- Establishing duplicating storefront

Montessori Credentialing

- Credentialing sponsorships offered since 1989
- 40 staff members currently in credentialing
- 3 current vacancies Guest Speaker: Selena McKnight, Montessori teacher

A Morning of Montessori

The event, featuring classroom tours and breakout sessions will serve as a citywide open house. Held at MacDowell Montessori, 6415 W. Mt. Vernon Avenue, the event will go from 9 a.m. to noon.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

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(Item 7) Report with Possible Action on the Proposal for La Escuela Fratney School Expansion

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

La Escuela Fratney is a K3-5th grade school that provides rigorous curriculum in English and Spanish. Curriculum includes a focus on multiculturalism and collaboration with both parents/guardians and the community. Dual-language immersion allows English-speaking students to learn Spanish as their Spanish-speaking classmates learn English. The school offers a safe and respectful place for students, staff, families, and the community. The Administration requests approval to expand La Escuela Fratney's important work to include middle school grades by one grade level each year, beginning with 6th grade in the Fall of 2025.

La Escuela Fratney Demographics

- 519 Current Enrollment
- 74.1% Hispanic
- 40.4% English Language Learners (ELL)
- 13.5% African American
- 10.8% Students with Disabilities
- 9.3% White
- 3.1% Multi-Race

La Escuela Fratney's Journey

- Spring 2023 – Family Meetings: Shared Interest in adding middle grades
- Fall 2023 – Initial Survey to families and staff
- Late Fall 2023 – School-based expansion committee formed
- Fall 2024 – Community Listening Sessions (11) In-person/virtual
- Fall 2024 – Family/Community/Staff Survey
- October 2024 – School Engagement Council (SEC) meeting approved expansion
- January 2025 – Request approval for FY26 expansion

Fall 2024 District Survey

- Our total number of family responses: 180
- Our Response rate: 36.1%
- 180 responses/499 total students
    - o 69.4% of parents/guardians of 5th graders expressed interest in continuing to enroll their students

o 82% of our families favored the expansion
o 51.8% of our current 5th grade students favored the expansion
o 67.8% of our current staff favored the expansion
o 92% of our staff indicated that they would return to our school if expansion was approved
o 62% of our community/neighborhood favored the expansion

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.01 - Vision and Mission

Committee's Recommendation

Your Committee recommends that the Board approve the expansion of La Escuela Fratney to include middle school grades by one grade level each year, beginning with 6th grade in the Fall of 2025.

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(Item 8) Report with Possible Action Regarding Math Progress and Plans

Your Committee reports having received the following report. Although this item is noticed for possible action, no action is required.

Background

In alignment with Administrative Policy 7.26 on Textbooks/Instructional Materials Adoption, evaluation committees were established following the Board's October 26, 2023, decision to initiate selection studies in specific subject areas. These committees, with the goal of improving mathematics achievement for all students, conducted extensive research and recommended the following materials for use during the 2024-2025 school year:

Kindergarten - Grade 5: i-Ready Classroom Mathematics 2024 (English and Spanish)
Kindergarten - Grade 8 Technology Component: ST Math (not language-specific)
Grades 6-8: Illustrative Mathematics (English and Spanish)
Algebra I, Geometry, Algebra II: Illustrative Mathematics (English and Spanish)
AP Statistics: Bock, Stats: Modeling the World, 6e AP Edition (English)
Pre-Calculus: Upgrade to the newest edition of Precalculus Graphical, Numerical, Algebraic - 10th Edition
AP Calculus: Demana, Calculus: Graphical, Numerical, Algebraic, 6e AP Edition (English)

On June 27, 2024, the Board authorized the Administration to approve the selection of textbooks and instructional materials for the 2024-2025 school year. Implementation strategies were initiated immediately, focusing on:

• Ensuring equitable access to high-quality materials through purchasing, ordering, and distribution.
• Developing and launching ongoing, curriculum-aligned professional learning and job-embedded coaching.
• Creating structures for collecting and analyzing implementation data to monitor progress and refine strategies as needed.

This report provides an update on the adoption process, outlines plans for improving mathematics achievement, describes methods for measuring progress for both teachers and students, and explains how meaningful progress is being assessed.

Vision for Mathematics

In our mathematics classrooms, we strive to develop mathematicians who see themselves as capable learners and as the co-creators in their math development. K - 12 Mathematics Goal Create rigorous and inclusive mathematics classrooms by implementing Board-adopted, high-quality instructional materials.

Mathematics in MPS

WI Forward

Overall Percent of Advanced and Meeting - 19% according to the 2023-24 District Report Card
ACT Percent of students Meeting and Approaching - 12%
Curriculum 2024-25 - Adopted and currently implementing high-quality instructional materials in mathematics

- i-Ready Classroom Mathematics (Kindergarten-Grade 5)
- Illustrative Mathematics (Grades 6-8, Algebra I, Geometry, Algebra II)

Improvement Strategies

Sustaining Successful Initiatives

Counting Collections
- 54% of 3K to Grade 2 show significant growth
- 48% of 3K to Grade 2 met grade level expectations

Data Informed Decision Making

Illustrative Math Pilot

Ongoing Professional Learning

Shift to Student Centered Instruction
- On-site professional learning for educators and leaders.
- Job-embedded, student-centered coaching cycles.
- Mathematics-focused professional learning communities.
- Staff meeting professional development.
- Monthly principal leadership institutes.
- District-designated professional development days.

K-5 Progress Update

	Leaders	Teachers	Students
What are we measuring or monitoring?	Impact of professional development Implementation "Look fors" and observations Mathematics Instructional Learnership	Impact of professional development Use of HQIM Shifts in Instructional practices Teacher/student interactions that promote effective learning	Engagement as a learner of mathematics Academic achievement and growth
How are we monitoring progress?	Checks for Understanding iReady Support Visit Feedback District Walkthrough Data	District Walkthrough Data Curriculum-aligned protocols Coaching Cycles Data School Support Requests Math-focused PLCs iReady Support Visit Feedback	Coaching Cycles Data District Walkthrough Data STAR Data Math-focused PLCs
What are we learning?	Competing Commitments Instructional mismatch Logistics of on-site PD pose a challenge	75% of teachers are using district provided HQIM * Teacher guides are the least used resource*	65% of students are engaged in content focused discourse with each other
How are we responding to what we are learning?	Provide clear guidance on using iReady PLS in schools. Strengthen communication mechanisms. Focus PD on quality math instruction and admin engagement.	Place a greater focus on how to use Teacher's Guide during PD Math-focused PLCs	Math-focused PLCs Student-centered coaching cycles–Discussion Formats

6-12 Progress Update

	Leaders	Teachers	Students

What are we measuring or monitoring?	Impact of professional development Implementation "Look fors" and observations Mathematics Instructional Learnership	Impact of professional development Use of HQIM Shifts in Instructional practices	Student engagement and discourse Increased academic performance, growth and achievement
How are we monitoring progress?	Checks for Understanding from Institutes District Walkthrough Data Instruction Partners Tools and Feedback	District Walkthrough Data "Look-for" tools Coaching Cycles Data School Support Requests	Coaching Cycles District Walkthrough Data (student to student interactions) IM Curriculum dashboard ILC
What are we learning?	Competing Commitments Time needed for practice/application	71% of teachers are using district provided HQIM 82% of teachers are interacting with students that results in learning	65% of students are engaged in content focused discourse with each other
How are we responding to what we are learning?	Increased school-based support for leaders and teams Collaborative support with regional teams Communicate expectations	Differentiated district and school-based professional development -PLCs Embedded classroom support - coaching, modeling, co-teaching Communicate expectations	Data-driven conversations Student-centered coaching cycles–Discussion Formats Communicate expectations

Expected Outcomes and Growth

Meet or exceed the MPS Strategic Plan goal for Student Achievement and Graduation

- At least 50% of all students meeting proficiency or higher on multiple student achievement measures
- Contribute to increasing the graduation rate to over 75% and increasing student readiness for higher education, post-education opportunities, work, and citizenship.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 9) Report with Possible Action Regarding Literacy Progress and Plans

Your Committee reports having received the following report. Although this item is noticed for possible action, no action is required.

Background

Act 20 is a statewide law that specifies the types of reading curriculum and instruction that schools receiving public funding must provide to students in kindergarten through third grade. This presentation will provide a report on our literacy status and progress in alignment with the strategic plan, reading policy 7.11, and Act 20.

Vison for Literacy

Our vision is to create a positive culture of reading where high-quality reading instruction and teacher-student interactions happen every day in every classroom. K-12 Reading Goal Prepare all students to read at grade level. An evidence-based approach to literacy has informed our work before and since Act 20.

Status of Literacy in MPS

Brigance Screens III - K3, K4, and K5 (fall 2024)
57% within or above normal range in Language
53% in fall 2023
STAR Early Literacy - Grade 1 (fall 2024)
12.5% on or above target
11% in fall 2023
STAR Reading- Grades 2-10 (fall 2024)
18% on or above target
12% in fall 2023
WI Forward- Grades 3-8 (2023-24 School Year)
23% advanced or meeting in English Language Arts
14.7% in 2022-23*
ACT- Grade 11 (2023-24 School Year) 14.7 average score in English Language Arts
15.1 in 2022-23

District Report Card - Value Added 2023-24

Value-added scores cover an approximately 0-6 range. Higher scores mean greater positive impact. A score of 3.0 is average. Group size is shown in parentheses. Groups with fewer than 20 students do not have a score displayed. Shaded boxes indicate higher-than-average scores.

Progress Update (K4)

	Leaders	Teachers	Students
What are we measuring or monitoring?	All schools have a high quality K4 program that uses Frog Street	Consistent use of language interactions during play after attending Play Clinic PD	Growth in language development and early literacy skills
How are we monitoring progress?	ECERS-3 Observations Frog Street Walkthroughs	Checks for Understanding Coaching data	Brigance Screens III aimswebPlus
What are we learning?	● 21 of 40 schools met quality goal on ECERS-3 ● Coached schools scored +1.30 points higher ● 57% use Morning Message in Frog Street	● Knowledge of strategies 90% ● Application of strategies 81% ● Individualization to child 84% ● Consistent use of strategies in classroom 95% among coached teachers	● Scored 12 points higher than students in non-participating rooms after 4 months ● Need for K4 data beyond requirements
How are we responding to what we are learning?	Coach schools below goal Monitor quality in spring Support and revisit schools	Offer more Play Clinics annually and expand access with Bilingual Play Clinic and Play Clinic Part 2	Collect additional data points using aimswebPlus

Progress Update

	Leaders	Teachers	Students
What are we measuring or monitoring?	Principal participation in Language Essentials for Teachers of Reading & Spelling (LETRS) training for Administrators	●Teacher participation in LETRS training ●Small group instruction training & implementation	Progress towards reading proficiency.
How are we monitoring progress?	● Attendance consistency	● Attendance consistency ● Surveys/classroom observations	● STAR Early Literacy ● STAR ● aimswebPlus ●Wisconsin Forward

What are we learning?	A systems approach is needed to create, implement, and maintain a high-quality literacy program aligned with the science of reading.	●Checks for understanding questions need to be developed. ●Modeling is needed	Fall 23 Fall 24 STAR EL 11% 13% STAR 12% 18% SPR 23 SPR 24 STAR EL 26% 31% STAR 12% 15%
How are we responding to what we are learning?	●Make-up sessions as needed ●Debriefing meetings ● LETRS best practice document	●Make-up sessions as needed ●CFU have been developed ●Ongoing small group instruction training	●Continued focus on small group instruction ● Strengthen grade level instruction.

Progress Update High School

	Leaders	Teachers	Students
What are we measuring or monitoring?	Literacy Instructional Leadership	●Implementation of the myPerspectives curriculum ●Reading intervention teacher support	Progress towards reading proficiency.
How are we monitoring progress?	Check-ins to engage in conversations with leaders to discuss literacy-related concerns and celebrate successes.	● Activity in the online platform ●Classroom observations ●Monthly meetings	● STAR ● PreACT ● ACT
What are we learning?	Systems need to be in place to support the implementation of the myPerspectives curriculum and reading intervention classes.	myPerspectives Baseline Data Dec 10: 112 active teachers 2 2,897 Active students	STAR Fall 2024 -17.5 PreACT -13.1 ACT -14.7
How are we responding to what we are learning?	An implementation checklist has been created to help leaders identify key components of implementation	● MPS and Savvas Coaches provide coaching, lesson planning, and modeling.	● Ensuring our ELA curriculum aligns with state standards ● Providing ongoing professional development.

Expected Outcomes and Growth

If we keep our focus on…

• Curriculum implementation and robust early literacy and language assessment

• Teacher training and application of new learning (LETRS, ECERS, small group instruction, oral language)

• Support for High School Reading Intervention Teachers

Then we expect to see…

• At least 50% of all students meeting proficiency on Brigance, aimswebPlus, and STAR by 2028, in line with the Strategic Plan

• Teachers implementing rigorous and inclusive literacy instruction on walkthroughs and observations

• Students gain the skills needed to grow toward reading proficiently across content areas.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.11 - Reading

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 10) Report with Possible Action on the Regional Showcase - Northwest Region

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Based on the Board's action, the 2024-2025 monthly Regional Showcase item provides a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region are included in this presentation.

This month, the Northwest Region is featured. The Northwest Region comprises 26 schools, and serves 8,959 students in diverse settings to meet the varied needs of our students. Schools in the Northwest Region include the following: Barton, Bruce, Browning, Bryant, Carson, Congress, Eighty-First Street, Emerson, Engleburg, Goodrich, Grantosa, Hampton, Hawthorne, Kilbourn, Kluge, Lancaster, Maple Tree, Milwaukee Sign Language, Milwaukee German Immersion, Morse Middle, Ninety-Fifth Street, Parkview, River Trail, Stuart, Thoreau, and Townsend.

The Northwest Region offers a variety of programs and services to support our students towards their academic goals. The Northwest Region is successful due to the committed staff members and dedicated community partnerships, a vital component to the success of students.

Northwest Region Schools

K-5 Schools	K-8 Schools	Academic Specialty Schools	Community Schools
Barton	Carson Academy	MKE German Immersion	Browning
Bruce	Congress	MKE Sign Language	Grantosa Drive
Bryant	Lancaster	Stuart Elementary (IB)	
Eighty-First St.	Thoreau	Morse Middle School (IB)	
Emerson	Townsend	River Trail School for Agricultural Sciences	
Engleburg			
Goodrich			
Hampton			
Hawthorne			
Kilbourn			
Kluge			
Maple Tree			
Ninety-Fifth			
Parkview			

Northwest Region Demographics

- 8,959 students
- 26 schools
- 2.4% English Learners
- 24.3% Students with Disabilities
- 82.7% Economically Disadvantaged

Black or African American – 76.6%
Hispanic – 6.2%
Asian – 6.2%
Multiple – 5.5%
White – 5.1%
American Indian and Alaska Native 0.3%
Native Hawaiian or Other Pacific Islander 0.2%

Northwest Region Instruction Improvement Plan

Phase 1

- Created regional goals to center discussions around data
- Focused on the use of district-approved curriculum and resources
- Organized professional development for international teachers

Phase 2

- Initiated a framework for Professional Learning Communities (PLCs) in all Northwest Region schools
- Intentionally aligned Comprehensive School Improvement Plans (CSIP) with regional goals and walkthrough protocol
- Wrote a proposal for coaching and learning around PLCs

Phase 3

- Integrate unpacking the standards commonly missed on the WI Forward Exam into PLC discussions
- Curriculum mapping to identify points in the district-approved curriculum where these standards are taught

Featured School: Byron Kilbourn School

Principal: Jason Galien
Student Enrollment: 230 students
Students w/Disabilities: 32.2%
Economically Disadvantaged: 89.1%
Racial Demographics:
Black or African American: 86.5%
Hispanic: 7.4%
Multiple: 3.0%
Asian: 2.2%
White: 0.9%

Kilbourn School Improvement Plan Focus

Instruction

EBIS: Professional Learning Communities
Instructional Lever: Explicit Instruction & Student Engagement
Instructional Practice: Use of district-adopted/approved curriculum

Culture and Climate

EBIS: Positive Behavior Intervention Supports
Culture and Climate Pathway: Positive Behavior Intervention Supports
Culture and Climate Component: Accountability Systems

Report Card Data Growth

2022-23	2023-24
Overall Score: 49.9	Overall Score: 58.8
Meets Few Expectations	Meets Expectations

Kilbourn Points of Pride

- Attendance Rate
  - 87.2% up from 80.7% YTD
- Suspension Rate
  - 5.4% down from 9.0% YTD
- STAR Participation Rates

- Reading: 98%
- Math: 98%
- Early Literacy: 92%

• iReady - Reading
- 83% of students are passing their lessons at a rate of 70% or higher

• ST Math
- During Semester 1 students in K-5th grades met their required usage time

Kilbourn Student-Centered Focus

• Increased student enrollment for the third consecutive year
• Maintained zero staff vacancies this year
• Recognized for scoring over 80% on the Tiered Fidelity Inventory in Tier 1, Tier 2 and Tier 3 in 2023-24
• Completed our outdoor classroom
• Upgraded our multipurpose room with a new floor, paint, and new basketball backboards & rims

Looking Ahead at Kilbourn

• Recruit passionate staff to join the Kilbourn Team
• Prioritize attendance improvement strategies
• Partner with district coaches to support content instruction
• Build and maintain community partnerships

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

There were no reports presented for this month.

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(Item B) Monthly Report of the President of the Milwaukee Board of School Directors

Effective and Efficient Operations

We are in the final stages in the selection process for a new Superintendent of Milwaukee Public Schools. The entire month of January has been filled with fulfilling that objective. This included long hours of research, interviews, zoom meetings and multiple Special Board Meetings.

Meeting/Event Attendance for this month

Attended strategic meeting with our Kane Communications partners. These discussions focus on taking proactive steps to keep the public informed.
Attended 2 meetings with Dr. Tina Owen-Moore, Board Clerk
Attended 2 Executive Officers standing weekly meeting
Attended 2 meetings with Superintendent
Attended 5 Special Board Meeting Superintendent Search
Attended Committee on Legislation, Rules and Policies Meeting

Attended Regular Board Meeting (including AFP Agenda)

Student, Family, and Community Engagement

Attended meeting with district parents concerning obtaining additional funding for our school lunch program.

Attended meeting with WPEN regarding state budget

As the Board of Directors, we have and will continue working diligently to complete the process of selecting the best superintendent to lead Milwaukee Public Schools. It is my hope that you, students, parents, community at-large and staff members participate as well. Please make sure you are a part of this process!

The finalists will be in our city on February 6 and 7, 2025 touring the district. There will be an opportunity for you to meet the finalists at Central Office, on the afternoon of February 6, 2025. Information has been shared in a press release. In addition, your presence will provide the opportunity to share your thoughts as well.

We have worked diligently, giving our best to this process!

* * * * *

NEW BUSINESS

The January 2025 meeting of the Committee on Accountability, Finance and Personnel having been cancelled in order to schedule superintendent candidate interviews, Director Garcia requested that this month's items be considered tonight.

Director Garcia moved to discharge the Committee on Accountability, Finance and Personnel from further consideration of these items, and to take immediate action on them at this meeting.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

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(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Resignations and Retirements, Affirmative Action

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
	NEW HIRES		
2 Lashaun Brister	Building Service Helper I	12/02/2024	$17.88 /hr
2 Willie Brown	Building Service Helper I	12/02/2024	$17.88 /hr
2 Tyler Morrison	Building Service Helper I	12/02/2024	$17.88 /hr
2 Tyreice Pate-Gilbert	Building Service Helper I	12/02/2024	$17.88 /hr
4 Deyaneira Santiago	Building Service Helper I	12/02/2024	$17.88 /hr
2 Rehjan Stowers	Building Service Helper I	12/02/2024	$17.88 /hr
2 Atajha Strowder	Building Service Helper I	12/16/2024	$17.88 /hr
2 Sanita Taylor	Building Service Helper I	11/18/2024	$17.88 /hr
2 Jauron West	Building Service Helper I	12/16/2024	$19.67 /hr
2 Jacolby Woods	Building Service Helper I	12/02/2024	$17.88 /hr
2 Cibriana Wright	Building Service Helper I	12/02/2024	$17.88 /hr
2 Regina Hackett	Children's Health Assistant	12/02/2024	$25,662.76

Name	Position and Salary	Date	Salary
2 Audriona Houchins	Children's Health Assistant	12/10/2024	$22,103.36
2 Destiny Pitts	Children's Health Assistant	12/09/2024	$22,103.36
2 Allante Abernathy	Food Service Assistant	12/09/2024	$17.88 /hr
2 LaToya Austin	Food Service Assistant	12/09/2024	$17.88 /hr
2 Stacey Barnes	Food Service Assistant	12/09/2024	$17.88 /hr
2 Myiesha Binion	Food Service Assistant	12/16/2024	$17.88 /hr
2 Dominique Boyce	Food Service Assistant	12/09/2024	$17.88 /hr
2 Kadiejah Conners	Food Service Assistant	12/09/2024	$17.88 /hr
2 Helen Duncan	Food Service Assistant	12/09/2024	$17.88 /hr
2 Erica Gales	Food Service Assistant	12/16/2024	$17.88 /hr
2 Nicole Johnson	Food Service Assistant	12/11/2024	$17.88 /hr
2 Jameson Mcnutt	Food Service Assistant	12/16/2024	$17.88 /hr
2 Lashonda Moore	Food Service Assistant	12/09/2024	$17.88 /hr
2 Jenelle Owens	Food Service Assistant	12/09/2024	$17.88 /hr
2 Whittley Payne	Food Service Assistant	12/10/2024	$17.88 /hr
4 Veronica Renteria Aguayo	Food Service Assistant	12/02/2024	$17.88 /hr
2 Kameesha Rogers	Food Service Assistant	12/11/2024	$17.88 /hr
2 Brandon Torres Reyes	Food Service Assistant	12/09/2024	$17.88 /hr
2 Sinekka Williams	Food Service Assistant	12/16/2024	$17.88 /hr
2 Toshina Wright	Food Service Assistant	12/04/2024	$20.02 /hr
2 Laila Brance	Paraprofessional	12/02/2024	$22,218.26
4 Carla Canales	Paraprofessional	12/02/2024	$22,218.26
2 Nadia Chestnut	Paraprofessional	12/09/2024	$22,218.26
2 Nicholas Christensen	Paraprofessional	12/09/2024	$22,218.26
4 Oslard Correa Martinez	Paraprofessional	12/09/2024	$25,921.31
2 Dominique Diamante	Paraprofessional	12/09/2024	$22,218.26
2 Devan Ellis	Paraprofessional	12/09/2024	$22,218.26
4 Veronica Garcia	Paraprofessional	12/09/2024	$22,218.26
2 David Gilliam	Paraprofessional	12/09/2024	$22,218.26
2 John Hunter	Paraprofessional	12/09/2024	$22,218.26
5 Anna Maties	Paraprofessional	12/09/2024	$22,218.26
5 Tracy Mueller	Paraprofessional	12/09/2024	$22,218.26
5 Tiffany Rankin	Paraprofessional	12/09/2024	$22,218.26
5 Emily Sanford	Paraprofessional	12/02/2024	$22,218.26
2 Nari Shuttlesworth	Paraprofessional	12/09/2024	$22,760.79
5 Sian Steffenhagen	Paraprofessional	12/02/2024	$22,218.26
2 Marissa Steinbach	Paraprofessional	12/09/2024	$22,218.26
2 Tavian Stewart	Paraprofessional	12/02/2024	$22,218.26
4 Mauricio Tejada	Paraprofessional	12/09/2024	$22,218.26
2 Oscar Walton	Paraprofessional	12/02/2024	$22,218.26
2 Mariah Elkins	Paraprofessional – Parent Involvement	12/02/2024	$29,624.35
2 Jazmine Isabell	School Safety Assistant	12/02/2024	$28,658.91
2 Shameika Johnson	School Safety Assistant	12/02/2024	$28,658.91
2 Leonna Mcdonald	School Safety Assistant	12/02/2024	$28,658.91
2 Dejaunna Minor	School Safety Assistant	12/02/2024	$28,658.91
2 Sharita Moses	School Safety Assistant	12/02/2024	$28,658.91
2 Pemareah Rushing	School Safety Assistant	12/02/2024	$28,658.91
2 Ciera Tolliver	School Safety Assistant	12/02/2024	$28,658.91
2 Mirakle Ward-Hamilton	School Safety Assistant	12/02/2024	$28,658.91
2 Chylanda Williams-Hill	School Safety Assistant	12/02/2024	$28,658.91
4 Araceli Guzman	Secretary I – 10 Month	12/16/2024	$29,606.75
4 Victoria Rodriguez	Secretary I – 10 Month	12/09/2024	$29,606.75
2 Traevon Williams	School Kitchen Manager I	12/03/2024	$30,886.53
2 Shamika White	School Kitchen Manager Trainee	12/17/2024	$19.07 /hr

Name	Position and Salary	Date	Salary
	PROMOTIONS		
2 Raynell Gardner	Building Service Helper II	12/09/2024	$41,890.62
4 Domingo Hernandez	Building Service Helper II	12/09/2024	$48,346.13
2 DeAundre Jiles	Building Service Helper II	12/09/2024	$44,463.47
2 Marvin Thomas	Building Service Helper II	12/09/2024	$44,463.47
2 Maelizia McCradic	Boiler Attendant Trainee	11/11/2024	$43,681.94
2 Mika Hickles	Food Service Assistant	12/09/2024	$17.88 /hr
4 Marilyn Santiago Cruz	Paraprofessional	12/02/2024	$22,760.79
4 Maria Montes	Paraprofessional – Parent Involvement	12/09/2024	$30,347.72
2 Moesha Carter	School Safety Assistant	12/02/2024	$28,658.91
2 Portia Reed	School Safety Assistant	12/02/2024	$28,658.91
5 Todd Borts	School Engineer II	11/25/2024	$66,184.58
2 Jeanette Brown	School Engineer II	11/25/2024	$69,051.42
2 Carolyn Watson	School Engineer II	11/25/2024	$71,918.26
5 Shannon Witkowski	School Engineer III	12/09/2024	$79,074.18
4 Bridget Inostrosa	School Engineer IV	11/25/2024	$88,365.80
2 Delores Howard	School Kitchen Manager I	12/09/2024	$29,138.17
	REHIRES		
2 Faith Lewis	Building Service Helper I	12/02/2024	$17.88 /hr
5 Maressa Walker	Building Service Helper I	11/18/2024	$17.88 /hr
2 Kennetta Ezell	Children's Health Assistant	12/09/2024	$22,103.36
2 Sierra Jackson	Children's Health Assistant	12/09/2024	$22,103.36
2 Sherry Jackson	Food Service Assistant	12/09/2024	$17.88 /hr
2 Orvesha Lumsden	Food Service Assistant	12/09/2024	$17.88 /hr
2 Ramona Slade	Food Service Assistant	12/16/2024	$20.02 /hr
2 Linda Barnett	Paraprofessional	12/02/2024	$23,580.88
2 Vanessa Jackson	Paraprofessional	12/02/2024	$22,218.26
2 Mya Ward	Paraprofessional	12/03/2024	$37,798.20
4 Aracelio Zabala	Paraprofessional	12/11/2024	$22,218.26
2 Ouida Chery	Paraprofessional – Parent Involvement	12/02/2024	$29,624.35
2 Ericka Olinger	School Safety Assistant	12/02/2024	$28,658.91

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

5, nr MULTICATEG. COMP. SEN	Larson,Kevin	01/MA	$67,085.18	12/9/2024
5, r GEN ELEM & K8 - ALL GRADES	Hess,Mireille	1D/MA	$100,332.00	2/22/2021

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
Teachers	1	1	0	0	0	0	2	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	1	1	0	0	0	0	2	0	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave December 2024		
Cherise Parker	Milwaukee Sign Language	December 13, 2024
Corrie Warning	Itinerant	December 11, 2024
Ahmed Hollowell	Milwaukee Sign Language	December 11, 2024
Scott Neuman	Humboldt Park	December 6, 2024
Darshan Grewal	Riverside High School	December 2, 2024
Illness Leave November 2024		
Jessica Talsky	King Elementary	November 25, 2024

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Retire	33.2	2	Marla Bronaugh	Director I	Fac & Maint	01/10/2025
Personal	0.4	5	Alex Dennee	Teacher	WCLL	01/01/2025
Retire	28.0	3	Darshan Grewal	Teacher	Riverside	01/10/2025
Retire	12.3	5	Nicolette Gross	Teacher	Forest Home	12/20/2024
Retire	38.9	4	Margarita Maldonado	Teacher	Longfellow	06/30/2025
Personal	0.1	5	Ashley Russert	Teacher	Barton	12/19/2024
Retire	34.4	3	James Sayavong	Principal	MACL	06/20/2024
Retire	21.8	5	Patricia Smith	Teacher	Central Svcs	01/24/2025
Personal	20.3	2	Meredith Welch	AP underfill	MSL	01/24/2025
Classified Retirements						
Personal	2.2	2	Tierra Buford	Para	North Division	01/03/2025
Other Work	1.4	5	Sandra Cohen	Specialist I	Human Resources	01/17/2025
Personal	0.7	2	Tasha Davis	Para	Central Svcs	01/02/2025
Retire	24.0	5	Marcus Dewitt	Data Supp	Technology	02/01/2025
Personal	12.0	2	Barbara Duncan	Para	Dr. King Elem	01/03/2025
Retire	5.4	2	Bama Grice	Para	81st Street	01/24/2025
Retire	26.4	2	Cordelia Harrison	Engineer I	Starms	01/10/2025
Personal	1.2	7	Tamika Jones	FSA	Brown Street	01/20/2025
Other Dist	17.5	4	Adria Maddaleni	Chief	Human Resources	01/02/2025
Personal	0.1	2	Adaeze Opara	Para	Thurston Woods	12/16/2024
Personal	1.4	2	Shardia Shorts	Para	MSL	01/02/2025
Retire	43.0	4	Annadale Torres	Secretary I	Recreation	02/10/2025
Personal	2.3	5	Laura Wamser	Para	Whitman	12/20/2024
Retire	35.6	5	Timothy Wozniak	BSH II	Honey Creek	01/20/2025
Other District – 1 (Classified 1 – Certificated – 0)						
Other Work – 1 (Classified 1 – Certificated – 0)						
Personal – 10 (Classified 7 – Certificated – 3)						
Retirement – 10 (Classified 5 – Certificated – 5)						

Codes

1	Native American
2	African American
3	Asian//Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or More Codes
r	Resident
nr	Non-resident

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Administration's Recommendation

The Administration recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Director Siemsen moved approval of the Adminitration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

The Interim Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(2)(nr)	Carol Eady	Interim Chief Human Resources Officer	Schedule 03, Range 18A
		Office of the Chief of Human Resources	$193,692
(5)(nr)	Renee Slotten-Beauchamp	Director I, Nutrition Services	Schedule 03, Range 14A
		Office of the Chief of School Administration	$158,783
(5)(nr)	Kevin Hafemann	Manager III, Emergency Operations	Schedule 03, Range 13A
		Office of the Chief of Staff	$129,689

(5)(nr)	Michelle Ellison Sanders	Principal II, Garland	Schedule 03, Range 14T
		Office of the Chief of School Administration	$117,077
(2)(r)	Vicki Cox	Assistant Principal II, Wedgewood	Schedule 03, Range 11C
		Office of the Chief of School Administration	109,440
(5)(nr)	Andrew Holloway	Financial Plan & Budget Coordinator III	Schedule 03, Range 08A
		Office of the Chief of Finance	106,000
(4)(r)	Gary Johnson	Employment Relations Specialist II	Schedule 03, Range 09A
		Office of the Chief of Human Relations	$92,533
(4)(r)	Christine Wojciechowski	Assistant Principal I, Lincoln	Schedule 03, Range 10C
		Office of the Chief of School Administration	$88,912
(2)(r)	Timothy Salaam	Coordinator II, Building Operations	Schedule 03, Range 07A
		Office of the Chief of Operations	$80,755
(5)(nr)	Hannah Ingram	Gear Up Coordinator II	Schedule 03, Range 07A
		Office of the Chief of School Administration	$79,171
(5)(r)	Denise Long	Communication Associate II	Schedule 03, Range 04A
		Office of the Chief of School Administration	$66,317
(3)(nr)	Jaideep Kakumanu	Programmer Tech II, Technology	Schedule 03, Range 04A
		Office of the Chief of Communications and School Performance	$64,792
(2)(nr)	Jaeden Nation	Accountant II	Schedule 03, Range 04A
		Office of the Chief of School Administration	$63,945
(5)(r)	Erin Fonseca	Associate II, Recreation Supervision	Schedule 03, Range 04A
		Office of the Chief of Operations	$63,945

The Interim Superintendent has assigned the following individual(s) to the classifications indicated for the purpose of implementing the Corrective Action Plan set forth by the Department of Public Instruction in June 2024.

(5)(nr)	Begmyrat Nepesov	Comptroller (effective 01/22/2025)	Schedule 03, Range 15A
		Office of the Chief of Finance	$150,000
(5)(nr)	Franco Soma	Manager I, Grants Accounting (effective 01/06/2025)	Schedule 03, Range 11A
		Office of the Chief of Finance	$115,000

The Board Clerk recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(2)(r)	Delia Williams	Administrative Assistant I	Schedule 03, Range 01A
		Office of Board Governance	$54,089

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(r)	Denise Sather	School Psychologist Office of the Chief of Academics 01/02/25 to 06/13/25	$50.00
(5)(nr)	Karen Steen	School Psychologist Office of the Chief of Academics	$50.00

		03/03/25 to 06/13/25	
(5)(r)	Jeffery Krupar	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 01/01/25 to 06/30/25	$40.00
(5)(r)	James Lawton	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 12/01/24 to 05/31/25	$40.00
(2)(r)	Lorraine Applewhite	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 01/01/25 to 06/30/25	$40.00
(5)(r)	Sandra Schroeder	Project Manager & Site Coordinator Office of the Chief of School Administration 01/01/25 to 06/30/25	$40.00
(5)(r)	Nancy Becker	Knowledge Transfer for New Manager & Start of School Year Support Office of the Chief of Communication and School Performance 01/07/25 to 06/07/25	$40.00
(2)(r)	Beverly Conner	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/20/25	$40.00
(4)(r)	John Sanchez	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/20/25	$40.00
(4)(nr)	Janine Cano-Graber	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/20/25	$40.00
(2)(r)	Yvette Martel	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/20/25	$40.00
(2)(r)	Lolita Harden	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/20/25	$40.00
(5)(r)	Joseph Hartlaub	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/20/25	$40.00
(5)(nr)	Virginia McFadden	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/30/25	$40.00
(2)(r)	Thresessa Childs	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/30/25	$40.00
(5)(nr)	Jay Navone	School Safety & Security Supervisor Office of the Chief of School Administration 02/03/25 to 07/31/25	$40.00
(5)(nr)	Margie Hood	ESSER Project Manager Office of the Chief of Academics 01/02/25 to 01/31/25	$40.00
(5)(r)	Christina Flood	Education Pathway Office of the Chief of Academics 01/01/25 to 06/30/25	$40.00
(2)(r)	Rosemary Hayes	Administrative Assistant III Office of the Chief of Academics 11/11/24 to 06/15/25	$35.00

(5)(r)	Karen Romantini	Refugee Student Service Provider Office of the Chief of Academics 01/02/25 to 06/02/25	$35.00
(7)(r)	Richard Faraj	Refugee Student Service Provider Office of the Chief of Academics 01/02/25 to 06/02/25	$35.00
(5)(r)	Colleen Munch	Primary Instructional Coach Office of the Chief of School Administration 01/28/25 to 07/29/25	$35.00
(5)(nr)	Michelle Wielebski	Teals Support Bradley Tech Office of the Chief of School Administration 03/03/25 to 09/03/25	$30.00
(5)(r)	Bruce Dryer	Grant Project Coordinator Office of the Chief of Academics 02/01/25 to 08/01/25	$30.00
(5)(r)	Brett Fuller	ESSER Project Manager Office of the Chief of Academics 01/01/25 to 01/31/25	$30.00
(5)(r)	Roberta McLoud	Induction & Support Office of the Chief of Academics 01/01/25 to 06/15/25	$30.00
(5)(r)	Laura Naughton	Induction & Support Office of the Chief of Academics 12/01/24 to 05/30/25	$30.00
(4)(r)	Dan Ruiz	Youth Mentor Office of the Chief of School Administration 01/27/25 to 06/13/25	$30.00
(5)(r)	Gary Kowalski	Youth Mentor Office of the Chief of School Administration 01/27/25 to 06/13/25	$30.00
(2)(r)	Milo Lee	Scan Monitor Office of the Chief of School Administration 01/13/25 to 06/10/25	$30.00
(2)(r)	Erica Cook	Cellphone, Monitoring, Outside Exits Office of the Chief of School Administration 01/27/25 to 06/13/25	$25.00
(4)(r)	Lourdes Perez	Cellphone, Monitoring, Outside Exits Office of the Chief of School Administration 01/27/25 to 06/13/25	$25.00
(5)(r)	Julie Kenny	Cellphone, Monitoring, Outside Exits Office of the Chief of School Administration 01/27/25 to 06/27/25	$25.00
(2)(r)	Henry Flemming	Cellphone, Monitoring, Outside Exits Office of the Chief of School Administration 01/27/25 to 06/13/25	$25.00
(2)(r)	Shelia Milton	Cellphone, Monitoring, Outside Exits Office of the Chief of School Administration 01/27/25 to 06/13/25	$25.00
(4)(r)	Brenda Martinez	Secretary Support Office of the Chief of School Administration 01/22/25 to 06/20/25	$23.75
(5)(r)	Angel Aguirre	Law Clerk Office of the Chief of Human Resources 01/22/25 to 06/20/25	$20.00

Codes

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Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Administration's Recommendation

The Administration recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Director Siemsen moved approval of the Adminitration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 3) Action on Resolution 2425R-006, by Director Gokalgandhi, on Professional Development for Act 20

Background

At the Regular Meeting of December 19, 2024, Resolution 2425R-006 on Professional Development for Act 20 by Director Gokalgandhi was introduced. The resolution calls for a plan to implement necessary professional development.

Subsequent to the introduction of the resolution, the sponsor made amendments to the resolution as follows:

WHEREAS, On June 27, 2019, the Board approved Resolution 1920R-003, on the use of non-student work time for teachers; and

WHEREAS, In adopting the resolution, the Board directed the Administration to develop procedures and guidelines that grant teachers control over the time and location they spend their Non-Student Work time on Teacher Days before and after the student day, while balancing the need for professional development and to bring to the Board a plan for the implementation of the resolution;

WHEREAS, On July 25, 2019, the Administration, after collaborating with the Milwaukee Teachers Education Association (MTEA), presented a three-part plan for implementation:

1. The Administration will have four hours per month as school-based administrator-directed time. Each school-based administrator will work with school staff to determine the schedule of said time; and

2. Teachers may arrive no later than five minutes prior to the start of the student day and leave no earlier than five minutes after the end of the student day. Teachers may not leave during their AMP or prep times. Teachers may leave during their scheduled lunch periods; and

3. To allow for staff participation in districtwide professional learning related to districtwide initiatives (e.g.. restorative practices), districtwide professional learning may occur during teacher-directed time upon reasonable notice to the building representative(s) and with prior agreement of district administration and the MTEA; and

WHEREAS, On July 19, 2023, the Wisconsin legislature enacted 2023 Wisconsin Act 20, related to reading instruction in public schools and an early literacy assessment and intervention program; and

~~WHEREAS, Act 20, also referred to as the "science of reading law," has been passed in approximately 39 states and the District of Columbia, in response to the national reading crisis; and~~

~~WHEREAS, Act 20 mandates that all individuals employed as kindergarten through third grade teachers, including reading teachers, special education teachers, and teachers of multilingual learners, will need to begin receiving specific professional development training in science-based reading instruction by July 1, 2025; and~~

WHEREAS, In Wisconsin, approximately 60% of students do not read at grade level; and

WHEREAS, There are notable racial disparities in reading scores, particularly in Wisconsin which continues to have one of the worst white-Black achievement gaps, meaning that children in Milwaukee, which has a minority-majority population, are significantly impacted; and

~~WHEREAS, Although Act 20 gives until July 1, 2025 to begin the specific professional development, Milwaukee's children cannot wait any longer;~~

~~WHEREAS, Educating children is the foundation of what we do and delaying necessary staff development over political opinions is a disservice to the children we serve; and~~

~~WHEREAS, Training on the implementation of Act 20 must begin with a sense of urgency; now, therefore, be it~~

RESOLVED, That the Administration is directed to bring forward a calendar and a plan to implement, without delay, the necessary professional development; and, be it

FURTHER RESOLVED, That the plan include four early release days, with two hours of time on each of these days to be allocated for professional development aimed at addressing district-wide initiatives; and be it

FURTHER RESOLVED, That the plan include setting aside the three-part provision for professional development and use of non-student work time that was passed on July 25, 2019; and, be it

~~FURTHER RESOLVED, The plan include giving Administrators the authority to use non-student work time to meet the demands of the instructional program~~; and, be it

FURTHER RESOLVED, That this calendar and plan is to be presented to the Board in the February 2025 Board cycle.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.11 - Reading

Fiscal Impact Statement

There is no fiscal impact at this time.

Implementation and Assessment Plan

Upon Board approval, the Administration will begin the work as detailed in resolution 2425R-006.

Administration's Recommendation

The Administration recommends the Board adopt the amended version of Resolution 2425R-006 (as shown above).

Director Gokalgandhi in the chair from 7:02 p.m. to 7:04 p.m.

Director O'Halloran approval of the revised version of the resolution (as shown above) The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — Director Jackson – 1.

* * * * *

(Item 4) Action on Resolution 2425R-007, by Director Ferguson, on a Financial Analysis Concerning Scanning Equipment

Background

At the Regular Meeting of December 19, 2024, Resolution 2425R-007 by Director Ferguson, on a Financial Analysis Concerning Scanning Equipment was introduced.

The resolved portion of the revised resolution reads:

RESOLVED, That the Milwaukee Board of School Directors directs the Administration to:

1. Obtain a Financial Estimate: Conduct an assessment and obtain initial cost estimates for upgrading or replacing scanning equipment across MPS sites to improve safety measures.

2. Evaluate School Needs: Include in the assessment an overview of each school's current scanning equipment, identifying deficiencies and potential improvements necessary to meet and enhance safety objectives.

3. Provide a Report: Present the cost estimates, along with any relevant recommendations, to the Milwaukee Board of School Directors; and be it

FURTHER RESOLVED, That this initial report be presented in the February 2025 Board Cycle for further consideration.

In 2022, the district contracted with Safe Havens International to conduct a school safety assessment, which was completed between July 2022 and September 2023. A comprehensive report was presented to the Board on September 28, 2023. Following the completion of the report, the district has continued to work with schools regarding the needs and costs for school safety measures.

The Administration believes that the 2022 study is still a reliable resource for current decision making relative to school safety needs.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.03 - Security

Fiscal Impact Statement

No fiscal impact at this time

Implementation and Assessment Plan

Upon Board approval, Resolution 2425R-007 will be filed.

Administration's Recommendation

The Administration recommends that Resolution 2425R-007 be placed on file.

Director Ferguson moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 5) Action on a Request for Approval of a Job Description for Director I, Title IX & Student Protections

Background

Pursuant to Administrative Policy 6.19, the Interim Superintendent is requesting approval of the job description for the Director I, Title IX & Student Protections position.

Housed within the Office of School Administration, the Director I, Title IX and Student Protections reports to the Chief of School Administration. The position is full-time, exempt, at a pay grade of 14A in a range of $109,947 – 158,783.

The Director I of Title IX and Student Protections is responsible for coordinating Milwaukee Public Schools compliance with Title IX of the 1972 Educational Amendments Act, Title VI, Title IV, and other related discrimination laws, as well as serving as the District's primary administrator for resolving complaints alleging misconduct, including sexual misconduct, gender-based discrimination, harassment, domestic violence, and stalking for students, faculty, and staff.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

The item does not authorize expenditures.

Administration's Recommendation

The Administration recommends that the Board approve the attached job description for Director I, Title IX & Student Protections.

Director Garcia moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 6) Action on the Request to Approve Modifications to the Three-Tier Busing Model

Background

April 2020, the Board passed a Three-Tier busing Model. The background information included the following: Annually, Milwaukee Public Schools provides transportation services to approximately 54,000 district, suburban, and private school students who live in Milwaukee, or if they participate in specialty programs such as Chapter 220, Homeless Education or Foster Placement Network Programs, in surrounding municipalities. The district also provides services for a variety of district-sponsored programs such as Head Start, Interscholastic Athletics, Community Assessment and Training Program (CATP), Learning Journeys, and Special Olympics. Chapter 121.54 of the Wisconsin Statutes spells out the provisions under which the school board of each district shall provide for the transportation of pupils, including establishment, administration, and scheduling of school bus routes. MPS Administrative Policy 4.04 further states that the Milwaukee Public Schools' Transportation Services is to provide safe, adequate, efficient, and economical service to all eligible Milwaukee-resident students.

With the approval of the three-tier busing model, also came an approved three-tier bell schedule for MPS schools that is directly aligned to the three-tier busing model.

Problem of Practice

Problem of Practice Problem Statement

The current bus schedule and the time allotted between bus tiers are insufficient to ensure timely student arrival between Tiers I and II, thus creating compression issues with Tier III. • FY21 Bell Schedule as adopted has had modifications since due to increased High School Minute needs and K5 school day modification, impacting ability to effectively tier.

Desired Outcome

To increase on-time arrival and minimize disruptions to instruction by optimizing the bus schedule and implementing effective strategies alleviating compression issues.

The Administration is requesting a minor modification to the first-tier of the three-tier bell schedule to alleviate a compression issue that has occurred whereby there is insufficient time between tiers to run a school bus route and perform the loading or unloading process. This proposal does not request additional minutes to district staff's workdays, nor add minutes to the student's school day, it is simply a shift in start and end times for first tier schools to address the spacing needed between the bell schedule tiers. The change would adjust the start and end times of first-tier schools by 10 minutes. In doing this we would alleviate the compression issue.

Rationale

• Tiering compression is current state in FY25 and creates late buses due to inadequate spacing /timing between bell schedules.

• High Schools added 5 minutes for scanners and 5 minutes for hallway travel after three-tier rollout contributing to inadequate spacing between tiers.

• 8:00-3:20p was expectation with 3 tier rollout – lost 10 minutes since.

• Bell Schedule adjustment was made for K5 schools after three-tier rollout in 2020 contributing to inadequate spacing between tiers.

• K5 schools bell schedule was reduced by 15 minutes complying with DPI minute requirements.

• 35-40 minute routes between tiers for current framework is required

• Current model has 20 minutes expectations in many instances (7:35a pull from 1st tier/7:55a arrival at 2nd tier).

• Shift in First-Tier bell schedule being requested will dramatically improve timely AM bus arrival and increase student achievement and does not increase teacher workday.

The FY25 bell schedule currently has first-tier schools starting the school day at 7:25am. Dismissal for K5 schools on the first-tier bell schedule end the school day at 2:10pm, and K8 schools on the first-tier bell schedule end the school day at 2:25pm complying with minute requirements set by WI Department of Public Instruction.

The modified three-tier bell schedule being presented today, proposes the following times:

a. First Tier: 7:15a-2:00p K5
   First Tier: 7:15a-2:15p K8
b. Second Tier: 8:00a-3:25p High School
c. Third Tier: 9:15a-4:00p K5
   Third Tier: 9:10a-4:10p K8
   Third Tier: 9:05a-4:15p Trad MS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.04 - Student Transportation Services

Implementation and Assessment Plan

Upon Board approval, the Administration will begin communicating with families in February 2025 through letters sent to homes, as well as electronic communications via email, text, and voicemail, using contact information from the district's student information system and the Parent Portal. Additionally, we will update school websites and district enrollment communications.

Administration's Recommendation

The Administration requests that the Board approve the modified three-tier bell schedule, effective July 1, 2025, as outline in the attached documents.

Director Gokalgandhi moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes — Directors Ferguson and Jackson – 2.

* * * * *

(Item 7) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders In Excess Of $25,000; Report on Revenues and Expenditures; Report on Budget Transfers; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

Cooperative Authorization to Issue a Blanket Purchase Order to Smiths Detection Inc to Purchase Hand-Held Scanners and Walk-Through Metal Detectors

The Administration is requesting authorization to issue a blanket purchase order to Smiths Detection Inc for digital hand-held scanners and walk-through metal detectors.

These units will allow for efficient and effective safety for all students, staff, and guests entering our schools.

This purchase is made under State of New York Office of General Services Hazardous Incident Response Equipment (HIRE) contract.

The total cost of this blanket purchase order will not exceed $550,000.00

Budget Code: 000-0-0-000-BL-ESUP.....$550,000.00

SMITHS DETECTION INC

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed $25,000.

Contract: C031612

Mainstream Development Educational Group

On July 1, 2023, the Milwaukee Board of School Directors and Mainstream Development Educational Group entered into Professional Services Contract number C031612 ("Contract"), with a term of July 1, 2023 through June 30, 2024, to provide Title IA Services to City of Milwaukee residents attending non-public schools, Title IIA professional development services to noon-public school personnel, Title IIIA services for eligible Milwaukee resident English learners, and Title IVA Student Support & Academic Enrichment services to non-public school students, parents and school personnel in accordance with RFP 1098. On March 26, 2024, a Request to Change Contract (RCC) was approved to increase compensation by $1,633,463.62 based upon allocation numbers. On June 27, 2024, the Board approved the contract extension with a term of July 1, 2024 through June 30, 2025, and compensation not to exceed $3,114,093.48.

On November 21, 2024, an RCC was approved to add funds of $3,364,911.69 based upon allocation numbers.

Original Contract Amount: $4,132,096.53

RCC, 3/26/24 .....1,633,463.62

6/27/2024 Extension 3,114,093.48

RCC, 11/21/24 .....3,364,911.69

Total $12,244,565.32

Contract: C030781

EDBLOX, Inc dba Elevate K-12

On August 1, 2022, the Milwaukee Board of School Directors and EDBLOX, Inc dba Elevate K12 entered into Professional Services Contract number C030781 ("Contract"), with a term of August 1, 2022 through July 31, 2023, to provide online instructors to MPS for hard to fill vacancies within the District. Middle school areas of focus shall include 6-8 mathematics, ELA, science (earth and space, life and physical). High school areas of focus include early start in content areas of mathematics, science (physics, biology, chemistry, environmental and physical science) and ELA. On January 31, 2023, a Request to Change Contract (RCC) was approved to add funds of $300,000 to fill additional vacancies. On March 23, 2023, the Board approved the Contract extension with a term of August 1, 2023 through July 31, 2024 with compensation not to exceed

$3,900,000. On June 27, 2024, the Board approved the Contract extension with a term of August 1, 2024 through July 31, 2025 and compensation not to exceed $1,000,000. On November 25, 2024, an RCC was approved to add $1,000,000 for increased demand.

Original Contract Amount:.....$2,506,300.00

RCC, 1/31/2023.....300,000.00

3/23/2023 Extension.....3,900,000.00

6/27/2024 Extension.....1,000,000.00

RCC, 11/25/2024.....1,000,000.00

Total: $8,706,300.00

Contract: C030523

von Briesen & Roper, s.c.

On April 22, 2022, the Milwaukee Board of School Directors and von Briesen & Roper, s.c. entered into Professional Services Contract number C030523 ("Contract"), with a term of April 22, 2022, through April 21, 2023, to provide legal services on an as needed basis in relation to employment matters. On September 21, 2022, a Request to Change Contract (RCC) was approved to add funds of $200,000 due to amount of cases and review. On March 23, 2023, the Board approved the Contract extension with a term of April 22, 2023, through April 21, 2024, with compensation not to exceed $400,000. On March 31, 2024, the Board approved the Contract extension with a term of April 22, 2024, through April 21, 2025, with compensation not to exceed $400,000. On November 25, 2024, an RCC was approved to add $400,000 due to pending litigation

Original Contract Amount:.....$100,000.00

RCC, 9/21/22.....200,000.00

3/23/2023 Extension.....400,000.00

3/21/2024 Extension.....400,000.00

RCC, 11/25/2024.....400,000.00

Total: $1,500,000.00

Contract: C030313

Smart Interpreting Services Inc dba Professional Interpreting Enterprises

On December 17, 2021, the Milwaukee Board of School Directors and Smart Interpreting Services Inc dba Professional Interpreting Enterprises entered into Professional Services Contract number C030313 ("Contract"), with a term of January 1, 2022 through December 31, 2022, provide interpretation services for students and staff who are deaf and hard of hearing in MPS. On December 22, 2022, the Board approved a contract extension with a term of January 1, 2023, through December 31, 2023, not to exceed $450,000. On July 25, 2023, a Request to Change Contract (RCC) was approved to add $463,399.15 for an increase in services. On October 26, 2023, the Board approved a Contract extension with a term of January 1, 2024 – December 31, 2024, with compensation not to exceed $500,000. On December 11, 2024, an RCC was approved to add $130,000 for increased demand for services.

Original Contract Amount:.....$300,000.00

12/22/2022 Extension.....450,000.00

RCC, 7/25/2023.....463,399.15

RCC, 12/11/2024.....130,000.00

Total: $1,343,399.15

Contract: C030316

Alverno College

On December 18, 2021, the Milwaukee Board of School Directors and Alverno College entered into Professional Services Contract number C030316 ("Contract"), with a term of January 1, 2022 through January 31, 2025 to provide coursework to support the growth of licensed teachers. On August 16, 2023, a Request to Change Contract (RCC) was approved to add $200,000 due to an increase in students enrolling in Alverno for the Grow-Our-Own Bachelor to Master initial teacher licensure pathway. On October 4, 2023, an RCC was approved to add $500,000 to the contract due to the increased demand for these services. On December 17, 2024, an RCC was approved to add $150,000 to accommodate the increase in demand for these services.

Original Contract Amount: $141,750.00

RCC, 8/16/2023 ..... 200,000.00

RCC, 10/4/2023 ..... 500,000.00

RCC, 12/17/2024 ..... 150,000.00

Total: $991,750.00

Contract: C032832

Heritage Inn of Sacramento, LLC dba Wauwatosa Homewood Suites

On July 22, 2024, the Milwaukee Board of School Directors and Heritage Inn of Sacramento, LLC dba Wauwatosa Homewood Suites entered into Professional Services Contract number C032832 ("Contract"), with a term of July 22, 2024, through December 31, 2024, to provide lodging for international recruits joining the MPS team for the 2025 school year. On December 23, 2024, a Request to Change Contract (RCC) was approved to extend the contract through June 30, 2025 and add funding of $50,000.

Original Contract Amount: ..... $ 85,000.00

RCC, 12/23/2024 ..... 50,000.00

Total: $135,000.00

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Allen-Field School	Colectivo Coffee & Troubadour Bakery	400.00	Busses to the Troubadour Bakery
Bay View Montessori School	Terri Williams	25.00	Cover a Student's Optional Fee
Browning School	Judith Anderson	100.00	PBIS Supplies
Browning School	Newporte Coutre Family Chiropractic	100.00	PBIS
Browning School	First Stage	456.00	Busses to First Stage
Emerson School	Naim Jones	100.00	General School Supplies
Fratney Street School	Rebecca Wolfe	187.00	Milwaukee Youth Theatre Play
Fratney Street School	Cafe Corazon Inc	313.00	Milwaukee Youth Theatre Play
Greenfield School	Go Fund Me	406.92	Pumpkin Farm Field Trip
James Fenimore Cooper School	John Edmund Idzikowski	357.43	Donation to Staff
King High School	Amanda Bruner	100.00	Music Supplies for RKHS Band Class

King High School	Glory Tutaj	100.00	Music Supplies for RKHS Band Class
King High School	Ivy Heuton	100.00	Music Supplies for RKHS Band Class
King High School	Kathleen J Dreyer	500.00	RKHS Motorcycle Account
King High School	Marc Hilliard	2,000.00	Music Supplies for RKHS Band Class
Lincoln Middle School	Lester Manufacturing	500.00	6TH Grade Field Trips
Meir School	Charities Aid Foundation America DBA Cybergrants LLC	1,000.00	General School Supplies
Milwaukee Academy of Chinese Language	Sid Le	300.00	Staff Dinner
North Division High School	Gadzuric Foundation Inc	900.00	Prom Dance Ticket Cost
Office of Board Governance	Ilona Torraca	100.00	High School Discipline Policy
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mari Ornelas	500.00	School Supplies and Incentives
Riley School	Keila Bermudez Lozano	10.00	After School Art Club
Riley School	Erin Lenz	30.00	After School Art Club
South Division High School	Chris Gibart	50.00	New Comers Support
South Division High School	Patti Sereno	250.00	New Comers Support
Vieau School	Rose & Alfonso Gonzalez	100.00	General School Supplies
	Total Monetary Donations	*8,985.35*	
Non-Monetary Donations			
Alcott School	DonorsChoose	24.04	Classroom Essentials
Allen-Field School	James Leduc	114.74	HEP Shoes Donation
Auer Avenue School	DonorsChoose	393.81	Engagement through Play
Bay View High School	DonorsChoose	752.96	Health Sports & Wellness, Warmth Care & Hunger
Bethune Academy	DonorsChoose	138.39	Health Sports & Wellness
Bethune Academy	DonorsChoose	169.90	Cheertastic Wildcats
Browning School	DonorsChoose	22.01	Classroom Essentials
Bruce School	DonorsChoose	327.37	Health Sports & Wellness, Life Skills
Burbank School	Bomba Socks	400.00	Socks
Burbank School	DonorsChoose	358.94	First Wi Winter Warmth!
Carver Academy	DonorsChoose	504.41	Winter Warm!
Cass Street School	DonorsChoose	377.27	Life Skills, Students with Disabilities
Cass Street School	DonorsChoose	645.58	Health Sports & Wellness, Warmth Care & Hunger
Craig Montessori School	DonorsChoose	13.58	Classroom Essentials
Doerfler School	DonorsChoose	359.19	I Need My Privacy
Doerfler School	DonorsChoose	433.97	Health Sports & Wellness, Life Skills
Doerfler School	DonorsChoose	592.74	Life Skills
Dr. B Carson Academy of Science	DonorsChoose	81.28	Classroom Essentials

Dr. B Carson Academy of Science	DonorsChoose	508.42	Headphones, Snacks, Galore!
Dr. B Carson Academy of Science	DonorsChoose	779.62	Safe and Happy Movement
Fifty-Third Street School	DonorsChoose	229.48	Can You Hear Me Now
Forest Home Avenue School	DonorsChoose	150.06	Spelling Bee Medal Bonanza
French Immersion School	DonorsChoose	286.25	Playing Our Way to SEL Success!
Gaenslen School	DonorsChoose	323.12	Rock and Read
Gaenslen School	DonorsChoose	360.59	STEM, Students with Disabilities
Gaenslen School	DonorsChoose	417.09	Math Incentive Penguins Needed
Goodrich School	DonorsChoose	216.28	Sensory Sensitive Classroom
Goodrich School	DonorsChoose	104.22	Classroom Essentials
Goodrich School	DonorsChoose	184.04	Reading Intervention Time
Greenfield School	DonorsChoose	10.52	Classroom Essentials
Hampton School	Hampton Avenue Church Of Christ	708.91	Winter Gear
Hartford University School	DonorsChoose	157.27	Racial Justice & Representation, STEM
Hartford University School	DonorsChoose	257.28	Health Sports & Wellness, Students with Disabilities
Hawthorne School	DonorsChoose	435.15	Creative Classroom Supplies
Keefe Avenue School	DonorsChoose	237.93	Brain Food for Students
King High School	DonorsChoose	17.97	Classroom Essentials
King High School	DonorsChoose	18.98	Classroom Essentials
King High School	DonorsChoose	200.81	Life Skills
King High School	DonorsChoose	440.49	Start the Year Strong
King High School	DonorsChoose	465.71	STEM, Students with Disabilities
King High School	DonorsChoose	473.31	STEM
King High School	DonorsChoose	1,151.19	STEM
Kluge School	* Dolly Whittington	150.00	Upholstered Set of Chairs for Parent Center
Kluge School	Target	55.00	Eleven 5-Gallon Pails for Rhythm Curriculum
Lafollette School	Friends Of The True Square Foundation Inc	800.00	Food for Thanksgiving Fest
Lloyd Barbee Montessori	DonorsChoose	205.78	Fuzzy Feet for Failproof Focus
MacDowell Montessori	DonorsChoose	281.22	STEM
Meir School	DonorsChoose	419.27	Don't let Camus be a Stranger!
Meir School	DonorsChoose	419.52	A Copy for Every Student!
Meir School	DonorsChoose	419.76	Of Mice and Students
Morgandale School	Palermo's Pizza	1,272.00	Pizzas for 3rd Friday

Ninety-Fifth Street School	DonorsChoose	154.08	Life Skills, Students with Disabilities
Ninety-Fifth Street School	DonorsChoose	236.43	Fill the Shelf with BOOKS!
Ninety-Fifth Street School	DonorsChoose	255.08	We Need Sensory Materials!
Ninety-Fifth Street School	DonorsChoose	286.32	Restock Our School Store
North Division High School	Floyd Bowie	300.00	30 $10.00 Gift Cards for Deserving Seniors and Students
North Division High School	* Lannon Ousley	65.00	Nacho Ingredients for NDHS Senior Prom Nacho Fundraiser
North Division High School	* Lannon Ousley	165.00	Nacho Ingredients for NDHS Senior Prom Nacho Fundraiser
North Division High School	* Lannon Ousley	200.00	Candy for NDHS Senior Prom Fundraiser
Office of Academics - Specialized Services	Jim and Chris Coughlin	465.00	Gently Used Outerwear
Office of Academics - Specialized Services	Lori Wolf	90.00	Gently Used Clothing
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Aaron Jackson - Common Ground Healthcare Cooperative	1,000.00	Coats, Gloves, Boots, and Hats for Mitten Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Deanna Richardson	115.00	Coats for Mitten Tree Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Heather Fielder	150.00	Knitted Hats and Gloves
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Jill Kawala	20.00	Thanksgiving Food Box
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mary Hay	500.00	Winter Apparel
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Rodney Junakin	100.00	Toys
Office of Finance - Milwaukee Recreation	Studio Gera LLC	360.00	Spotlight Kit
Siefert School	DonorsChoose	153.60	Please Don't Stop the Music
Spanish Immersion School	DonorsChoose	894.94	Inquiry Based Science Lab
Starms Discovery School	Greater St. Luke Church	10.00	General School Supplies
Starms Discovery School	DonorsChoose	134.59	Classroom Decor
Story School	DonorsChoose	150.64	Feed Me!
Townsend School	DonorsChoose	412.52	Health Sports & Wellness, Life Skills
Trowbridge School	DonorsChoose	20.65	Classroom Essentials
Vieau School	DonorsChoose	386.03	A Fan of Organization
Vieau School	DonorsChoose	444.62	Ready to Learn

William Cullen Bryant School	DonorsChoose	171.07	Do You Hear What I Hear?
William Cullen Bryant School	DonorsChoose	362.79	School Wide Sound Walls
	Total Non-Monetary Donations	*25,470.78*	
	Total Value of Donations	*34,456.13*	
	** Donations from MPS Alumni*	*580.00*	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Administration's Recommendation

The Administration recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Director Jackson moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 8) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Contract with Alverno College for Coursework Services

The Administration is requesting authorization to enter into a contract with Alverno College for coursework to support the growth of licensed teachers for three years.

Contractor shall continue to offer discounted tuition for employees of MPS, targeting paraprofessionals and current permit teachers to become fully licensed teachers in the state of Wisconsin in our high need areas of teacher licensure. Provider has developed two pathways for teacher licensure that work to address the impacts of the nationwide teacher shortage on MPS staffing and supports the MPS Board of Education Bilingual Initiative, which is to grow and support bilingual employees in the district. Employees enrolled in the partnership program will earn either a bachelor's degree w/ initial teacher licensure or a master's degree w/ initial teacher licensure. Certification pathways will focus on Early Childhood and Elementary Education, ESL, Bilingual, Special Education, and secondary content areas including math, English, science, social studies, and art.

The exception to bid has been approved on the basis of continuity, services must be provided by this contractor for continuity for MPS staff currently enrolled in ongoing programs. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from February 1, 2025, through January 31, 2028. The total cost of the contract will not exceed $2,000,000.

Budget Code: SDV-0-0-ATT-HR-ECTS (Human Resources - Contracted Services)..$2,000,000.00

Exception Authorization to Contract with Cooperative Educational Service Agency #1 for Training and Technical Assistance Services

The Administration is requesting authorization to enter into a contract with Cooperative Educational Service Agency #1 (CESA#1) for training and technical assistance services. Contractor will work with leadership teams to increase knowledge of Professional Learning Communities (PLCs) and Equitable Multi-Level Systems of Support (EMLSS), Multi-Tiered Systems of Support (MLSS), and student-centered learning principles and application, as well as developing an assessment tool for evaluation of implementation of services.

This contract with CESA #1 is essential to audit and refine the district's current MTSS framework, identifying areas for growth and establishing clear next steps for continuous improvement. Through this work, the district aims to increase teacher effectiveness and enhance student outcomes. Specifically, the support provided will be pivotal in assisting schools with the integration of PLCs and student-centered strategies to maximize educational impact.

The Exception to Bid has been granted on the basis of continuity Administrative Policy 3.09(7)(E)(1)(b)(vi)).

The contract will run from February 1, 2025 through June 30, 2025, and will not exceed $92,800.

Budget Code: SDV-0-S-3Z5-DW-ECTS...(Staff Development-Contracted Services)..... $92,800.00

Exception Authorization to Extend the Contract with Cream City Futsal, LLC for Soccer Officials for Milwaukee Recreation Soccer Leagues

The Administration is requesting authorization to extend the contract with Cream City Futsal, LLC to provide soccer officials for Milwaukee Recreation soccer leagues. The leagues include Adult Sports, Youth Sports, Summer Stars, Twilight and Late-Night Sports.

Cream City Futsal shall work with Milwaukee Recreation to fulfill the officiating assignments, assignment changes, and payments to officials for all recreation run soccer leagues. Additionally, Cream City Futsal will recruit and train any new officials assigned to Milwaukee Recreation's leagues.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that there are not available competitive alternative vendors that can provide this service (Administrative Policy 3.09(7)).

The initial contract had a term of March 27, 2023 through March 26, 2024. The Contract was extended for a second one-year term from March 27, 2024 through March 26, 2025. This contract will run from March 31, 2025 through March 28, 2026 (Year 3) and will not exceed $64,836.00 for Year 3.

Budget Code:

RYS-0-0-PRC-RC-ECTS $31,636.00

RMS-0-0-PRC-RC-ECTS $10,950.00

RTW-0-0-MCC-RC-ECTS..... $16,250.00

RAS-0-0-MCC-RC-ECTS..... $ 6,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Administration's Recommendation

The Administration recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Director Gokalgandhi moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 9) Action on the Award of Professional Services Contracts

Background

Cooperative Authorization to Enter into a Contract with Oracle America, Inc. for Human Resource Cloud Migration and Hosting Services

The Administration is requesting authorization to enter into a contract with Oracle America, Inc. for the purchase of licensing, resources and services to host the district human resource application, PeopleSoft, in the cloud. Cloud-hosting of this application is the best practice for mission critical applications as it reduces risk to the district if a cyber event were to occur and increases availability of the application to users. Cloud-hosting also provides benefits to the district related to scalability, availability, redundancy as well as disaster recovery.

This purchase is made under the MHEC (Midwestern Higher Education Compact) MHEC US-OMA-1164550 contract.

The professional services contract will run from February 1, 2025 through June 30, 2026 and will not exceed $748,283.44.

Budget Code: SFS-0-0-TLN-DW-EMTC (Purchased Services).....$748,283.44

Oracle America, Inc.

HUB PARTICIPATION

Required 0%

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Administration's Recommendation

The Administration recommends that the Board authorize the professional services contract as set forth in the attachments to this item.

Director Garcia moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 10) Report on Communication of Required Financial Reports Sent to The Department of Public Instruction (DPI)

Background

At the November AFP meeting the Board requested the Administration share a list of reports required by the Department of Public Instruction (DPI).

The Office of Finance aims to ensure transparent communication with the school board, providing all requested and required information related to financial items. The reports listed in the attachments to this item are primarily prepared by the Office of Finance and outline the purpose of each report and the required submission due date to DPI. The left side of the sheet lists mandatory reports that are submitted to DPI on an annual basis. The right side outlines reports that are due to DPI on an as-needed basis, which may vary depending on the year and specific circumstances.

The full list was provided under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

No fiscal impact.

Administration's Recommendation

No action needed.

* * * * *

(Item 11) Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts, Material Purchase, Change Order and Contract Modification Recommendation

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP 9231-553040 Move Management Consultant Services – Design & Construction

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Move Management Consultant Services for Design & Construction.

Selected firm: Straightline Moving Inc.
Requested Spending Authority - $450,000.00
Contract Period: January 31, 2025 – January 30, 2028

Budget Code: Various

RFP #25-004 Contract Labor Re-Bid

In October 2021, the Board authorized the Department of Facilities and Maintenance Services to purchase contract labor services on a pre-approved basis for a variety of skilled trade labor categories. The ability to use a list of pre-approved contractors allows the Department of Facilities and Maintenance Services to provide timely services to schools and departments. These contracted services are necessary to meet the needs and expectations of the schools and are meant to supplement the current staff at Facilities and Maintenance Services. The need for contract labor is somewhat unpredictable and is dependent on the availability of grant funds, discretionary funding at the school and department levels and on the district initiatives implemented throughout the year.

Contract labor is used for two main categories of work: New Projects funded by Schools, the District or Departments; or infrastructure repair and maintenance funded by the DFMS operations budget.

Funds to support the contract labor services are budgeted as part of individual projects or are funded by the individual school, department, or program. Services by the various contractors are not used until appropriate funds are identified and encumbered.

A Request for Proposal (RFP) for Contract Labor Services was released in October 2024 and requested services in 27 skilled trade and technical categories. As in previous years, the purpose of the RFP is to "pre-approve" firms that will provide labor on an as-needed basis depending upon the timing and scope of the project.

The amount of contract labor services needed will vary from trade to trade and from one fiscal year to another.

Proposals were received for twenty-three of the twenty-seven categories requested and were evaluated on the basis of cost, responsiveness to requirements, experience, references, and abilities to meet the needs of MPS.

A Re-Bid Request for Proposal (RFP) for Contract Labor Services was released in December, 2024 and requested services in the skilled trade and technical categories that were not bid on in October. The responses were evaluated on the same criteria as listed above.

Requested Expenditure Authority: Not to exceed $1,350,000.00 Contract Period: January 31, 2025 – December 31, 2027

Budget Code: Various

Recommended Contractor	Trade/Technical Area
Associated Technical Services	Low Voltage Technician
Service Painting Corporation	Plasterer
Doral Corporation	Millwright Apprentice
Machinery Maintenance Mechanic	

RFP #25-002 Electric Motor and Pump Servicing – Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Electric Motor and Pump Servicing – Various MPS Locations.

Selected firms: Quality Electric Service, Inc.

Contract Amount: Contracts will be issued on an as-needed basis on pre-approved rate schedule.

Requested Expenditure Authority: Not to exceed $350,000.00 Annually.

Contract Period: February 25, 2025 – February 24, 2028

Budget Code: Various

Material Purchase

Keys & Cylinders Vincent High School

Prime Contractor Anixter Inc.

2301 Patriot Boulevard

Glenview, IL 60026

Base Bid of $66,287.82

Funds are available for the Keys & Cylinders project account code MBM 0A BDH VN EOSV FEDM (Project No. 8858). Pricing provided by the Omnia Partners Contract R192008 and UW Contract 21-2769.

Change Order

The Administration is reporting to the Board the following change orders in excess of $50,000.00.

Playfield and Fieldhouse Renovation

Emigh Playfield, Site #714

Poblocki Paving Corporation

Total Amount of Change Order: $159,072.00

As part of the contract with Poblocki Paving Corp. for the playfield renovation at Emigh

Playfield, testing of the soil was required. That testing indicated soils that required removal from the site. This ensures a safe playfield through proper disposal of the materials.

Additionally, during construction an unanticipated high-water table and unsuitable soils for reconstruction of the tennis courts was also found, requiring additional soil removal and replacement with geogrid and stone base.

The change order will be funded from account code STS 00 RFI C4 ECNC (Project No. 8187).

Contract Modification

Authorization to Modify a Contract with Perkins Eastman Architects.

The Administration is requesting approval to modify the contract from a 10-month contract to a 22-month contract and increase the expenditure authority with Perkins Eastman by an additional $390,250.00 per year.

The vendor was chosen pursuant to RFP #8949, with a term of March 22, 2024 – January 30, 2025. This modified contract will run from March 22, 2024 – January 30, 2026.

Budget Code: FAR 00 RDC DW ECNC

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contracts:
Total Professional Services Contracts Requested = Not to exceed $2,150,000.00
Material Purchase:

Total Material Purchase Requested = $66,287.82
Contract Modification:
Total Contract Modification Requested = $390,250.00 per year

Implementation and Assessment Plan

Upon Board approval, the attached professional services contracts, material purchase, change order, and contract modification will be executed.

Administration's Recommendation

The Administration recommends that the Board approve the attached professional services contracts, material purchase, change order, and contract modification.

Director Jackson moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 12) Action on a Request to Approve the Second Corrective Action Plan Relative to a Communication from the Department of Public Instruction

Background

On May 24, 2024, the District received a communication from the Department of Public Instruction (DPI). This communication set forth the need for the District to submit a corrective action plan (CAP) to DPI related to financial reporting. On June 13, 2024, the Board approved a CAP with the DPI that specified how MPS plans to complete and submit all past due financial reports. Additionally, this initial CAP contained a provision for developing a second corrective action plan (CAP 2) to ensure MPS meets all future financial report deadlines. This second CAP is attached for the Board's consideration.

The Second Corrective Action Plan was distributed under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Implementation and Assessment Plan

Upon approval by the Board, and upon approval by DPI, the District will begin the process of implementing the second corrective action plan.

Administration's Recommendation

The Office of Accountability and Efficiency, in collaboration with the Administration, recommend that the Board approve the second CAP ("Corrective Action Plan 2"), as attached to this item.

Director Jackson moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

ITEMS DEFERRED

The Secretary announced the items that were deferred, all from the Reports and Communications from the Board Clerk/Chief Officer that were deferred are:

Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation and Pending or Probable Negotiations

Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Implementing School Resource Officers (SROs) As a Result of Act 12

And

Action on a Request to Retire to Closed Session to Consider a Special Report

The recommendation is that these items be considered in closed session.

Director Gokalgandhi moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c), (d), (e), (f) and (g). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

The Board retired to closed session at 8:32 p.m. and adjourned from the closed session at 10:40 p.m.

TINA OWEN-MOORE, ED.Ld.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 31, 2025

Special meeting of the Board of School Directors called to order by President Herndon at 4:02 p.m.

Present — Directors Ferguson, Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused— Director Gokalgandhi – 1.

The Board Clerk read the following call of the meeting:

SPECIAL BOARD MEETING
4:00 P.M., Friday, January 31, 2025

1. Action on a Request to Retire to Closed Session to Consider Candidates for the Position of Superintendent of Schools

The Board may return to open session to take action relative to its final candidates for the position of Superintendent of Schools.

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

The Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c), for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility." If the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may adjourn from closed session.

TINA OWEN-MOORE, ED LD
Board Clerk

(Item 1) Action on a Request to Retire to Closed Session to Consider Candidates for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of $275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

On January 11, 2025, the Board determined which candidates it wished to interview.

On January 27 and 28, 2025, the Board conducted first-round interviews.

The purpose of this meeting is to consider the candidates for the position of Superintendent of Schools.

The Board may retire to a closed session for this purpose, pursuant to Wisconsin Statutes 19.85(1)(c), which allows the Board to convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility."

The Board may convene in closed session for the purpose stated above. The Board may return to open session to take action on matters discussed in closed session; otherwise, the Board may adjourn from closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board retire to closed session for this item.

Director Ferguson moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes – None – 0.

The Board was in closed session from 4:24 to 4:27. Upon returning to open session, Director Zombor moved to designate Drs. Brenda Cassellius, Joshua Starr, and Andrae Townsel as finalists for the position of Superintendent of Schools.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes – None – 0.

The Board adjourned at 4:27 p.m.

Tina Owen-Moore, Ed LD
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 7, 2025

Special meeting of the Board of School Directors called to order by President Herndon at 4:54 p.m.

Present — Directors Ferguson (5:04 p.m.), Garcia, Gokalgandhi, Jackson, Leonard, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused— Director O'Halloran – 1.

The Board Clerk read the following call of the meeting:

SPECIAL BOARD MEETING
4:45 p.m., Friday, February 7, 2025

The purpose of this meeting is for the Milwaukee Board of School Directors to conduct interviews with finalists for the position of superintendent of schools. The Board expects to retire to closed session for this purpose.

The Board will not return to open session.

BROADCAST AND ACCESS INFORMATION

This meeting will not be broadcast. The public may access the meeting in person, in Room 155 of the Central Services Building. Should the Board take action to enter into a closed session, the public will be asked to leave the meeting.

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

The Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c), for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

TINA OWEN-MOORE, ED LD
Board Clerk

(Item 1) Action to Retire to Closed Session to Interview Finalists for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of $275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

On January 11, 2025, the Board determined which candidates it wished to interview.

On January 27 and 28, 2025, the Board conducted first-round interviews.

On January 31, 2025, the Board took action to designate its final candidates.

The Board will retire to closed session to interview the finalists for the position of superintendent of schools. The Board will adjourn from closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board retire to closed session to conduct the interviews.

Director Jackson moved to retire to closed session pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Director Garcia, Gokalgandhi, Jackson, Leonard, Siemsen, Zombor, and President Herndon — 7.
Noes – None – 0.

The Board adjourned from closed session at 8:45 p.m.

Tina Owen-Moore, Ed LD
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 11, 2025

Special meeting of the Board of School Directors called to order by President Herndon at 5:33 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

SPECIAL BOARD MEETING
5:30 P.M., Tuesday, February 11, 2025

The purpose of the meeting is to

1. confer with Legal Counsel with Respect to Implementing School Resource Officers (SROs) As a Result of Act 12

2. consider finalists for the position of superintendent of schools.

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

With respect to Item 1, the Board may retire to closed session pursuant to Wisconsin Statutes 19.85(1)(e) for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; and Wisconsin Statutes 19.85(1)(d) to consider strategy for crime detection or prevention.

With respect to Item 2, the Board may retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

The Board may return to open session to take action on matters discussed in closed session; otherwise, the Board will adjourn from closed session.

TINA OWEN-MOORE, ED LD
BOARD CLERK

(Item 1) Action on a Request to Retire to Closed Session Relative to Implementing School Resource Officers (SROs) As a Result of Act 12

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Background

The Board may retire to closed session, pursuant to:

Wis. Stat. 19.85(1)(d) to consider strategy for crime detection and prevention;

Wis. Stat. 19.85(1)(e) for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a close session

Recommendation

That the Board retire to closed session for consideration of this item.

* * * * *

(Item 2) Action to Retire to Closed Session to Interview Finalists for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of $275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

On January 11, 2025, the Board determined which candidates it wished to interview.

On January 27 and 28, 2025, the Board conducted first-round interviews.

On January 31, 2025, the Board took action to designate its final candidates.

On February 7, 2025, the Board began interviewing finalists for the position of superintendent of schools.

The purpose of this item is to continue the interviews.

The Board will adjourn from closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board retire to closed session to conduct the interviews.

Director Ferguson moved to retire to closed session pursuant to Wisconsin Statutes 19.85(1)(c)(d) and (e). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.

Noes — None.

The Board retired to closed session and adjourned at 7:15 p.m.

Tina Owen-Moore, Ed LD
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 20, 2025

Special meeting of the Board of School Directors called to order by President Herndon at 7:45 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

SPECIAL BOARD MEETING
7:00 P.M., THURSDAY, FEBRUARY 20, 2025

1. Action on a Request to Retire to Closed Session Relative to Implementing School Resource Officers (SROs) As a Result of Act 12
2. Consideration of and Possible Action on an Employment Agreement with Dr. Brenda Cassellius

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

Relative to Item 1, the Board may retire to closed session, pursuant to Wisconsin Statute 19.85(1)(e) for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; Wisconsin Statute 19.85(1)(d) to consider strategy for crime detection and prevention; and Wisconsin Statute 19.85(1)(g) to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Relative to Item 2, the Board may retire to closed session, pursuant to 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; and pursuant to Wisconsin Statute 19.85(1)(e), as described above.

TINA OWEN-MOORE, ED LD
Board Clerk

(Item 1) Action on a Request to Retire to Closed Session Relative to Implementing School Resource Officers (SROs) As a Result of Act 12

Background

The Board may retire to closed session, pursuant to the statutory provisions below. The Board may return to open session to take action on matters discussed in closed session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session for consideration of this item.

* * * * *

(Item 2) Consideration of and Possible Action on an Employment Agreement with Dr. Brenda Cassellius

Background

The Board may retire to closed session to consider the terms of an employment agreement with Dr. Brenda Cassellius for the position of superintendent of schools.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

The recommendation is that the Board retire to closed session for consideration of this item.

Director Ferguson moved to retire to closed session pursuant to Wisconsin Statutes 19.85(1)(c)(d) and (e) to consider the agenda items. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

The Board retired to closed session at 7:51 p.m. The Board returned to open session at 9:10 p.m.

The question being on the implementation of School Resource Officers (SROs) as a result of Act 12, Director Siemsen moved to approve and authorize the funding necessary to comply with the February 20, 2025, court order issued with respect to Wisconsin Statute 62.90(8).

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

The Board adjourned at 9:10 p.m.

Tina Owen-Moore, Ed LD
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 27, 2025

Regular meeting of the Board of School Directors called to order by President Herndon at 5:36 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused — None - 0.

Before moving to the agenda, the Chair will asked for a moment of silence to commemorate the passing of the following members of the MPS community:

- Sharon Rae Durtka, a retired MPS Administrator
- Makai Neal, a 9th grade student at James Madison Academic Campus
- Jainadia Little, a K4 student at Milwaukee Academy of Chinese Language
- Mishiya Rodriguez, a 4th grade student at Neeskara school
- Kymani Bell, a 7th grade student at Starms Discovery school
- William Roddick, a retired teacher from Hamilton High School
- Lissie Roundtree, a retired paraprofessional from Rufus King Middle School
- Bridget Araiyo, a retired MPS Principal

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of December 2024 were approved by consensus.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report, with Possible Action, from the Superintendent of Schools

Background

Each month, the Interim Superintendent presents a report to the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. This report serves as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academic achievements, and outline areas where gains and growth are noted, ensuring that both successes and challenges are transparently communicated.

The content is aligned with the 2023-2028 Strategic Plan initiatives, ensuring that the reporting remains consistent with our overarching goals and vision. Through these updates, we aim to keep all stakeholders informed and engaged in our mission to advance the district's priorities.

Strategic Plan Key Initiatives:
- Rightsizing the District
- Student Achievement and Graduation
- Staff-Morale & Professional Learning
- Special Projects

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

The Interim Superintendent gave an oral report.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

Background

The Board Clerk/Chief Officer will present updates from the Office of Board Governance.

The report will include an update on the search for a superintendent of schools.

The Office of Board Governance (OBG) submits, with grateful appreciation for all those contributing to its efforts, the following report on OBG activities in February.

Superintendent Search

This was an exciting month, as we welcomed superintendent finalists to spend two days in the district visiting schools, meeting with stakeholder groups, addressing community members, and participating in final interviews. The OBG team really stepped up to show our guests hospitality – transporting candidates, scheduling meetings, making sure meals were available, greeting candidates and guests, setting up rooms, ensuring the QR codes were in place, and so much more. Our Board services team was even able to get several local businesses to donate Milwaukee gift items for a "Welcome-to-Milwaukee gift basket."

We would like to give a special thank you to a few of the teams who showed up in big ways to make the days run smoothly. Our district communications team stepped up and helped us to coordinate media events, school visits, website updates and press communications; our safety teams were especially helpful with the large crowds and long days; the Advisory team to the Superintendents Student Advisory Council coordinated all of the student engagement activities; the technology services team helped us to coordinate the livestreaming; and the HYA team kept the questions flowing during the community forums.

We are excited to be moving forward with negotiations with Dr. Brenda Cassellius.

School Resource Officers

On February 17th, Dr. Owen-Moore attended the follow-up court hearing on behalf of the Board regarding the writ of mandamus filed against the Milwaukee Board of School Directors and the City of Milwaukee. At this hearing, Judge Borowski ordered that the costs of the SROs be divided equally between the City of Milwaukee and the District and that school resource officers be in place within 10 days.

The Office of Board Governance scheduled a special meeting immediately and the Board took action to appropriate the funds necessary to support the program.

Today, in court, Judge Borowski recognized the actions taken by the Board during those ten days and opted not to hold the district in contempt of court.

The Office of Board Governance will continue to support the Board and Administration, as they navigate the complexities of implementing Act 12.

MGT Operational Review

During February, the Office of Board Governance (OBG) and the Milwaukee Board of School Directors received the MGT Operational Review Report commissioned by Governor Evers. The OBG team met that week and did a SWOT Analysis of the report based on our office's functions and identified ways that we can better support the Board's work.

With the support of President Herndon, we are following that up with scheduled meetings for all Board members to receive an update directly from the MGT team on the operational review's findings, with a focus on actions the Board can take to better support the district's operations.

Following these meetings, the Board will be participating in the Board Self-Evaluation process through the Wisconsin Association of School Boards (WASB). This aligns with the Report's recommendations regarding Board training, which will give us a starting point for future Board development and support.

Media/ Communications

We continue to meet with local media representatives to share insights into how our office works and to learn how we can better meet their needs. These meetings are helping to bridge an important communications gap.

One of the other key recommendations from the MGT Operational Review was to better align Board and District communications. This month, we have been working with the Office of Communications to ensure we are getting shared messages out to our various constituents. We expect to continue in this regard in the coming months, especially as the district's Communications team is built up.

Transparent Reporting to the Board

To increase communications and transparency between the various offices of the Board, last summer the Board established weekly meetings between the Board President, the Chief Officer of the Office of Board Governance, the Senior Director of the Office of Accountability and Efficiency, and the Superintendent. These meetings continue and have been a great medium for ensuring that information is shared early and often. These meetings often become the source of information that gets shared through Fast Facts, a publication established to bring more transparency to the community and to answer questions that many people are asking.

Policy Work

The policy modernization process began in fall 2024 when leaders from the MPS Office of Board Governance met with Neola Associates to explore a partnership.

In November 2024, Neola Associates and MPS leaders presented the proposed collaboration at a School Board meeting. The presentation included an overview of the policy review and update process, along with a plan for ongoing updates. Board members had the chance to ask questions and dialogue about the initiative. By late 2024, MPS and Neola finalized their agreement, and the policy review and development process officially launched.

MPS leaders and Neola Associates have already held multiple planning meetings and have started to review the first two policy sections. Over the next 15 to 24 months, district department leaders will actively participate in the detailed review and revision process.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

* * * * *

(Item 2) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

There has been significant discussion at the legislative level about where cut scores related to student assessments should be set.

As noted in the Wisconsin Supreme Court's decision in Vincent v Voight, "The legislature has articulated a standard for equal opportunity for a sound basic education in Wis. Stat. §§ 118.30(lg)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Local and State level updates will be provided.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditure.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

* * * * *

(Item 3) Consideration of and Possible Action on an Employment Agreement with Dr. Brenda Cassellius

Background

The Board may retire to closed session to consider the terms of an employment agreement with Dr. Brenda Cassellius for the position of superintendent of schools.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Recommendation

The recommendation is that the Board retire to closed session for consideration of this item.

* * * * *

(Item 4) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Background

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE:

Accountability and Efficiency Services

Between January 18, 2025, and February 15, 2025, Accountability and Efficiency Services completed two constituent inquiries, one information request, and satisfied two impartial hearing officer (IHO) requests.

The OAE worked in collaboration with the Office of Finance to produce a Five-Year Forecast presented to the Board on February 13, 2025.

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP 2 was approved by the Board on January 30, 2025, and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District’s implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

This month, the CCS team focused on strengthening Student Engagement Programming. Eight student interns were successfully interviewed and hired for roles in counseling and student ambassador work in

partnership with the Silver Spring Neighborhood Center and South Division High School. These positions provide valuable work-based learning opportunities.

We continue to foster partnerships within the District and with external sponsors to advance these initiatives. CCS remains steadfast in supporting the District's implementation of

Administrative Policies 3.10 and 3.13, ensuring compliance and promoting student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period of January 18, 2025, through February 14, 2025, include:

Audit Completions and Activities

Corrective Action Plan updates: Updated Board Rule and Audit Committee Charter along with BG 2.12 and BG 1.18 and sent to City Attorney for their review and await their response.

Issued two school audits and two charter school audits

Scheduling one new principal school audit

Issued one special investigative report

Reviewed three charter school external auditor's reports

Developed new board member orientation audit presentation and presented to a new board member

Conducting several ongoing investigations resulting from Fraud Hotline Tips

Other Activities

Recorded the 41st fraud hotline tip this fiscal year, which is on pace to set a record for fraud hotline complaints received

Provided analysis and feedback to the Procurement Department on certain contract services matters

Participated in Miami-Dade County Public Schools Audit Services Association of Local Government Auditors (ALGA) Peer Review Team and issued report

Participated in the RFP evaluation committee for the selection of the district's external financial auditor covering FY25-FY27 completed and recommendation to be brought forward at upcoming AFP meeting

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

* * * * *

REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented one expulsion order from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Siemsen moved to accept the reports of the Independent Hearing Officers of February 10, 2025, @ 9:00 a.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance and Personnel, Item 3, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days, was set aside at the request of the Administration.

On the motion of Director Garcia, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Temporarily Absent – Director Gokalgandhi – 1 (out 6:10 to 6:12 p.m.)
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Garcia presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Action on Receipt of the Fiscal Year-End 2023 Audit Reports

Background

Baker Tilly has completed the attached June 30, 2023, year-end reports, which are being presented for the Board's consideration.

Baker Tilly considers the District's internal control over financial reporting as a basis for designing their auditing procedures for the purpose of expressing an opinion on the district's financial statements. Internal control matters identified by Baker Tilly are reported to the District in the "Reporting and Insights From 2023 Audit, June 30, 2023." While this Communication presents the auditor's observations on, and makes recommendations regarding, various district management and internal control issues; it does not express an opinion on the effectiveness of the District's internal control.

Reporting and Insights from the 2023 Audit, June 30, 2023, also includes a report on the status of prior-year issues.

These reports are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.07 - Fiscal Audits

Fiscal Impact Statement

There is no fiscal impact

Committee's Recommendation

Your Committee recommends that the Board:
1. accept the report documents, as attached to this item
2. direct the Administration to present quarterly updates on progress toward the FY23 Audit findings
3. direct the Office of Accountability and Efficiency, in collaboration with the Administration, to review the fund transfer and investment policies and bring back recommendations to improve the Board's oversight and approval of these activities no later than the June Board cycle.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Resignations and Retirements, Affirmative Action

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
	NEW HIRES		
2 Sheila Blanks	Building Service Helper I	01/13/2025	$17.88 /hr
2 Casandra Edwards	Building Service Helper I	01/13/2025	$17.88 /hr
4 Elisama Medina	Building Service Helper I	01/13/2025	$17.88 /hr
2 Latia Moss	Building Service Helper I	01/13/2025	$20.26 /hr
2 Johnny Stewart	Building Service Helper I	01/13/2025	$20.26 /hr
2 Starlisa Brown	Children's Health Assistant	01/02/2025	$22,103.36
2 Shirley Clay	Children's Health Assistant	01/02/2025	$29,935.77
2 Jasmine Dancey	Children's Health Assistant	01/13/2025	$22,103.36
2 Elisha Lieblein	Children's Health Assistant	01/02/2025	$22,103.36
2 Tina Slade	Children's Health Assistant	01/15/2025	$22,103.36
2 Ariyana Trigg	Children's Health Assistant	01/13/2025	$22,103.36
6 Marilyn Copeland	Food Service Assistant	01/27/2025	$17.88 /hr
2 Tanisha Palmore	Food Service Assistant	01/27/2025	$17.88 /hr
2 Gregory Russell	Food Service Assistant	01/27/2025	$17.88 /hr
2 Yezihalem Wondmu	Food Service Assistant	01/27/2025	$17.88 /hr
3 Jimmy Her	IT Service Technician	01/28/2025	$62,806.77
5 Zachery Hamilton	Network Service Technician	01/30/2025	$60,412.05
2 Shakeena Allen	Paraprofessional	01/13/2025	$23,580.88
2 Kysha Bender-Larry	Paraprofessional	01/13/2025	$22,218.26
5 Olivia Breitzman	Paraprofessional	01/13/2025	$22,218.26
2 Cahre Clayburn	Paraprofessional	01/06/2025	$22,218.26
2 Starr Davis	Paraprofessional	01/06/2025	$22,218.26
2 Dominique Dawson	Paraprofessional	01/06/2025	$22,218.26
4 Destiny DeLaO Miller	Paraprofessional	01/27/2025	$22,218.26
4 Miguel Galindo Vargas	Paraprofessional	01/27/2025	$22,218.26
4 Nancy Gonzalez	Paraprofessional	01/27/2025	$22,218.26
5 Lindsay Graffin	Paraprofessional	01/27/2025	$22,218.26
2 Ashley Green	Paraprofessional	01/06/2025	$22,218.26
2 Demonta Harris	Paraprofessional	01/27/2025	$22,218.26
4 Sandra Hernandez	Paraprofessional	01/06/2025	$22,218.26
2 Mahogany Ivory	Paraprofessional	01/27/2025	$22,218.26

2 Kavon Jones	Paraprofessional	01/27/2025	$22,218.26
5 Faybienne Kosacz-Ruffolo	Paraprofessional	01/27/2025	$23,580.88
5 Rita Kroll	Paraprofessional	01/06/2025	$27,668.74
2 Isaiah Lee	Paraprofessional	01/06/2025	$22,218.26
4 Yarimar LinaresVelazquez	Paraprofessional	01/13/2025	$22,218.26
2 Damon Milton-Taylor	Paraprofessional	01/13/2025	$22,218.26
4 Rosa Panduro	Paraprofessional	01/27/2025	$29,296.31
5 Karinna Piwek	Paraprofessional	01/27/2025	$22,218.26
4 Claudia Ramirez	Paraprofessional	01/27/2025	$22,218.26
4 Jennifer Rebollar	Paraprofessional	01/06/2025	$22,218.26
4 Yasmin Romo Ureno	Paraprofessional	01/13/2025	$22,218.26
4 Ilenia Sanchez Muley	Paraprofessional	01/06/2025	$22,218.26
2 Kari Schmitt	Paraprofessional	01/13/2025	$22,218.26
4 Sarahie Soto Ortiz	Paraprofessional	01/06/2025	$22,218.26
2 Marissa Steinbach	Paraprofessional	01/13/2025	$22,218.26
2 Kyrieale Thomas	Paraprofessional	01/13/2025	$22,218.26
2 Dannette Thurman	Paraprofessional	01/27/2025	$22,218.26
2 Azailiah Thurmond	Paraprofessional	01/06/2025	$22,218.26
5 Traci Trick	Paraprofessional	01/27/2025	$22,218.26
4 Bethzaida Valentin	Paraprofessional	01/27/2025	$22,218.26
2 Jasmine Weaver	Paraprofessional	01/27/2025	$22,218.26
2 Logan Willis	Paraprofessional	01/03/2025	$22,218.26
2 TeAnna Atkins	Paraprofessional Parent Involvement	01/06/2025	$33,611.28
2 Desmond Valentine	Paraprofessional Parent Involvement	01/13/2025	$30,347.72
2 Tia Dupar	School Safety Assistant	01/09/2025	$28,658.91
2 Andreah Evans	School Safety Assistant	01/09/2025	$28,658.91
2 Shanik Johnson	School Safety Assistant	01/09/2025	$28,658.91
2 Glenise Jones	School Safety Assistant	01/09/2025	$28,658.91
2 Ja Niesha Portwood	School Safety Assistant	01/09/2025	$28,658.91
2 Deqwala Robinson	School Safety Assistant	01/09/2025	$28,658.91
2 Lakeisha Seaberry	School Safety Assistant	01/09/2025	$28,658.91
4 JaMyra Velez	School Safety Assistant	01/09/2025	$28,658.91
2 Davionna Walker	School Safety Assistant	01/09/2025	$28,658.91
2 Amari Williams	School Safety Assistant	01/09/2025	$28,658.91
2 E'Nyla Williams	School Safety Assistant	01/09/2025	$28,658.91
2 Sharon Young	School Safety Assistant	01/09/2025	$28,658.91
2 Michelle Harris	School Kitchen Manager I	01/02/2025	$30,886.53
2 Marilyn Long	School Kitchen Manager I	01/13/2025	$32,634.89
5 Nicholas Woppert	School Kitchen Manager I	01/13/2025	$29,138.17
5 Jason Merkley	School Kitchen Manager II	01/13/2025	$30,959.52

PROMOTIONS

2 Joseph Carter	Building Service Helper II	12/23/2024	$48,346.13
4 Domingo Hernandez	Building Service Helper II	01/20/2025	$48,346.13
2 Joseph Brown	Boiler Attendant Trainee	01/06/2025	$43,681.94
2 DeMille Lowery	Boiler Attendant Trainee	01/06/2025	$50,464.06
2 Jennifer Turner	Paraprofessional	01/13/2025	$22,218.26
4 Yeyshleeanne Verdejo Cepeda	Paraprofessional	01/06/2025	$23,580.88
5 Karla Engel	Paraprofessional – Parent Involvement	01/06/2025	$50,921.25
5 Amanda Smith	School Secretary 1-10MO	01/09/2025	$38,615.81
2 Tony Bowen	School Engineer I	01/20/2025	$61,205.78
2 Lamont Cobbs	School Engineer I	01/20/2025	$70,637.71
2 Jeanette Marks	School Engineer I	01/20/2025	$63,900.53
2 Kino Mckinley	School Engineer I	01/20/2025	$61,205.58
4 Juan Pacheco-Hernandez	School Engineer I	01/20/2025	$88,365.80
2 Tirrell Pugh	School Engineer I	01/20/2025	$58,511.81

2 Michael Rhinehart	School Engineer I	01/20/2025	$62,553.64
2 Coretta Williams Kannich	School Engineer I	01/20/2025	$62,553.64
2 Biron Yates	School Engineer I	01/20/2025	$69,290.42
2 Anthony Davis	School Engineer IV	12/09/2024	$87,009.50
2 Sonja Coleman	School Kitchen Manager I	01/02/2025	$38,753.31
2 Tyra Hadnot	School Kitchen Manager I	01/02/2025	$30,886.53
4 Carmen Santiago	School Kitchen Manager I	01/02/2025	$34,383.25

REHIRES

2 Tranice Burks	Children's Health Assistant	01/02/2025	$22,103.36
2 Brianna Taylor	Children's Health Assistant	01/24/2025	$22,103.36
2 Betty McClellan	Food Service Assistant	01/02/2025	$18.95 per
4 David Acevedo	Paraprofessional	01/27/2025	$23,580.88
2 Brittany Echols	Paraprofessional	01/06/2025	$23,760.79
2 James Eiland	Paraprofessional	01/27/2025	$22,218.26
2 Sarena Emanuel	Paraprofessional	01/13/2025	$22,760.79
2 Jahiah Porter	Paraprofessional	01/13/2025	$23,580.88
2 Brenda Redmond	Paraprofessional	01/13/2025	$30,936.50
4 Yesenia Reyes	Paraprofessional	01/13/2025	$22,218.26
2 Marshia Scott	Paraprofessional	01/06/2025	$22,218.26
2 Kalita Smith	Paraprofessional	01/13/2025	$26,848.65
2 Destanee Williams	Paraprofessional	01/27/2025	$23,580.88
2 LaTonia Walton	Paraprofessional	01/27/2025	$24.66 /hr
2 Alexis Bankhead	Paraprofessional	01/09/2025	$30,936.50
2 Anaya Smith	School Safety Assistant	01/10/2025	$28,658.91
2 Edrea Turner	School Safety Assistant	01/09/2025	$28,658.91
2 Quameka Corley	School Secretary I2MO	01/21/2025	$43,083.49

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

2,r	Adesanya,Omolola CAT MATH HIGH	01/BA	$58,651.46	12/19/2024
2,r	Agba,Ugochinyere J SCIENCE	01/BA	$54,768.58	12/19/2024
5,nr	Asaf,Kelly SAGE	01/MA	$81,948.77	1/6/2025
4,nr	Ayala, Alicia MULTICATEG. COMP. SEN	01/BA	$52,827.70	1/2/2025
5,r	Bernstein,Blue ART	01/BA	$52,827.70	1/13/2025
5,nr	Cipov,Lynda Jean EARLY CHILDHOOD-0/3	01/MA	$98,937.66	1/13/2025
2,r	Fagbuaro,Toyin AMP HPE	01/BA	$64,476.35	12/19/2024
5,r	Gough,Alicia GEN ELEM & K8 - ALL GRADES	01/BA	$52,827.70	1/6/2025
5,r	Lane,Helen A GENERAL OPERATIONS	01/MA	$109,440.00	8/28/2003
4,nr	Martinez,Gisell EARLY CHILDHOOD- SPEC ED	01/BA	$58,651.46	12/19/2024
2,r	Mireku,Joyce REG (5 YR) KINDERGARTEN	01/MA	$81,948.77	12/19/2024
2,r	Ngwoke,Saint O	01/MA	$75,578.50	12/19/2024

	HEALTH & PHY ED			
2,r	Nketia,Dorothy	01/BA	$76,125.01	12/19/2024
	MUSIC			
2,r	Ogunleye,Muyiwa A	01/BA	$68,359.24	12/19/2024
	SCIENCE			
2,r	Okoye,Benjamin	01/BA	$78,065.89	12/19/2024
	SCIENCE			
2,r	Omosun,Edith	01/BA	$85,831.59	12/19/2024
	REG (5 YR) KINDERGARTEN			
4,r	Palacios,Steven	01/BA	$58,651.46	12/19/2024
	GEN ELEM & K8 - ALL GRADES			
5,nr	Sedlachek,Matthew	01/BA	$54,768.58	2/3/2025
	HEALTH - PHY ED			
5,nr	Stein,Gwendolyn	01/BA	$52,827.70	1/27/2025
	AMP ART			
2,r	Ubah,Prince	01/BA	$56,710.58	12/19/2024
	SCIENCE			
2,r	Walker,Winston D	01/BA	$60,593.47	12/19/2024
	KINDERGARTEN (4 YR OLDS)			
5,r	Weintraub, Sarah B	01/MA	$62,839.09	12/16/2024
	SPEC ED MULTICATEG.			

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER

2,r	Adesanya, Olubunmi	XX/4W2	$52,827.70	12/19/2024
	REG (5 YR) KINDERGARTEN			
5,r	Malmon,Gary M	XX/4W2	$52,827.70	1/13/2025
	SPEC ED MULTICATEG.			
5,nr	Moul,Jordan	XX/4W2	$52,827.70	1/27/2025
	AMP HPE			
4,r	Suarez del Real,Stephanie	XX/4W2	$52,827.70	1/27/2025
	SPEC ED MULTICATEG.			
4,r	Torreglosa Tabares,Natalia	XX/4W2	$52,827.70	12/19/2024
	AMP MUSIC			
5,nr	Clement,Beth A	XX/4W2	$98,937.66	1/2/2025
	EARLY CHILDHOOD- SPEC ED			
4,r	Hernandez,Rigoberto	XX/4W2	$52,827.70	12/19/2024
	BILINGUAL EDUCATION			
4,r	Martinez,Ligia	XX/4W2	$52,827.70	12/19/2024
	FOREIGN LANGUAGE			

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
Teachers	10	19	0	12	0	7	11	1	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	10	19	0	12	0	7	11	1	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level
(Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave January 2025		
Tim Christianson	Fifty-Third Street	January 23, 2025
Olajumoke Ehinju	Metcalfe	January 2, 2025
Carolynne Stanioch	Emerson	January 16, 2025
Personal Leave January 2025	Present Assignment	Effective From
Abigail DeCook	Lincoln Avenue	January 9, 2025
Jan Gamblin	Central Services	January 27, 2025
Illness Leave February 2025	Present Assignment	Effective From
Peter Fortmann	Meir	January 16, 2025

Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Effective Location	Date
Retire	31.5	4	Rosa Avila	PT	Central Svcs	06/16/2025
Personal	2.5	2	Gabriela Barnes	Teacher	HS of the Arts	01/31/2025
Personal	10.0	5	Matthew Behling	Teacher	Jackson	01/24/2025
Personal	0.4	5	Carly Callen	Teacher	MSOL	01/24/2025
Retire	32.4	5	Suzanne Cira	Teacher	Grant	06/16/2025
Retire	34.5	5	Lori Damato	Teacher	Grant	06/16/2025
Retire	19.4	3	Paul Dang	Teacher	Hamilton	06/16/2025
Retire	7.5	5	Diane Gundrum	Teacher	95th Street	06/30/2025
Retire	27.4	5	Kathleen Hansen	Teacher	95th Street	06/16/2025
Retire	10.8	1	Dianne Huff	Teacher	Elm	06/16/2025
Retire	34.5	2	Sherita Kostuck	Teacher	Kilbourn	06/16/2025
Retire	34.4	5	Janie Kyle	Teacher	JMAC	01/24/2025
Personal	4.5	5	Dionne Landgraf	Teacher	Hamilton	06/16/2025
Retire	11.2	5	Erin Lenar	Teacher	Doerfler	02/23/2025
Retire	8.5	5	Jane Lundsgaard	Teacher	Westside Acad II	02/21/2025
Personal	31.0	5	Clara Mayorga	Teacher	Central Svcs	01/07/2025
Other Work	2.0	2	Ashley McGee	Sup Assoc II	Recreation	01/30/2025
Retire	21.5	5	Darlene Moyle	Teacher	Hamilton	06/30/2025
Retire	26.5	5	Claudia Mulkerrins	Teacher	Hamilton	06/16/2025
Retire	23.5	5	James Oelerich	Teacher	Lincoln MS	06/16/2025
Personal	0.4	2	Olubukola Olaolu	Teacher	Thurston Woods	01/06/2025
Retire	6.5	5	Debby Oury	Teacher	Elm	06/16/2025
Personal	11.4	5	Kimberly Palmer	Teacher	Cass	01/02/2025
Retire	19.8	5	Terri Scott	Teacher	Pulaski	06/16/2025
Retire	10.1	5	Corinne Steinhoff Yarwood	Teacher	Hamilton	06/16/2025

Personal	4.0	5	Anna Silberg	Teacher	53rd Street	02/05/2025
Retire	21.5	5	Elaina Sullivan	Teacher	Fernwood	06/16/2025
Retire	30.4	5	Bari Svoboda	Teacher	Hamilton	06/16/2025
Retire	29.1	2	Robin Swan	Principal	River Trail	02/14/2025
Retire	20.2	5	Brian Szyszko	Teacher	Bay View	06/16/2025
Personal	10.5	5	Lori Tharp	Teacher	Elm	06/16/2025
Retire	26.4	5	Diane Vander Boogard	OT	Central Svcs	06/16/2025
Retire	34.5	5	Milena Walker	Teacher	Riverside	06/30/2025
Other Dist	1.0	5	Jacquelyn Weatherbee	Teacher	Congress	01/31/2025
Personal	9.4	2	Kimberly Whooper	Teacher	Audubon MS	01/23/2025
Personal	3.5	5	Johnathan Ailant	Engineer I	Congress	02/08/2025
Personal	1.0	2	Sabrina Akhahon	FSA	Doerfler	01/13/2025
Personal	0.3	2	Tamera Brooks	CHA	Washington	01/31/2025
Personal	2.0	2	Shanelle Clay	BSH I	Longfellow	01/15/2025
Personal	0.2	2	Tanjala Cunningham	FSA	Central Svcs	01/10/2025
Personal	12.0	4	Rosa Gallardo	Para	ALBA	02/28/2025
Retire	22.4	2	Cheryl Hopson	CHA	81st Street	01/31/2025
Personal	0.4	2	Winford Johnson	Safety Asst	School Safety	01/31/2025
Retire	25.5	2	Martha Kimber	CHA	Congress	06/16/2025
Retire	26.2	5	Marcia Kwasniewski	Para	Trowbridge	06/16/2025
Personal	5.3	4	Jomarie Maldonado	Para	Mitchell	12/21/2024
Personal	21.9	2	Betty McClellan	FSA	Carson	01/31/2025
Personal	10.3	5	Christal Meredith	Para	Riverwest	06/16/2025
Retire	38.0	5	Diane Merryfield	Sr Tech II	Technology	03/15/2025
Retire	19.1	6	Awatef Muna	FSA	Greenfield	02/14/2025
Personal	1.5	4	Yeimina Rivera	Para	Mitchell	01/23/2025
Personal	6.1	2	Carey Roberts	Para	Central Svcs	12/09/2024
Personal	2.0	3	Matthew Robinson	CHA	Manitoba	01/27/2025
Retire	16.9	5	Thomas Serak	Para	Trowbridge	06/16/2025
Other Work	0.2	2	Jasmine Sodowsky	Para	Hamilton	01/23/2025
Other Work	9.2	2	Keondrae Speights	Para	Hamilton	01/23/2025
Personal	0.4	2	Catera Stanfield	Para	JMAC	01/30/2025
Retire	29.4	2	Delores Walton	BSH I	Central Svcs	03/30/2025
Retire	26.2	2	Dawn Warfield	Para	Elm	01/17/2025

Other District – 1 (Classified 0 – Certificated – 1)
Other Work – 3 (Classified 2 – Certificated – 1)
Personal – 24 (Classified 14 – Certificated – 10)
Retirement –31 (Classified 8 – Certificated – 23)

Codes

1 Native American
2 African American
3 Asian//Pacific Islander
4 Hispanic
5 White
6 Other
7 Two or More Codes

r Resident
nr Non-resident

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditure were previously approved in the FY25 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

Your Committee recommends that the Board

1. approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board

2. direct the Administration to provide a quarterly report on the trends behind employee retirement and resignation. Said report to be a narrative of the responses to the exit survey.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

The Interim Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(2)(r)	Lois Womack	Curriculum Specialist IV	Schedule 03, Range 11A
		Office of the Chief of Academics	$137,754
(4)(r)	Lucia Torres	Curriculum Specialist IV	Schedule 03, Range 11A
		Office of the Chief of Academics	$102,833
(4)(nr)	Crystal Fiet	Assistant Principal I, Hayes	Schedule 03, Range 10C
		Office of the Chief of School Administration	$104,742
(4)(nr)	Debbie Blancarte	Principal I, K-6 Neeskara	Schedule 03, Range 13T
		Office of the Chief of School Administration	$99,356
(5)(r)	Ethan Heffelfinger	Coordinator III-Procurement	Schedule 03, Range 08A
		Office of the Chief of Finance	$92,000
(2)(nr)	Diamond Suggs	Assistant Principal I, Carson Academy	Schedule 03, Range 10C
		Office of the Chief of School Administration	$109,440

(2)(r)	Marvin Bailey	Assistant Principal I, Elm	Schedule 03, Range 10C
		Office of the Chief of School Administration	$78,556
(5)(nr)	Charles Nimke	Programmer Tech II, Technology	Schedule 03, Range 04A
		Office of the Chief of Communication and School Performance	$75,000
Recommended LTE Contracts (To be effective upon the Boards approval)			
(2)(r)	Lorraine Applewhite	Effectiveness Implementation Coach (EEIC) Mentors for Principals	$40.00
		Office of the Chief of School Administration	
		12/01/24 to 05/30/25	
(5)(r)	Annie Kubes	Recreation Special Projects	$40.00
		Office of the Chief of Academics	
		01/27/25 to 07/27/25	
(5)(r)	Melanie Stewart	Advance Placement and International Baccalaureate Support	$40.00
		Office of the Chief of Academics	
		02/01/25 to 06/30/25	
(5)(r)	Jennifer Snedic	School Psychologist	$50.00
		Office of the Chief of Academics	
		03/03/25 to 06/13/25	
(2)(r)	Cheryl Hayes	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	
		02/09/25 to 06/30/25	
(2)(r)	Yvette Moore	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	
		02/09/25 to 06/30/25	
(2)(r)	Rozalia Harris	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	
		02/09/25 to 06/30/25	
(2)(r)	Angela Mack	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	
		02/09/25 to 06/30/25	
(5)(r)	Shirley Lewis	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	
		02/09/25 to 06/30/25	
(5)(r)	Julie Nussberger	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	
		02/09/25 to 06/30/25	
(5)(r)	Frank Lammers	Language Immersion Program Liaison	$35.00
		Office of the Chief of Academics	
		01/27/25 to 07/27/25	
(5)(r)	Jennifer Glueckert	ESL Literacy Resource Instructor	$35.00
		Office of the Chief of School Administration	
		02/04/25 to 05/28/25	
(5)(r)	Sean Veternick	Science Lab Resource Instructor	$35.00
		Office of the Chief of School Administration	
		02/04/25 to 05/28/25	
(2)(r)	Freddie Campbell	College and Career Readiness	$30.00
		Office of the Chief of School Administration	

		01/02/25 to 06/30/25	
(4)(r)	Cory Hanson	Math Interventionist	$30.00
		Office of the Chief of School Administration	
		02/17/25 to 06/13/25	
(5)(nr)	Diane Merryfield	Process Payroll/Knowledge Transfer for New Secretary II	$30.00
		Office of the Chief of Finance	
		03/15/25 to 09/14/25	
(2)(r)	Lawrence Ambrose	Youth Mentor Bradley Tech	$30.00
		Office of the Chief of School Administration	
		03/03/25 to 09/03/25	
(2)(r)	Danny Hamilton	Youth Mentor Bradley Tech	$30.00
		Office of the Chief of School Administration	
		03/03/25 to 09/03/25	
(2)(nr)	Cassu Green	Youth Mentor Bradley Tech	$30.00
		Office of the Chief of School Administration	
		03/03/25 to 09/03/25	
(2)(r)	Tanesheah Ross	Youth Mentor Bradley Tech	$30.00
		Office of the Chief of School Administration	
		03/03/25 to 09/03/25	
(2)(r)	Latusha Malone	Youth Mentor Bradley Tech	$30.00
		Office of the Chief of School Administration	
		02/01/25 to 06/30/25	
(2)(r)	Anthony Wiggins	Youth Mentor	$30.00
		Office of the Chief of School Administration	
		02/19/25 to 06/13/25	
(5)(r)	Michael Fendry	Induction & Support	$30.00
		Office of the Chief of School Administration	
		01/01/25 to 06/15/25	
(5)(nr)	Laura Naughton	Induction & Support	$30.00
		Office of the Chief of School Administration	
		03/01/25 to 06/18/25	
(2)(r)	Roslyn Sampson	Art Literacy Program	$30.00
		Office of the Chief of School Administration	
		02/05/25 to 06/12/25	
(5)(nr)	Angela Chojnacki	School Kitchen Manager Mentor	$25.00
		Office of the Chief of School Administration	
		02/14/25 to 06/16/25	
(5)(r)	Dawn Butler	School Kitchen Manager Mentor	$25.00
		Office of the Chief of School Administration	
		02/14/25 to 06/16/25	
(2)(r)	Lavenia Shorter	Safety Assistant I	$22.00
		Office of the Chief of School Administration	
		03/23/25 to 09/23/25	

R Resident
Nr Non-resident
1 Native American
2 African American
3 Asian/Pacific Islander
4 Hispanic
5 White
6 Other
7 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditure were previously approved in the FY25 budget.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, salary increases and decreases, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

On the motion of Director O'Halloran, the revised appointment list was approved, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 4) Report with Possible Action on Limited-term Employees, July-December 2024

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Per Administrative Policy 6.37, the Administration on a semi-annual basis, in August and February, shall present a report on all Limited-Term Employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

The reported list is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.37 - Limited-term Employment Positions

Fiscal Impact Statement

N/A

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(Item 5) Report with Possible Action on the District's Final Elementary and Secondary School Emergency Relief Fund Budget Detail and Evaluation Plan

Your Committee reports having received the following report. Although this item as noticed for possible action, no action is required.

Background

The Consolidated Appropriations Act, 2021 [P.L. 116–260], also referred to as the Federal Stimulus Package, was enacted on December 27, 2020, and is the federal government's response to the ongoing COVID-19 pandemic. The stimulus package included provisions for the Elementary and Secondary School Emergency Relief Fund. Between March of 2020 and 2021, Congress passed three stimulus bills under ESSER with allocations of funding for school districts. These funds provided emergency financial assistance to address the impact that COVID–19 has had, and continues to have, on elementary and secondary schools. T

The purpose of this report will be to provide final highlights of ESSER III expenditure. The full ESSER III budget book is attached to the minutes of your Committee's meeting.

A final update of the American Institutes of Research's (AIR's) evaluation of Milwaukee Public Schools' Elementary and Secondary School Emergency Relief Funding is also attached to the minutes of your Committee's meeting. As part of the evaluation, AIR was responsible for three main objectives: (a) create geospatial maps and dashboards describing the use of ESSER funding and the relationships between ESSER funding and other variables of interest, (b) train MPS analyst(s) to maintain and update the web maps and dashboards, and (c) evaluate a minimum of three key ESSER-funded initiatives.

ESSER III allocations were budgeted based on the following identified priority funding areas:

- Accelerating learning
- Health and wellness
- Facilities
- Technology
- Extracurricular Engagement

Accelerating Learning

Academic Support & College Readiness

- 152 students earned 1,837 college credits through M3 College Connection programs.
- 286 students participated in HBCU College Tours.
- 820 students enrolled in 46 UWM and MATC dual enrollment courses.
- 1,814 courses were taken by students in the MPS Virtual Program.
- 4,332 students attended summer and after-school programs, earning 1,700 High School credits.

Student Achievement & Program Expansion

- 26% increase in the Personal Finance pass rate from SY 20212022 to 2023-2024.
- 3,602 students participated in school vendor-led tutoring (over double from 2022-2023).
- Students enrolled in STEM, Career & Tech Ed, and Project Lead the Way courses.
- 545 students in internship/apprenticeship programs (a 57% increase over 2021-2022).

Early Learning & Curriculum Support

- K3 - 2nd grade students improved math skills through the "Counting Collections" program, with significant growth.
- Supported reading skills through ACT 20 training for teachers.
- Students learned about Climate Change through the science curriculum.
- New curriculums introduced in math, science, social studies, and writing.

Family Engagement & Teacher Development

- 35,000 PreK - 8th grade students and families received family engagement kits for literacy, math, and social-emotional development.
- Funded the New Educator Institute, serving 240 new teachers and paraprofessionals.
- Offered programs to improve language arts, math, STEM, and school climate in Community Schools.
- Supported health services for students and families, including a new health clinic at South Division.

Health and Wellness

Mental Health Support & Services

• Implemented RFP for broader mental health services across the district, via teletherapy, that was utilized by more than 60 schools.

• Expanded the School Community Partnership for Mental Health (SCPMH) by 50%, to 38 schools.

• Provided training for school psychologists and social workers in evidence-based interventions for trauma. Such interventions have already been used with students in over 1,000 instances.

• Provided mental health support during summer Community Learning Center (CLC) programming over the last three summers.

• Delivered professional development for mental health support staff on crisis management and advanced trauma training for schools.

• Increased Success Center funding to serve more students and extend services into summer, and continued scaling up Success Center programming focusing on students enrolled in grades 4 through 12.

Physical Health Initiatives

• Implemented community exercise stations and traffic gardens for K-5 and K-8 playgrounds.
• Renovated fitness rooms for high schools.
• Provided AED equipment, asthma spacers, and vision screening supplies for schools.
• Supported school nutrition operations.
• Funded unique school needs through $100,000 per school.

Social Emotional Learning (SEL) Support

• Contracted 23 different vendors for school SEL programming.
• Provided professional development and supplies for SEL.
• Extended Second Step curriculum for K-5 students.

• Strengthened the Department of Black and Latino Male Achievement by hiring two additional coordinators.

• Established the Department of Gender and Identity Inclusion.

• Strengthened Restorative Practices through professional development and family engagement opportunities, expanding access to toolkits and enhancing restorative practices circle spaces for students.

Facilities

Facility Renovations and New Construction

• Completed major construction at Reagan High School, Milwaukee High School of the Arts, Greenfield School, and Fairview School.

• Constructed new barn at Vincent High School and Nutrition Services Center at King Middle School.
• Performed renovations, including ceiling, lighting, and window replacements at various schools.
• Replaced fire alarm systems for hearing-impaired students.
• Improved the aesthetics of lockers, corridors and classrooms
• Built a synthetic turf soccer field and pedestrian mall at Rogers Street Academy.
• Schools received $100K allotments for facility improvements.

Technology

Technology & Learning Tools

• Refreshed Chromebooks for all schools, removing obsolete devices.
• Delivered 80,000+ headsets and other accessories.
• Installed Interactive Flat Panels and 5,000 document cameras.
• Set up 4,250 desktops for upcoming Windows 11 requirements.

• Completed installation and programming of interior digital signage and exterior marquee signage at all MPS schools.

• Purchased eSports equipment for 16 high schools and 1 middle school.

Extracurricular Engagement

Extracurricular & Enrichment Support
• Provided overnight camping trips across Wisconsin for 706 students.
• Offered free sports physicals to 1,587 student athletes and driver's education to 3,606 students.
• Upgraded multiple athletic facilities including fieldhouses, pools, tennis courts, gym floors and gym amenities, and synthetic turf fields.
• Expanded summer, after-school, and Saturday programming.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of $25,000; Report on Revenues and Expenditure; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

State Authorization to Issue a Purchase Order to Ricoh USA, Inc. for Document Contract Management Conversion and Storage

The Administration is requesting authorization to issue a purchase order to Ricoh USA, Inc. for the conversion of digital district files used primarily in the Department of Human Resources and Department of Recreation to the Ricoh DocuWare Cloud platform. This conversion will provide greater security over these files as well as access in the event the district is involved in a cybersecurity incident.

The move to the Ricoh platform will also allow greater use of the online document management system as current Ricoh devices in the district can be used to create the files.

This project includes $40,615.00 in Professional Services Fees for the conversion and project management as well as a software subscription of $6,689.00 per month for licensing, storage and support. The term of the monthly subscription will be 36 months.

This purchase is made under the State of Wisconsin's Contract #505ENT-M25-MFDCOPIER-01 ("Participating Addendum") and the NASPO ValuePoint Master Contract #140602.

The term of this purchase order will be from March 1, 2025 – February 29, 2028, and will not exceed $281,419.00.

Budget Code: TSV-0-0-TLN-DW-EMTC (Technology – Contracts)..... $ 281,419.00

Ricoh USA, Inc.

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Monthly Financial Report

The report on revenues and expenditure; the report on contracts awarded with a value under $50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
German Immersion School	Consulate General	15,787.50	General School Supplies
	Total Monetary Donations Over $5,000	*15,787.50*	
Monetary Donations			
Auer Avenue School	* Jeanne Stadler	100.00	Auer Annual Holiday Bazaar
Auer Avenue School	Patricia Kashmerick	200.00	Auer Annual Holiday Bazaar
Auer Avenue School	Karen Brubakken	1,000.00	Auer Annual Holiday Bazaar
Auer Avenue School	Derrick & Shanita Washington	100.00	Auer Annual Holiday Bazaar
Bethune Academy	Jeffery Kloss	100.00	Uniforms
Burdick School	RSR Services	1,000.00	Cheer Uniform
Carver Academy	Brewer's Hill Association	560.00	Warm Hearts Brewer's Hill Coats
Clara Barton School	American Income Life Insurance Co.	28.00	General School Supplies
Engleburg School	Dreambuilders Foundation	3,000.00	MPS Hygiene Locker
Fratney Street School	Katherine Headley	200.00	Field Trips
French Immersion School	Lopresti Family	100.00	General School Supplies
King High School	Jacalyn Benka	20.00	RKHS Baseball Team Equipment
King High School	Jennifer Ketz	328.00	General School Supplies
King High School	Jennifer Ketz	1,700.00	RKHS Athletic Programs
King High School	Carol Johnstone	20.00	Choral Concert
King High School	Anonymous	364.00	Choral Concert
King High School	Kathleen Dreyer	556.75	National Honor Society T-Shirts
Morgandale School	Forest Home Historic Preservation Assoc.	50.00	Day of the Dead Event
Office of Finance - Milwaukee Recreation	Cheri G Briscoe	200.00	Hawthorne Glen
Riley School	Marisol Garcia	10.00	Art Club
Riley School	Allison Engel	10.00	Art Club
Riley School	Brittney Rodriguez	10.00	Art Club
Riley School	Maria Alvarez	10.00	Art Club
Riley School	Paola Schultz	10.00	Art Club
Riley School	Steven Gaskell	10.00	Art Club
Riley School	Paola Schultz	10.00	Art Club
Riley School	Iris Hernandez	10.00	Art Club

Location	Donor	Amount	Gift or Purpose
Riley School	Toyin Adetiba	10.00	Art Club
Ronald Reagan High School	Anonymous	111.00	Band
Ronald Reagan High School	Anonymous	120.75	Choir
Ronald Reagan High School	Rogers Community Learning and Engagement & WISE	250.00	Hope Squad Pizza Party
Ronald Reagan High School	* Mark and Beth Bender	500.00	General School Supplies
Ronald Reagan High School	* Mark and Beth Bender	500.00	General School Supplies
Ronald Reagan High School	Meggan Hill	1,000.00	General School Supplies
Total Monetary Donations	12,198.50		
Non-Monetary Donations			
Allen-Field School	DonorsChoose	49.89	Classroom Essentials
Allen-Field School	DonorsChoose	232.99	5th Grade
Allen-Field School	DonorsChoose	735.57	Students with Disabilities
Auer Avenue School	Care Matters LLC	6,545.00	Winter Coats
Auer Avenue School	Friends of True Square Foundation, Inc	1,620.00	Toys for the Annual Holiday Bazaar
Bay View High School	DonorsChoose	392.99	Classroom Snack and Light Squad
Bay View Montessori School	DonorsChoose	1,775.50	STEM
Bethune Academy	DonorsChoose	360.96	Fidgets for Focus
Browning School	DonorsChoose	242.01	We Are Excited for Math!
Browning School	DonorsChoose	390.22	PreK Educational Resources
Burbank School	Julie Travers	178.68	Apple Pies
Burbank School	DonorsChoose	552.48	STEM
Burbank School	DonorsChoose	709.91	Time Saving Tools
Burbank School	DonorsChoose	804.96	Literacy & Language, Warmth Care & Hunger
Carver Academy	DonorsChoose	308.39	Excited for Volleyball!
Carver Academy	DonorsChoose	437.65	Calm and Engaged!
Cass Street School	DonorsChoose	957.70	Health Sports & Wellness, Warmth Care & Hunger
Craig Montessori School	DonorsChoose	411.25	Students with Disabilities
Craig Montessori School	DonorsChoose	227.72	Illuminate Our Learning
Craig Montessori School	DonorsChoose	464.99	Life Skills
Doerfler School	Kathryn Liesch	4,188.16	General School Supplies
Doerfler School	El Rey Foods	50.00	Gift Cards
Doerfler School	DonorsChoose	148.42	No More Tummy Aches
Doerfler School	DonorsChoose	194.69	Stop the Winter Blues
Doerfler School	DonorsChoose	222.84	To the Podium Please
Doerfler School	DonorsChoose	256.27	Comfy Learning
Doerfler School	DonorsChoose	263.13	Literacy & Language, Students with Disabilities
Doerfler School	DonorsChoose	268.07	Loving Reading With Technology!
Doerfler School	DonorsChoose	289.17	Literacy & Language, Students with Disabilities
Doerfler School	DonorsChoose	407.62	Life Skills
Dr. B Carson Academy of Science	DonorsChoose	148.44	Writers for Life

Location	Donor	Amount	Gift or Purpose
Dr. B Carson Academy of Science	DonorsChoose	9.49	Classroom Essentials
Dr. B Carson Academy of Science	DonorsChoose	188.30	Literacy & Language, STEM
Dr. B Carson Academy of Science	DonorsChoose	249.78	Warmth Care & Hunger
Dr. B Carson Academy of Science	DonorsChoose	261.97	A Classroom is a Second Home!
Dr. B Carson Academy of Science	DonorsChoose	297.10	Health Sports & Wellness, Students with Disabilities
Dr. B Carson Academy of Science	DonorsChoose	596.42	Making Science Notebooks
Eighty-First Street School	DonorsChoose	395.80	Super Snacks for Third Graders
Emerson School	DonorsChoose	531.40	Life Skills, Students with Disabilities
Engleburg School	United HealthCare	15,000.00	Coat Donation
Forest Home Avenue School	DonorsChoose	7.07	Classroom Essentials
Forest Home Avenue School	DonorsChoose	10.65	Classroom Essentials
Forest Home Avenue School	DonorsChoose	148.78	Piece by Piece
Forest Home Avenue School	DonorsChoose	163.45	Feelings Are Meant to Be Felt
Forest Home Avenue School	DonorsChoose	372.36	Music & The Arts
Fratney Street School	DonorsChoose	173.08	Headphones for Learning
Gaenslen School	DonorsChoose	19.29	Classroom Essentials
Gaenslen School	DonorsChoose	133.68	Literacy & Language, Students with Disabilities
Gaenslen School	DonorsChoose	135.52	Communication Through Images!
Gaenslen School	DonorsChoose	171.35	Health Sports & Wellness, Students with Disabilities
Gaenslen School	DonorsChoose	304.77	Life Skills, Students with Disabilities
Gaenslen School	DonorsChoose	352.56	Literacy & Language, Students with Disabilities
Gaenslen School	DonorsChoose	445.32	Creative Building With Blocks
Gaenslen School	DonorsChoose	630.82	Life Skills, STEM
Gaenslen School	DonorsChoose	1,162.48	Maker Space
Goodrich School	MPS Foundation	1,338.89	7 Buses
Goodrich School	DonorsChoose	132.02	Readers Are Leaders
Goodrich School	DonorsChoose	277.50	Classroom Positivity
Goodrich School	DonorsChoose	302.81	Sharpen Up My Classroom
Goodrich School	DonorsChoose	303.14	Wonderous Reading
Goodrich School	DonorsChoose	303.14	Wonderous Reading
Goodrich School	DonorsChoose	303.14	Wonderous Reading
Goodrich School	DonorsChoose	382.37	New School Year Supplies!
Goodrich School	DonorsChoose	414.15	Health Sports & Wellness

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	609.48	First Year Teacher
Goodrich School	DonorsChoose	9.75	Classroom Essentials
Goodrich School	DonorsChoose	18.98	Classroom Essentials
Goodrich School	DonorsChoose	24.31	Classroom Essentials
Goodrich School	DonorsChoose	190.48	Life Skills, Students with Disabilities
Goodrich School	DonorsChoose	197.23	Health Sports & Wellness
Goodrich School	DonorsChoose	197.34	Classroom Essentials
Goodrich School	DonorsChoose	273.02	100th Day Snacks
Goodrich School	DonorsChoose	273.04	Literacy Activities!
Goodrich School	DonorsChoose	288.95	Life Skills, Students with Disabilities
Goodrich School	DonorsChoose	334.50	Teachers Pay Teachers
Goodrich School	DonorsChoose	355.64	Time to Read!
Goodrich School	DonorsChoose	361.30	Sensory Items Needed!
Goodrich School	DonorsChoose	382.94	Snacks and Art!
Goodrich School	DonorsChoose	397.22	Health Sports & Wellness, Students with Disabilities
Goodrich School	DonorsChoose	411.42	Cleaning Wipes and Snacks
Goodrich School	DonorsChoose	436.00	Learning Resources
Goodrich School	DonorsChoose	450.33	Chairs and Wheels!
Goodrich School	DonorsChoose	453.03	Literacy & Language, STEM
Goodrich School	DonorsChoose	502.56	Snack Time
Goodrich School	DonorsChoose	505.83	Sensory Regulation
Goodrich School	DonorsChoose	510.06	Readers Are Leaders
Goodrich School	DonorsChoose	516.64	Life Skills, Students with Disabilities
Goodrich School	DonorsChoose	541.66	Playtime Re-Vamp
Goodrich School	DonorsChoose	550.31	Students with Disabilities
Goodrich School	DonorsChoose	565.62	Headphones Needed!
Goodrich School	DonorsChoose	590.12	C is for Cardstock
Goodrich School	DonorsChoose	597.06	Field Day Celebration
Goodrich School	DonorsChoose	676.11	Music & The Arts
Goodrich School	DonorsChoose	702.42	Yard Games for Field Day
Grant Gordon Learning Center	DonorsChoose	295.19	Noise Friendly Block Center!
Grant School	DonorsChoose	261.59	Nose Bleeding, No Problem
Grantosa Drive School	DonorsChoose	258.36	Epic Student Prizes
Gwen T. Jackson School	DonorsChoose	271.53	Headphones Please!
Gwen T. Jackson School	DonorsChoose	391.80	Painting With a Purpose
Hartford University School	DonorsChoose	540.60	Ready to Learn!
Hawthorne School	DonorsChoose	313.54	Let's Get Organized!
Hayes Bilingual School	DonorsChoose	157.78	Good Behavior
Hayes Bilingual School	DonorsChoose	276.92	Sound Proof Music Room!
Hayes Bilingual School	DonorsChoose	305.42	Copy Paper!
Hayes Bilingual School	DonorsChoose	334.35	Read, Speak, Record

Location	Donor	Amount	Gift or Purpose
Hayes Bilingual School	DonorsChoose	339.98	Let's Make Music Egg Shakers!
Hayes Bilingual School	DonorsChoose	477.14	Basics and More
Hi-Mount School	DonorsChoose	319.16	Warmth Care & Hunger
Holmes School	DonorsChoose	204.12	The Paws Store
Holmes School	DonorsChoose	264.34	It's Your Move!
Holmes School	DonorsChoose	285.64	Prizes for the School Store
Holmes School	DonorsChoose	295.95	Health Sports & Wellness, Literacy & Language
Holmes School	DonorsChoose	303.24	Reading Groups Need Book Sets
Holmes School	DonorsChoose	309.65	New Book Sets for Small Groups!
Holmes School	DonorsChoose	331.58	New Book Sets? Yes!
Holmes School	DonorsChoose	334.26	Literacy & Language
Holmes School	DonorsChoose	393.04	Scary Stories for the Library!
Holmes School	DonorsChoose	441.16	Autism Is Amazing
Kilbourn School	DonorsChoose	317.00	Snacks for Classroom Success!
Kilbourn School	DonorsChoose	331.57	In Need of New Books Please!
Kilbourn School	DonorsChoose	356.39	Supply Us Please!
Kilbourn School	DonorsChoose	372.91	Building with a Purpose
Kilbourn School	DonorsChoose	373.46	A Love for Reading!
Kilbourn School	DonorsChoose	433.38	Literacy & Language, STEM
King High School	DonorsChoose	5.96	Classroom Essentials
King High School	DonorsChoose	21.28	Classroom Essentials
King High School	DonorsChoose	303.74	Helping Hunger!
King High School	DonorsChoose	323.53	Life Skills
King High School	DonorsChoose	346.22	Literacy & Language
King High School	DonorsChoose	393.15	Literacy & Language
King High School	DonorsChoose	582.49	Health Sports & Wellness, Literacy & Language
Kluge School	DonorsChoose	267.13	STEM, Students with Disabilities
Kluge School	DonorsChoose	304.19	Continue Growing
Kluge School	DonorsChoose	326.75	Basic Essential Tools
Kluge School	DonorsChoose	328.16	Take a Seat
Kluge School	DonorsChoose	419.73	Literacy & Language
Kluge School	DonorsChoose	536.80	Student Coordination!
Lafollette School	* Friends of True Square Foundation, Inc	3,000.00	Food for Thanksgiving Feast
Lafollette School	Kohn Law Firm	1,003.79	Hats and Gloves
Lancaster School	DonorsChoose	350.21	Keeping Our Scholars Engaged
Lancaster School	DonorsChoose	1,164.75	Social Worker Staples
Lincoln Avenue School	DonorsChoose	320.46	Communication Through Play

Location	Donor	Amount	Gift or Purpose
Lincoln Avenue School	DonorsChoose	409.29	Life Skills, Literacy & Language
Lincoln Middle School	Fresh Thyme Market	70.00	Fruit for Thanksgiving Baskets for HEP Students
Lloyd Barbee Montessori	DonorsChoose	135.12	You Have Beautiful Handwriting
Lloyd Barbee Montessori	DonorsChoose	208.91	Literacy & Language, Students with Disabilities
Lloyd Barbee Montessori	DonorsChoose	577.27	Health Sports & Wellness
Longfellow Elementary	DonorsChoose	256.50	Classroom Printer Ink
Longfellow Elementary	DonorsChoose	467.41	Literacy & Language, STEM
Longfellow Elementary	DonorsChoose	612.17	Life Skills, Music & The Arts
MacDowell Montessori	DonorsChoose	243.05	Autism Sensory Kit #2
MacDowell Montessori	DonorsChoose	254.32	Kindergarten Table
MacDowell Montessori	DonorsChoose	272.97	Sensory Materials
MacDowell Montessori	DonorsChoose	391.38	Life Skills, Social Studies
MacDowell Montessori	DonorsChoose	423.88	Life Skills, Students with Disabilities
MacDowell Montessori	DonorsChoose	435.16	School Bicycle Repair Shop
Manitoba School	David Siegel	1,354.99	Gift Card for School Supplies
Manitoba School	DonorsChoose	9.49	Classroom Essentials
Manitoba School	DonorsChoose	190.83	Racial Justice & Representation, Social Studies
Maple Tree School	DonorsChoose	379.02	K5 Art Supplies
Maple Tree School	DonorsChoose	387.11	Keep the Germs Away
Maple Tree School	DonorsChoose	408.95	Writing in K5
Meir School	DonorsChoose	1,000.63	Magical Meadow
Milwaukee High School of the Arts	DonorsChoose	300.24	Life Skills, Students with Disabilities
Milwaukee High School of the Arts	DonorsChoose	521.16	Health Sports & Wellness, Life Skills
Milwaukee Sign Language School	DonorsChoose	19.29	Classroom Essentials
Milwaukee Sign Language School	DonorsChoose	294.37	Just the Basics!
Mitchell School	DonorsChoose	17.03	Classroom Essentials
Mitchell School	DonorsChoose	442.82	Literacy & Language, Students with Disabilities
Mitchell School	DonorsChoose	547.46	STEM, Students with Disabilities
Mitchell School	DonorsChoose	646.09	A Table We Can WRITE On, Too!
Mitchell School	DonorsChoose	817.13	Clean, Calmed, and Refreshed!
Morgandale School	DonorsChoose	277.16	K4 Authors & Illustrators

Location	Donor	Amount	Gift or Purpose
Morgandale School	DonorsChoose	323.57	Ready & Organized
Morgandale School	DonorsChoose	343.97	Sparkling Clean
Morgandale School	DonorsChoose	402.85	Snack Attack
Morgandale School	DonorsChoose	429.05	Sticky Business
Ninety-Fifth Street School	DonorsChoose	201.57	Hand-On Learning=Fun!
Ninety-Fifth Street School	DonorsChoose	206.90	Literacy & Language
Ninety-Fifth Street School	DonorsChoose	208.42	Comfy and Cozy With a Book
Ninety-Fifth Street School	DonorsChoose	229.02	Basic School Supplies
Ninety-Fifth Street School	DonorsChoose	250.45	Games for Open House
Ninety-Fifth Street School	DonorsChoose	321.78	Christmas Books!
Ninety-Fifth Street School	DonorsChoose	322.16	Soft Light for Pre-K2
Ninety-Fifth Street School	DonorsChoose	355.95	We Love Books!
Ninety-Fifth Street School	DonorsChoose	447.37	Literacy & Language
Office of Academics - Specialized Services	Chris Coughlin	395.58	Clothing and Health Products
Office of Academics - Specialized Services	* MARTA, Debra Jupka	1,500.00	Gift Cards and Socks
Office of Academics - Specialized Services	Jim Coughlin	140.00	Youth Winter Gloves
Office of Academics - Specialized Services	Mike and Terri Schulties	110.00	Sweatshirts and Jackets
Office of Academics - Specialized Services	Brew City Optimist Club, Jo'El Pearlman	300.00	Gift Cards
Office of Academics - Specialized Services	Amber Williams	1,675.00	Various Gift Cards
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Cassie Lynn	150.00	Mitten Tree Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Adam Westermayer	500.00	Mitten Tree Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Liz Schuster	450.00	Mitten Tree Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Luis Lopez-Barbosa	2,000.00	Milwaukee Bucks Gear
Parkside School	DonorsChoose	15.05	Classroom Essentials
Parkside School	DonorsChoose	358.25	Ukranian Eggs
Parkview School	DonorsChoose	820.53	K5 Loves Literacy Toys!
Pulaski High School	DonorsChoose	171.01	Sensory Space CAU Unit
Pulaski High School	DonorsChoose	205.15	Book Club Swag
Pulaski High School	DonorsChoose	229.93	Help Yearbook Club Grow!
Riverside High School	DonorsChoose	559.55	Feeding Young Minds
Riverside High School	DonorsChoose	674.73	Life Skills
Riverwest Elementary	DonorsChoose	9.49	Classroom Essentials

Location	Donor	Amount	Gift or Purpose
Riverwest Elementary	DonorsChoose	218.38	Health Sports & Wellness, Life Skills
Riverwest Elementary	DonorsChoose	375.78	Health Sports & Wellness, Life Skills
Roosevelt Middle School	Aurora Health Care Family Services	900.00	Thanksgiving Voucher
Roosevelt Middle School	Micah Williams	50.00	Socks, Mittens, Earmuffs
Roosevelt Middle School	Ginger Dzick	100.00	Pumpkin Pies, Whip Cream
Roosevelt Middle School	Barbara Green	200.00	Thanksgiving Baskets
Roosevelt Middle School	House of Mercy Evangelistic Ministries	400.00	Turkey Baskets and Gift Cards
Roosevelt Middle School	Milwaukee Bucks	100.00	Milwaukee Bucks Swag Bag
Roosevelt Middle School	Jimmy Johns	167.96	Subs
Roosevelt Middle School	Antetokounbro Store	50.00	Gift Cards
Roosevelt Middle School	Target	50.00	Gift Card
Roosevelt Middle School	Tiffany Howard, Johnitta Jackson, Dyo' Nnesha Woolfork	375.00	Toiletries, Socks, Underwear, Hats, Gloves, Mittens
Siefert School	DonorsChoose	149.32	Water for Learning!
Siefert School	DonorsChoose	257.29	Hurray for Headphones!
Siefert School	DonorsChoose	281.81	Dazzling Disinfectant!
Siefert School	DonorsChoose	666.98	Health Sports & Wellness, Life Skills
Siefert School	DonorsChoose	789.89	Play Away Wintertime Blues!
Spanish Immersion School	DonorsChoose	7.07	Classroom Essentials
Spanish Immersion School	DonorsChoose	652.92	Life Skills, Literacy & Language
Spanish Immersion School	DonorsChoose	658.08	Getting Comfy, Cozy and Smart
Spanish Immersion School	DonorsChoose	681.14	Getting Comfy, Cozy and Smart
Spanish Immersion School	DonorsChoose	1,064.82	Toro Store Incentives
Story School	DonorsChoose	126.62	Classroom Essentials
Story School	DonorsChoose	202.82	Just Paper, Please
Story School	DonorsChoose	219.02	Health Sports & Wellness, Life Skills
Story School	DonorsChoose	260.75	Enhance Learning
Story School	DonorsChoose	1,295.35	Volleyballers Unite!
Thoreau School	DonorsChoose	291.62	Life Skills, Music & The Arts
Townsend School	DonorsChoose	536.31	Health Sports & Wellness, Life Skills
Trowbridge School	DonorsChoose	18.98	Classroom Essentials
Trowbridge School	DonorsChoose	33.80	Classroom Essentials
Trowbridge School	DonorsChoose	153.20	Literacy & Language
Trowbridge School	DonorsChoose	206.99	Science of Reading For All!
Trowbridge School	DonorsChoose	212.03	Cooking and Kid Biz
Trowbridge School	DonorsChoose	214.50	Snack Attack
Trowbridge School	DonorsChoose	233.00	Make Learning Fun

Location	Donor	Amount	Gift or Purpose
Trowbridge School	DonorsChoose	237.04	Spin Me Right Round
Trowbridge School	DonorsChoose	242.33	We Need Books!
Trowbridge School	DonorsChoose	253.40	Oil Pastels Please
Trowbridge School	DonorsChoose	308.07	Literacy & Language
Trowbridge School	DonorsChoose	416.22	Classroom Store
Trowbridge School	DonorsChoose	419.02	High Interest books Needed
Vieau School	DonorsChoose	185.30	Learning Centers of Math
Vieau School	DonorsChoose	208.56	Running Out of the Basics
Vieau School	DonorsChoose	216.95	Help us Beat the Heat!
Vieau School	DonorsChoose	267.45	Comfortable, Flexible Seating!
Vieau School	DonorsChoose	271.95	Health Sports & Wellness
Vieau School	DonorsChoose	320.14	Fun Reading Centers for K5!
Vieau School	DonorsChoose	496.51	Love to Read
Vieau School	DonorsChoose	1,059.52	Books For The Holidays!
Vieau School	DonorsChoose	1,172.59	Health Sports & Wellness, Students with Disabilities
Vincent High School	DonorsChoose	19.06	Classroom Essentials
Vincent High School	DonorsChoose	317.37	Classroom Hygiene Station
Vincent High School	DonorsChoose	425.87	Talk To Me
Vincent High School	DonorsChoose	583.64	STEM
William Cullen Bryant School	DonorsChoose	198.47	Headphones For The Classroom
William Cullen Bryant School	DonorsChoose	216.13	Light Up Our World (Classroom)
William Cullen Bryant School	DonorsChoose	270.99	Teachers Need Other Teachers
William Cullen Bryant School	DonorsChoose	292.19	Warmth Care & Hunger
William Cullen Bryant School	DonorsChoose	323.28	Food for the Mind
William Cullen Bryant School	DonorsChoose	445.64	Wonderful K5 Writers
Wisconsin Conservatory	DonorsChoose	294.63	STEM
	Total Non-Monetary Donations	*129,509.29*	
	Total Value of Donations	*157,495.29*	
	** Donations from MPS Alumni*	*5,600.00*	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditure as indicated on the attachment.

Committee's Recommendation

Your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 7) Action on the Award of Professional Services Contracts

Background

Recommended for the Board's approval at this meeting are the following professional services contracts:

RFP 1056 Authorization to Extend a Contract with FEI Behavioral Health Inc. to Provide Employee Assistance Plan Benefits

The Administration is requesting authorization to extend the contract with FEI Behavioral Health Inc. (FEI) to provide the employee assistance plan (EAP) benefits to MPS employees, dependents and household members.

FEI offers on-demand help (master's level counselors) 24 hours a day, 7 days a week, 365 days a year, to employees, dependents and household members. The FEI contract provides EAP members with 6 counseling sessions per individual, per year. All counseling sessions are free to eligible members. FEI also contracts with two of the leading legal service companies in the United States and with the leading financial services company to provide personal legal, financial assistance and referral services to EAP members. Finally, FEI contract includes unlimited hours for crisis and trauma support to help employees cope with the aftermath of critical events such as natural and human made disasters and tragedies, violence and death, and significant workplace change.

The services through the EAP will continue to help fulfill the needs of district employees, dependents and household members with a holistic approach on life and transitions. There is still a high need for support in mental health and wellbeing, financial and legal assistance areas. The EAP also provides assistance with family concerns such as childcare and aging parents.

Contractor was chosen pursuant to RFP 1056, which closed on October 5, 2021. The Initial term of the contract ran from April 1, 2022 through March 31, 2025.The contract extension will run from April 1, 2025 through March 31, 2026, with the possibility of one remaining one-year extension, upon mutual agreement of the parties, at the same terms.

The total cost of the contract term will not exceed $142,000.

Budget Code: GSP-0-S-HU5-HR-ECTS(Grants) $142,000.00

FEI Behavioral Health Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....NO

Total # of Employees 315

Total # of Minorities 64

Total # of Women 233

HUB PARTICIPATION

Required .....NA

Proposed..... NA

$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 10 HOURS

RFP 1142 Authorization to Issue Contracts with Two Contractors for Sign Language Interpreter Services

The Administration is requesting authorization to enter into blanket contracts with Professional Interpreting Enterprise and Effectiff LLC for sign language interpreter services. These vendors will be used to deliver sign language interpretation services district-wide for students Pre-K3 through twelfth grade and staff who are deaf or hard of hearing.

American Sign Language (ASL) interpreters facilitate communication for everyone and are specifically needed in order to allow for communication for our DHH students/staff/parents. ASL is the primary language for many of our deaf population and without interpreters they are unable to access their education to the fullest extent possible.

Contractors were chosen pursuant to RFP 1142, which closed on December 11, 2024. The contract with Professional Interpreting Enterprise shall be in effect from March 1, 2025 through February 29, 2028. The contract with Effectiv shall be in effect from March 1, 2025 through February 28, 2026.

Total compensation shall not exceed $1,600,000 as follows:

Contractor	Amount	Term
Professional Interpreting Enterprise	$1,500,000	3 year – March 1, 2025 – February 29, 2028
Effectiff LLC	$100,000	1 year - March 1, 2025 – February 28, 2026

Budget Code: HI2-0-I-EEN-DW-ECTS (Contracted Services) $1,600,000.00

Professional Interpreting Enterprise

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....Yes

Total # of Employees 88

Total # of Minorities 15

Total # of Women 79

HUB PARTICIPATION

Required 5%

Proposed.....5%

$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 100 HOURS

Student Career Awareness Commitment: 10 HOURS

Effectiff LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 5

Total # of Minorities 1

Total # of Women 2

HUB PARTICIPATION

Required 5%

Proposed..... 5%

$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 100 HOURS

Student Career Awareness Commitment: 10 HOURS

Cooperative Authorization to Issue a Contract to Solution Tree, Inc. for Professional Learning and Capacity Building for District & School Leadership on Professional Learning Communities (PLCs)

The Administration is requesting authorization to enter into a contract with Solution Tree, Inc. for professional learning and capacity building for district and school leadership on Professional Learning Communities.

Solution Tree will be used to deliver high level training and coaching to district leadership and 20 CSI school leadership administrators on how to successfully implement Professional Learning Communities at their schools. Establishing a structure and culture for Professional Learning Communities (PLCs) at our Comprehensive Support and Improvement (CSI) schools is essential for fostering a culture of continuous improvement and collaboration within our school district. By establishing PLCs, we create an environment where educators and staff can engage in meaningful, ongoing professional development, share expertise, and solve challenges together. PLCs allow for the exchange of best practices, promote reflective teaching, and lead to improved student outcomes.

The schools participating have selected PLCs as their evidence-based strategies, allowing for the use of CSI/MRI grant as the source of funds for this contract. The schools included are as follows: Barton, Bruce, Carson, Congress, Douglas, Eighty-First, Emerson, Hartford, Hawthorne, King MS, Kluge, Lancaster, Lincoln MS, Milwaukee Sign Language, Morse MS, River Trail, Riverwest, Roosevelt, Thoreau, Townsend.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Contract #220601.

The contract will run from March 1, 2025, through June 30, 2025, (the “Initial Term”), with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $1,029,519.26.

Budget Code: SDV-0-S-3Z5-DW-ECTS..... $1,029,519.26

-*-

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditure as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 8) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Issue a Purchase Order to The Boomerang Project for Link Crew Training for MPS Staff Members

The Administration is requesting authorization to issue a purchase order to Boomerang Project for registration at Link Crew Training for MPS staff members. The purchase is for registration of 18 individuals to register and attend the annual Link Crew training annually in March.

The Boomerang Project will annually train six staff members to becoming Link Crew Coordinators at their school. Two staff from a school will be trained with three schools being trained annually. Link Crew is an evidence-based approach to student-led mentoring across the school. Upperclassmen are trained annual to becoming Link Crew leaders. Freshmen are grouped together in small groups with an upperclassmen Link Crew leader starting at Freshmen Bridge and continue the mentoring throughout the year. Once a staff member is trained in Link Crew they are able to coordinate the mentoring program throughout the school without additional support from Boomerang Project.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of part of an approved federal grant. (Administrative Policy 3.09(2)(c)).

The purchase order will have a term of March 1, 2025 through February 29, 2028 and will not to exceed $69,300.

Budget Code: SDV-0-S-SJ5-SN-ECTS (Grants) $69,300.00

The Boomerang Project

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue a Contract to Crisis Prevention Institute, Inc. to Provide Access and Training for Site-Based Licenses for Reframing Behavior Training Modules

The Administration is requesting authorization to enter into a contract with Crisis Prevention Institute, Inc. (CPI) to provide access and coaching to their Reframing Behavior training modules. The contract is for site-based licenses for all staff members, as well as for training of site-based facilitators at the following schools: Vincent High School, Hamilton High School, Audubon High School, Bradley Tech High School, Clarke Street School, James Madison High School , Rufus King Middle School, Marshall High School, Milwaukee Sign Language School, Morse Middle School , Obama High School, Riverside University High School, South Division High School , Story School, Wisconsin Conservatory of Lifelong Learning, Green Tree Preparatory Academy, Elm Creative Arts School, Franklin School, Washington High School of Information Technology, and Grantosa Drive Elementary.

Crisis Prevention Institute, Inc. (CPI) will be providing a five hour in-person training for all school-based facilitators as well as monthly virtual coaching support available. Each site will have access to the modules within Reframing Behavior to utilize as school-based professional development opportunities every month. Reframing Behavior is a neuro-science based training for educators that unpacks the latest research to help all educators build a more positive, supportive learning environment and prevent disruptive behavior.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of part of an approved federal grant. (Administrative Policy 3.09(2)(c)).

The contract will run from March 1, 2025 through September 30, 2027 and will not exceed $86,000.

Budget Code: SDV-0-S-SJ5-SN-ECTS $86,000.00

Crisis Prevention Institute, Inc.

HUB PARTICIPATION

Required 0%

Proposed 0%

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue a Contract to HMH Education Company to Provide Curriculum, Resource Planning Support and Internal Capacity Building

The Administration is requesting authorization to enter into a contract with HMH Education Company (HMH) to provide curriculum, resource planning support and internal capacity building.

HMH will work with MPS district teachers to further develop and integrate the existing MPS Look for Guide and Instructional Pacing Guides, creating practical and actionable coaching tools that empower teachers to implement effective, research drive literacy instruction. HMH will also collaborate with MPS to refine and enhance existing lesson plans used for small-group instruction in alignment with four phases of reading to integrate science of reading strategies.

In addition, HMH will also support district leadership and coaches in co-planning and modeling instructional practices to create a set of model lesson exemplar videos for whole and small-group instruction.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from March 2, 2025 through June 30, 2025 and will not exceed $210,000.00

Budget Code: SDV-0-S-3Z5-DW-ECTS $210,000.00

HMH Education Company

HUB PARTICIPATION

Required 0%

Proposed 0%

$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditure as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 9) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Award a Professional Services Contract to Airoldi Brothers

Waiver Authorization to Waive Administrative Policy 3.09(9)(e) and Issue a Contract to Airoldi Brothers, Inc. for the Lease of Six Refrigerated Trucks for Nutrition Services

The Administration is requesting authorization to issue a contract to Airoldi Brothers, Inc. for the lease of six (6) refrigerated food delivery trucks. Airoldi Brothers, Inc. trucks will be used to transfer food and supplies from our central kitchens to other school kitchens.

This contract decreases the number of delivery trucks we have leased in the past as we are moving our school kitchens back to production kitchens. We initially leased 10 trucks and now will be leasing six (6) trucks.

The Administration is requesting a waiver of the three-year term limit. In order to secure pricing and truck availability in the changing truck rental market due to supply chain issues, the Administration is seeking a five-year contract.

Contractor was chosen pursuant to RFP 1096, which closed on December 28, 2022. MPS and Contractor have finally come to an agreement. The contract will run from March 1, 2025 through February 28, 2026, (the "Initial Term"), with four additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost in the Initial Term will not to exceed $300,000.

Budget Code: LNC-0-0-LNH-DW-ESDF (Nutrition)..... $300,000.00

Airoldi Brothers, Inc.

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditure as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments

Committee's Recommendation

Your Committee recommends that the Board waive Administrative Policy 3.09(9)(e) and authorize the professional services contract as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 10) Action On Monthly Facilities Matters: FMS Contract Modification Recommendation

Background

Listed below is the contract modification recommended for the Board's approval at this meeting:

- Carrico Aquatic Resources Inc. for pool chemicals at various MPS sites; Code: Various = Not to exceed $300,000.00 for the remainder of the contract.

The modification requires a waiver of Administrative Policy 3.09 in order to add three months to the current three-year contract. The contract would also be modified to increase expenditure authority by an additional $100,000.

Contract Modification

Authorization to Modify a Contract with Carrico Aquatic Resources

The Administration is requesting approval to waive Board Policy 3.09 (9)(e) Relative to Purchase Order and Contracts. The Administration is requesting approval to modify the blanket contract from a 3-year contract to a 3-year and 3-month contract and increase the expenditure authority with Carrico Aquatic Resources by an additional $100,000.00 for the remainder of the new term with a new expenditure limit of $300,000 for the final 15 months of the contract.

The vendor was chosen pursuant to RFQ #349239, with a term of February 25, 2022 – February 24, 2025.

This modified contract will run from February 25, 2022 – May 30, 2025.

Budget Code: Various

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditure for:
Contract Modification:
Total Contract Modification Requested = Not to exceed $300,000.00

Implementation and Assessment Plan

Upon Board approval, the attached contract modification shall be executed.

Committee's Recommendation

Your Committee recommends that the Board
1. waive Administrative Policy 3.09(e) and
2. approve the contract modifications, as described in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 11) Action in Follow-up to Resolution 2425R-006, on Professional Development for Act 20

Background

At the January 24, 2025, Regular Board meeting, amended Resolution 2425R-006 by Director Gokalgandhi was adopted. The resolution calls for a plan to implement necessary professional development as outlined in the RESOLVED portion of Resolution 2425R-006, which reads:

> RESOLVED, That the Administration is directed to bring forward a calendar and a plan to implement, without delay, the necessary professional development; and, be it
>
> FURTHER RESOLVED . That the plan include four early release days. with two hours of time on each of these days to be allocated for professional development aimed at addressing district-wide initiatives; and be it
>
> FURTHER RESOLVED, That this calendar and plan is to be presented to the Board in the February 2025 Board cycle.

Administration has worked with both internal and external stakeholders to develop a calendar and plan that aligns with required and recommended professional development particularly as it pertains to Act 20.

The professional development calendar of June 2025 through June 2026 is attached to the minutes of your Committee's meeting.

2025-26 Districtwide Calendar

August 25 ..... Organization Day
August 26–28 ..... Professional Development Days
August 29 ..... Labor Day Break
September 1 ..... Labor Day
September 2 ..... First Day of School – Students
October 17 ..... Parent-Teacher Conference Day
October 20 ..... October Break
November 7 ..... Record (K–8) / Professional Development Day (HS)
November 26–28 .. Thanksgiving Break
December 22–31 ... Winter Break
January 1–2 ..... Winter Break
January 5 ..... Classes resume
January 19 ..... MLK Jr. Day
January 26 ..... Record (HS) / Professional Development Day (K–8)
February 16 ..... Mid-Semester Break
February 17 ..... Professional Development (HS) / Record Day (K–8)
March 20 ..... Parent-Teacher Conference Day
March 30 ..... April 3 Spring Break
May 1 ..... Professional Development Day
May 25 ..... Memorial Day
June 5 ..... Record (K–8) / Professional Development Day (HS)
June 15 ..... Last Day of School – Students
June 16 ..... Record day (HS) / Professional Development Day (K–8)
June 17–18 ..... Emergency makeup days (if needed)

Note: ACT testing dates to be determined.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.11 - Reading

Fiscal Impact Statement

The fiscal impact of this item will be the equivalent of one full school day in the district. The exact total of this item will be calculated by the Department of Finance and Budget Services upon Board approval of this item.

Implementation and Assessment Plan

Upon Board approval the Administration will revise the 2025-2026 district wide calendar and begin the work needed to implement the attached plan for the 2025-2026 school year.

Committee's Recommendation

Your Committee recommends the Board approve the attached plan and calendar.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Zombor presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

(Item 1) Action on a Request to Approve Revisions to Administrative Policy 7.19 Student-Initiated Student Groups

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Revisions to Administrative Policy 7.19 consist of minor revisions to terminology and school structures. For example, "Secondary" and "Non-secondary" schools are now referred to as "9-12 schools" and "K-8 schools," respectively.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.19 - Student-initiated Student Groups

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 7.19 Student-Initiated Student Groups as indicated in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on a Request to Approve Revisions to Administrative Policy 7.20 Student Publications

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Revisions to Administrative Policy 7.20 consist of minor revisions to terminology.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.20 - Student Publications

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 7.20 Student Publications as indicated in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on a Request to Approve Revisions to Administrative Policy 7.21 Student Contests and Performances

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Both the policy and the procedure have been amended to make minor revisions to terminology and to provide clarity relative to maintaining records concerning the right to use copyrighted materials.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.21 - Student Contests and Performances

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy and Administrative Procedure 7.21 Student Contests and Performances as indicated in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Gokalgandhi presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

(Item 1) Action on a Request to Approve the Proposed Timetable for the Fiscal Year 2025–2026 Budget Development and Approval Process

Background

This item is being presented in accordance with State Statute 119.16 (8) Board Duties Budget and Board Governance Policy 2.05 Board Planning Cycle, which states, "A Board calendar with all work displayed on the timetable will be developed annually."

Fiscal Year 2025-2026

Date(s)	Proposed Budget Timetable Action
May 2, 2025	Superintendent's FY26 Proposed Budget released.
May 6, 2025*	Strategic Planning and Budget Committee meets on the Superintendent's FY26 Proposed Budget and hears public testimony.
May 7, 2025*	Proposed budget and public hearing notice published in newspaper, parent companion guide and budget overview presentation released.
May 9, 2025*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.
May 13, 2025*	Administration submits proposed amendment analysis to the Office of Board Governance by the end of the day.

May 13, 2025*	Statutory public hearing on the Superintendent's FY26 Proposed Biennial Budget.
May 15, 2025*	Strategic Planning and Budget Committee reviews the FY26 Proposed Budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.
May 19, 2025*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.
May 23, 2025*	Administration submits proposed amendment analysis to the Office of Board Governance by noon.
May 27, 2025*	Strategic Planning and Budget Committee reviews the FY26 Proposed Budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.
May 29, 2025*	Board meeting to consider and to take possible action on the Superintendent's FY26 Proposed Budget.
No later than June 27, 2025	Board Clerk transmits FY26 Adopted Budget to the Milwaukee Common Council.
October 28, 2025*	Board meeting to consider and take action on the amended adopted budget recommendations for FY26.
No later than October 30, 2025	Board Clerk sends FY26 Amended Adopted Budget to the Milwaukee Common Council.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditure. There is no fiscal impact from the adoption of the budget timetable.

Implementation and Assessment Plan

If approved the Board and Administration will follow the Budget Timetable.

Committee's Recommendation

Your Committee recommends that the Board adopt the Fiscal Year 2025–2026 Proposed Budget Timetable as set forth in the attachment to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on a Request to Approve the Proposed Fiscal Year 2025-26 Budget Priorities

Background

The approved budget priorities will be used in the planning and development of the fiscal year 2025-26 budget. The priorities guide the administration as it prepares the proposed budget. The identified priorities must be balanced with the resources available to the district, and may change in order to adapt to the district's financial situation. The budget for the Milwaukee Public School District is driven by the district's vision, mission, and strategic plan. It is intended to implement the board's priorities:

- Increase academic achievement and accountability
- Improve district and school culture
- Develop our staff
- Ensure fiscal responsibility and transparency
- Strengthen communication and collaboration

The proposed budget priorities outlined below aim to guide the district in enhancing access to high-quality educational opportunities and fostering positive, supportive school environments for improved academic outcomes. All while developing a balanced budget that is compliant with state law and maximizes resources available under the district's revenue limit.

Priorities

1. Prioritize school budgets while adjusting educational programming and departmental budgets.
2. Allocate resources to maintain school library, art, music, and physical education supported by the 2024 referendum.
3. Attract and retain staff by implementing board approved salary step increases.
4. Implement salary schedules with a 2.95% cost-of-living increase to keep pace with inflation, as measured by the Consumer Price Index (CPI).
5. Begin implementation of centralized security command center and technology updates.
6. Maintain central office capacity to support school operations.
7. Increase the fund balance to promote long-term stability and flexibility in the School Operation Fund, practicing sound financial management.
8. Consider modifications to employee benefits for eligible staff to identify cost savings and increase efficiencies.
9. Investigate the feasibility of expanding the number of site-based production kitchens and continue implementation of a kitchen equipment replacement schedule based on an inventory aging report.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditure. The fiscal impact will depend on later action of the Milwaukee Board of School Directors (Board) in adopting the budget.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed fiscal year 2025–2026 budget priorities as listed in the item and the recommended priorities outlined in the February 2025 Operational Overview by MGT.

* * * * *

(Item 3) Report with Possible Action on Fiscal Year 2025-2026 Estimated Enrollment, Revenues and Long-Range Financial Forecast

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Each year the Administration and the Office of Accountability and Efficiency report to the Board their forecast for the district's major revenues and expenditure along with underlying assumptions such as estimated enrollment. The forecast will support fiscal decision-making to maintain or improve essential school operations services.

	FY25	FY26	FY27	FY28	FY29	FY30	Change FY30 vs FY25
(In Millions)	Adopted	est	est	est	est	est	

Revenues	$1168.1	$1209.8	$1262.7	$1291.6	$1305.7	$1322.8	$154.7
Expenditure							
Salaries/Other Wages	$511.4	$541.8	$567.9	$589.5	$611.3	$633.8	$122.4
Benefits							
Medical/Vision Insurance-Active	$142.0	$173.4	$180.3	$187.5	$195.1	$203.1	$61.0
Employee Contribution-Active	($13.9)	($20.0)	($19.9)	($20.7)	($21.5)	($22.4)	($8.5)
Medical-Retiree (no Vision)	$47.0	$55.4	$56.9	$58.8	$59.5	$60.1	$13.1
Employee Contribution-Retiree	($1.0)	($1.0)	($1.2)	($1.4)	($1.6)	($2.0)	($1.0)
Net Medical/Vision	$174.2	$207.8	$216.1	$224.2	$231.5	$238.8	$64.7
Other Benefits	$109.7	$106.7	$108.9	$111.4	$113.9	$116.5	$6.8
Total Benefits	$283.9	$314.5	$325.1	$335.6	$345.3	$355.4	$71.4
Purchased Services							
Contracted Schools Charters	$90.8	$91.1	$91.5	$91.9	$92.3	$92.8	$2.0
Open Enrollment -Outbound	$45.2	$45.4	$46.2	$47.0	$47.7	$48.5	$3.3
Pupil Transportation	$65.7	$67.0	$68.3	$69.7	$71.1	$72.5	$6.8
Other Purchased Scvc.-Includes Utilities	$66.1	$73.6	$75.3	$77.0	$78.5	$80.0	$13.9
Total Purchased Services	$267.8	$277.0	$281.3	$285.6	$289.6	$293.8	$26.0
Supplies/Materials	$52.7	$57.6	$57.9	$59.1	$51.5	$54.4	$1.7
Capital Purchases	$3.9	$4.0	$4.1	$4.2	$4.3	$4.4	$0.5
Debt Service	$37.3	$27.8	$27.6	$29.2	$28.0	$27.7	($9.6)
Insurances	$8.0	$8.8	$9.2	$9.6	$10.0	$10.4	$2.4
Other	$3.1	$0.1	$0.0	$0.0	($0.0)	($0.1)	($3.2)
Total Expenditure	$1168.1	$1231.7	$1273.1	$1312.8	$1339.9	$1379.8	$211.7
Balance Before Internal Adjustments	($0.0)	($21.9)	($10.4)	($21.2)	($34.2)	($57.0)	
Internal Adjustments	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditure.

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents following report:

(Item 1) Action on a Request to Approve the Non-Instrumentality Charter School Contract with Next Door Foundation, Inc. for Next Door Charter School

Background

Next Door Charter School, located at 2545 North 29th Street and 5310 West Capitol Drive, was established as a non-instrumentality charter school beginning in 2004. The current contract is for a maximum of 208 full-time equivalent (FTE) pupils in grade K4. Next Door received a one-year extension in July 2024 following a three-year contract renewal.

Next Door's mission is to support the intellectual, physical, and emotional development of children by partnering with their families for success in school and the community.

On December 19, 2024, the Board approved a five-year renewal recommendation for Next Door Charter School and authorized the Administration, in collaboration with the Board's Designee and the Office of the City Attorney, to begin contract negotiations with representatives from the Next Door Foundation, Inc. for Next Door Charter School.

In January 2025, representatives from Next Door, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model non-instrumentality charter school contract and agreed to the attached redline contract.

Contingent upon the Board's approval, Next Door Foundation, Inc. for Next Door Charter School accepts the non-instrumentality charter contract with the modifications as outlined in the attachments to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY26 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2025-2026 school year and ending with the 2029-2030 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the attached, five-year, non-instrumentality charter school contract with Next Door Foundation, Inc. for Next Door Charter School to begin with the 2025-2026 school year and end on the last regularly scheduled day of the 2029-2030 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 2) Action on a Request to Approve the Instrumentality Charter School Contract with Honey Creek Continuous Progress Charter School, Inc. for Honey Creek Continuous Progress Charter School

Background

Honey Creek Continuous Progress School (Honey Creek), located at 6701 West Eden Place, was established as an instrumentality charter school beginning in 2005. During each renewal cycle since, the Board has approved a five-year renewed contract. The current contract is for a maximum of 410 full-time-equivalent (FTE) pupils in grades K4 through 5.

The vision of Honey Creek is to provide an equitable, inclusive, engaging, and collaborative learning community which prepares students to develop the knowledge, critical thinking skills, and character necessary to be lifelong learners. Honey Creek is dedicated to partnering with families and their community to help students succeed to their full potential.

On December 19, 2024, the Board approved a five-year renewal recommendation for Honey Creek and authorized the Administration, in collaboration with the Board's Designee and the Office of the City Attorney, to begin contract negotiations with representatives from the Honey Creek Continuous Progress Charter School, Inc. for Honey Creek Continuous Progress Charter School.

In January 2025, representatives from Honey Creek, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model instrumentality charter school contract and agreed to the attached redline contract.

Contingent upon the Board's approval, Honey Creek Continuous Progress Charter School, Inc. for Honey Creek Continuous Progress Charter School accepts the instrumentality charter contract with the modifications as outlined in the attachments to your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY26 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2025-2026 school year and ending with the 2029-2030 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the attached, five-year, instrumentality charter school contract with Honey Creek Continuous Progress Charter School, Inc. for Honey Creek Continuous Progress Charter School to begin with the 2025-2026 school year and end on the last regularly scheduled day of the 2029-2030 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 3) Action on a Request to Approve the Non-Instrumentality Charter School Contract with Highland Community School, Inc. for Highland Community School

Background

Highland Community School (Highland), located at 1706 West Highland Boulevard, was established as a non-instrumentality charter school beginning in 1996. During each renewal cycle, the Board has approved a five-year renewed contract. The current contract is for a maximum of 435 full-time-equivalent (FTE) pupils in grades K3 through 8.

Highland's mission is to create a community of diverse families and educators working together to offer high quality Montessori education in a nurturing environment that enriches, empowers, and inspires children to reach their potential and encourages parents to become responsible for and involved with their children's education.

On December 19, 2024, the Board approved a five-year renewal recommendation for Highland Community School and authorized the Administration, in collaboration with the Board's Designee and the Office of the City Attorney, to begin contract negotiations with representatives from the Highland Community School, Inc. for Highland Community School.

In January 2025, representatives from Highland, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model non-instrumentality charter school contract and agreed to the attached redline contract.

Contingent upon the Board's approval, Highland Community School, Inc. for Highland Community School accepts the non-instrumentality charter contract with the modifications as outlined in the attachments to your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY26 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2025-2026 school year and ending with the 2029-2030 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the attached, five-year, non-instrumentality charter school contract with Highland Community School, Inc. for Highland Community School to begin with the 2025-2026 school year and end on the last regularly scheduled day of the 2029-2030 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 4) Report with Possible Action on Green Tree Preparatory Academy (GPA)

Background

Green Tree Preparatory Academy (GPA) was established as an instrumentality charter school beginning with the 2019-20 school year. The current contract is for a maximum of 600 full-time-equivalent (FTE) pupils in grades 6 through 12. GPA is located at 6850 N 53rd Street.

GPA's mission is to build a body of student leaders who will lead or own tomorrow's businesses. Green Tree's vision is to provide a safe, nurturing, and professional community of learning where students are educated, empowered, and enabled to develop the essential skills necessary to lead and succeed.

On March 24, 2024, the Board approved a three-year charter school contract with Green Tree Preparatory Academy, Inc. for Green Tree Preparatory Academy (GPA) that included a 6-month report on the school progress which is attached to this item.

Enrollment and Demographics

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Enrollment	215	252	375	444	484	425
Contract Pupil Maximum	420	570	720	870	870	600
Grades Served	6-9	6-10	6-11	6-12	6-12	6-12
English Language Learners	1.9%	1.6%	1.9%	1.8%	1.9%	2.1%
Students with Disabilities	17.7%	18.3%	18.7%	14.2%	15.7%	17.9%
Economically Disadvantaged	89.8%	82.9%	84.3%	74.5%	91.1%	85.2%
Black or African American	88.8%	90.5%	8.3%	85.4%	87.8%	86.9%
Hispanic	4.7%	3.6%	4.8%	6.1%	4.3%	4.2%
White	3.3%	2.0%	3.5%	1.4%	1.0%	1.6%
Multiple	0.5%	0.8%	3.7%	3.2%	3.1%	4.0%
Asian	2.8%	2.0%	4.3%	4.1%	3.3%	4.0%
Am. Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%

Key Measures

	2021-22	2022-23	2023-24	2024-25
Staff retention rate	65%	47%	70%	98%
Suspension rate	33.1%	31.7%	31.6%	27.7%
Percentage of Academic Performance Metrics met	16.7%	23.1%	23.1%	

DPI Report Card Results

	Overall Score	Overall Ranking
2023-24	46.1%	Fails to Meet Expectations
2022-23	46.6%	Fails to Meet Expectations
2021-22	29.0%	Fails to Meet Expectations
2020-21	AR	Needs Improvement
2019-20	n/a	No state report card

Other Information

Additional information may be found in the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee's Recommendation

Your Committee recommends that the Board direct the Offices of Board Governance and Accountability and Efficiency and the Administration (Department of Contracted School Services) review the performance evaluation process of contracted schools that require more assistance. Your Committee further recommends that a follow-up report on Green Tree Prep be brought to the Board in the November cycle.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 5) Report with Possible Action on Academia De Lenguaje Y Bellas Artes (ALBA)

Background

Academia de Lenguaje y Bellas Artes (ALBA) was established as an instrumentality charter school beginning with the 2004-2005 school year. The current contract is for a maximum of 650 full-time equivalent (FTE) pupils in grades K4 through 8. ALBA is located at 1712 S. 32nd Street.

ALBA's mission is founded on the conviction that bilingual students can reach their full potential academically, in English and Spanish when challenged through a rigorous curriculum that develops critical thinking, problem solving and creativity through the integration of the fine arts. ALBA's students will develop self-confidence and self-worth as their Hispanic cultural identity is both recognized and valued through the curriculum as they prepare to be internationally minded life-long learners. Parents are vital partners in this mission.

On August 29, 2024, the Board approved a five-year contract with ALBA and requested Administration provide a report on its progress.

Enrollment and Demographics

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Enrollment	538	567	565	598	623	615
Contract Pupil Maximum	570	585	615	635	650	635
Grades Served	K3-6	K3-7	K3-8	K3-8	K3-8	K3-8
English Language Learners	91.8%	59.4%	70.1%	69.2%	68.4%	71.7%
Students with Disabilities	16.4%	17.8%	18.7%	15.2%	15.4%	16.1%

Economically Disadvantaged	90.5%	83.4%	86.8%	91.1%	87.6%	85.4%
Black or African American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic	99.1%	99.1%	99.1%	99.1%	99.2%	98.9%
White	0.6%	0.5%	0.4%	0.3%	0.5%	0.8%
Multiple	0.1%	0.2%	0.4%	0.2%	0.2%	0.2%
Asian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Am. Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%

Key Measures

Attendance Rate – Outpaces district-wide average
Stability Rate – 82.3%
Mobility Rate – 3.1%
100% of measures demonstrated on public academic achievement report were met
100% of students were promoted from 4th grade
100% of students were promoted from 8th grade

DPI Report Card Results

	Overall Score	Overall Ranking
2023-24	73.4%	Exceeds Expectations
2022-23	74.2%	Exceeds Expectations
2021-22	73.8%	Exceeds Expectations
2020-21	71.8%	Exceeds Expectations
2019-20	n/a	No state report card

Other Information

Additional information is found in the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Committee's Recommendation

Your Committee recommends that the Administration develop and implement a targeted support plan that directly addresses governance and school climate concerns. Your Committee further recommends that the plan provide clear accountability measures and timelines to ensure meaningful progress.

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(Item 6) Report with Possible Action on the Results from the National Assessment of Educational Progress (NAEP)

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The National Assessment of Educational Progress (NAEP) is administered across the country every other year. Participation in the assessment is required by any school or district that receives Title I funding. Milwaukee Public Schools elects to participate in the Trial Urban District Assessment (TUDA) which provides the district the ability to benchmark with other Council of Great City Schools districts, National Public Schools, Large City Schools, and the state of Wisconsin. This presentation will review our results.

What is NAEP?

National Assessment of Educational Progress

• The only assessment that measures what U.S. students know and can do in various subjects across the nation, states, and in some cases, urban districts.

• Representative samples of schools and students

• NAEP results are released as "The Nation's Report Card"

Timeline

Current 8th grade students were in 4th grade at the time of the pandemic and current 4th graders were in kindergarten. Testing in 2022, just coming out of the pandemic showed a nationwide dramatic decrease in achievement. The 2024 testing indicates point to potentially even more ling-term effects on learning that couldn't have been predicted two years ago.

Wisconsin students showed no significant change in performance. Within MPS, however, we saw a significant decline in reading, indicating a widening of the gap between high and low performers. There is also a significant decrease in math performance since 2019. Grade 4 reading is in a similar place. Only grade 8 reading has remained stable over time.

No significant changes observed across the various demographic groups in math and reading.

Grade 4 Achievement Level Percentages

Mathematics

	Below NAEP Basic	NAEP Basic	NAEP Proficient	NAEP Advanced
2017	49	36	14	2
2019	48	36	14	2
2022	60	29	9	2
2024	60	27	11	1

Reading

	Below NAEP Basic	NAEP Basic	NAEP Proficient	NAEP Advanced
2017	60	25	13	2
2019	64	21	12	2
2022	67	21	9	2
2024	73	18	7	2

Key Findings

- Declines for lowest performing students
- Student attendance – missing as few as three days a month have significantly lower achievement
- Impact of COVID-19 pandemic
- Long-term trends
- Score gaps amongst student groups
- Gains for English learners

Next Steps

- Efforts to improve student attendance
- Reading and math curriculum

- Implementation of 2023 Wisconsin Act 20
- District strategic plan and student achievement focus
- Need for professional development time

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38 - Balanced Assessment Systems

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 7) Report with Possible Action on Ambitious Instruction

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

This report highlights progress since the start of FY24, focusing on student achievements, areas for growth, and initiatives to enhance academic performance. It will outline data-driven strategies, targeted interventions, and collaborative efforts fostering an environment where every student thrives.

The presentation will emphasize the Ambitious Instruction plan, launched in 2021-2022. This plan prioritizes formative practices, explicit instruction, and student engagement and is aligned with the district's Five Priorities of Success. It supports academic achievement, staff development, and collaboration.

Curriculum Enhancements

Integrate ACT Topics into Career and Technical Education

- Science: interpretation of data
- Math: integrating essential skills and modeling
- English: argumentative writing

Project Lead The Way (PLTW)

- Reinforces core content knowledge and skills using a hands-on, problem-solving approach
- Elementary (Launch), middle school (Gateway to Technology), and high school (engineering, biomedical science, and computer science)

Key Outcomes Achieved

Focus on Foundational Skills – ECERS-3

	Pilot Year	Year 1	Year 2
Language and Literacy Score	2.5	3.1	3.8

– Addressing reading challenges
– Implementing the new math curriculum
– Integrating reading in the content areas
– Intentional use of common assessments
– Enhanced engagement levels

Promising Practice

Teaming in Equitable Education Coaching and Holistic Support (TEECHS)

- District leadership team
- District problem of practice
- Aligned with CSIP
- Team of aligned needs (TAN)

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

N/A

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(Item 8) Report with Possible Action on the Regional Showcase - Southwest Region

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

This month, the Southwest Region is featured. The Southwest Region comprises 26 schools, and serves 13,166 students in diverse settings to meet the varied needs of our students. Schools in the Southwest Region include the following: ALBA, Academy of Accelerated Learning, Alcott, Allen-Field, Curtin, Doerfler, Fairview, Forest Home, Grant, Greenfield, Hayes, Honey Creek, Kagel, Lincoln Avenue, Longfellow, Lowell, Manitoba, Milwaukee Spanish Immersion, Mitchell, Morgandale, Riley, Rogers, Vieau, Whitman, Wedgewood, and Zablocki.

The Southwest Region offers a variety of programs including bilingual, dual- language, immersion, and a unique Dual Language Montessori program to support our students towards their academic goals. The Southwest Region is successful due to the committed staff members and dedicated community partnerships, a vital component to the success of students.

Southwest Region Demographics

- 26 Schools
- 13,166 Students
- 84.5% Economically Disadvantaged
- 41.6% English Language Learners
- 23.6% Students with Disabilities

Hispanic – 68.6%
Black or African American – 12.3%
Asian – 8%
White – 6.9%
American Indian or Alaskan Native – 0.3%
Native Hawaiian or Other Pacific Islander – 0.1%

Climate Data

	2020-21	*2021-22*	*2022-23*	*2023-24*	*2024-25*
Attendance Rate	90.80%	86.10%	88.30%	88.90%	89.70%
Suspension Rate		6.5%	7.5%	6.2%	4.1%

Featured School – Lowell International Elementary School

Principal: Theresa Christensen

Racial Demographics:

Student Enrollment: 235 students
Students w/Disabilities: 21.5%
English Language Learners: 21.5%
Economically Disadvantaged: 80%

Asian: 10%
Black or African American: 20%
Hispanic: 48%
Multiple: 10%
White: 15%

Lowell International School Improvement Plan Focus

Instruction

EBIS: Science Based Literacy Instruction in grades K-3
Instructional Lever: Formative assessment and instructional practices to inform instruction
Instructional Practice: Differentiation of Instruction

Culture and Climate

EBIS: Social and Emotional Learning
Culture and Climate Pathway: Social and Emotional Learning
Culture and Climate Component: Community building strategies

Report Card Growth

2021-22 Fails to Meet Expectations
2022-23 Meets Few Expectations
2023-24 Meets Expectations

Lowell Points of Pride

- Attendance rate has increased
- Suspension rate has decreased
- Intervention System
- Authorized IB World School, Primary Years Programme (IB PYP)
- SURGE/JAVITS Grant-Gifted and Talented
- Family Involvement has increased
- Partnerships
- Green and Healthy Schools-Cohort 9

Looking Ahead

- Increase Enrollment
- Grow ESL Program
- Exceed Expectations on state report card
- Increase attendance rate
- Build and maintain community partners
- New redesigned student/neighborhood friendly playground

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

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(Item 9) Report with Possible Action on Gifted and Talented Identification and Services

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Wisconsin State Statutes, chapters 121.02(1)(t) and 118.35, require school boards to establish guidelines for identification and to provide access to programs for students who are identified as gifted and talented. In Wisconsin, "gifted and talented pupils" means students enrolled in public schools who give evidence of high-performance capability in intellectual, creative, artistic, leadership, or specific academic areas and who need services or activities not ordinarily provided in a regular school program in order to fully develop such capabilities.

Milwaukee Public Schools begins this process through the identification of students by administering the Cognitive Abilities Test (CogAT), to all students second grade. Additionally, schools that are part of the Javits Grants (SEE US!, SURGE, and Expanding Excellence) use the Teacher's Observation of Potential in Students (TOPS) Tool to identify gifted potential in from culturally, linguistically, diverse backgrounds.

This presentation will review this year's CogAT results including the use of local norms to increase identification, the revised MPS Gifted and Talented Identification and Guidelines, and existing services for gifted services for students and parents.

High Ability/High Potential vs. Gifted and Talented

High Ability/High Potential (Local Norms) - Students demonstrating above average ability in a cognitive domain.

Gifted and Talented (National Norms) - Students demonstrating significantly above average ability students in a cognitive domain.

	High Ability/High Potential		Gifted and Talented	
	Identified Students	*Percent of Tested*	*Identified Students*	*Percent of Tested*
2022	395	9.9%	131*	3.3%
2023	416	10.1%	166	4.0%
2024	414	10.2%	162	4.0%

Demographics of Students Identified

	Students Identified as High Ability/High Potential		Students Identified as Gifted and Talented	
	Grade 2 Enrollment	*HA/HP*	*Grade 2 Enrollment*	*HA/HP*
Special education students	21.2%	8.9%	21.2%	8.0%
English learners	20.5%	17.9	20.5%	11.1%
Economically disadvantaged	82.2%	71.5%	82.2%	
Female	47.9%	50.7%	47.9%	
Male	52.1%	49.0%	52.1%	

Teacher Observation of Potential in Students (TOPS)

Identification of High Ability/High Potential in Javits Classrooms
The total number of HA/HP nominations is 2, 091 between 2017 to 2024.

2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
180	208	222	242	360	362	380	137

Guidelines for Gifted Services

Tier 1 – All Students

Occurs in the regular classroom with enrichment and differentiation is provided by the classroom teacher.

Tier 2 – Some Students

Occurs through curriculum compacting, ability8 grouping, problem-based learning, and/or tiered lessons, among other services, which may change over time and is based on the needs of the student. These services may be provided by the classroom teacher or other trained staff member.

Tier 3 – Few Students

Occurs as an individualized program, which may or may not mean grade acceleration, subject acceleration, pull-out services, and specialized programs. It is recommended that Tier 3 services include a parental conference or notification with the classroom teacher, the school administrator, and/or another authorized staff member such as the school psychologist, counselor, or RtI specialist. These services may be provided by the classroom teacher or another trained staff member.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.14 - Gifted Students: Programs

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 10) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-Semester Report

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The Student Achievement Guarantee in Education (SAGE) program began in the 1996–97 school year with authorization from Wisconsin Statutes, Section 118.43. The program, administered by the Department of Public Instruction (DPI), was subsequently expanded due to the successes demonstrated by those schools that had begun the program in 1996.

State legislation that passed in 2015 concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program per Wisconsin Acts 53 and 71. School districts had the option to continue SAGE for an additional year (2015–16). Effective FY17, all schools transitioned to the Achievement Gap Reduction program.

AGR Elements

MPS has 63 traditional schools and one non-instrumentality charter school that currently participate in the AGR program.

Milwaukee Public Schools leverages the following strategies when implementing this program:

• Instructional coaching for teachers provided by a licensed teacher in K5–grade 3 and

• Maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small-group instruction

The AGR program requires that each school describe its implementation of the program and report its objectives and successes to the school board every semester.

AGR Schools by Region

Central		East	High School	Northwest		Southwest	Contracted
Brown	Lafollete	Cass	Obama	Barton	Kluge	Allen-Field	LaCausa
Burbank	Metcalfe	Elm	WCLL	Browning	Lancaster	Doerfler	
Clarke	Neeskara	Fratney		Bruce	Maple Tree	Forest	
Clemens	Pratt	Gaenslen		Bryant	MSL	Home	
Congress	Sherman	King Jr.		Carson	Parkview	Grant	
Fifty-Third	Siefert	MACL		Eighty-first	River Trail	Greenfield	
Franklin	Starms	Victory		Emerson	Stuart	Hayes	
Hi-Mount	Disc			Engleburg	Thoreau	Lincoln	
Hopkins	Starms			Grantosa	Thurston	Longfellow	
Lloyd	ECC			Hampton	Woods	Lowell	
Jackson	Story			Hawthorne	Townsend	Mitchell	
Keefe	Westside					Rogers	
						Zablocki	

AGR Trimester Data

	ELA		Reading		Math	
AGR Percentage of Proficient and Advanced Grades	Tri 1 FY24	Tri 1 FY25	Tri 1 FY24	Tri 1 FY25	Tri 1 FY24	Tri 1 FY25
K5	33%	29%	30%	28%	44%	41%
Grade 1	21%	25%	26%	28%	33%	33%
Grade 2	26%	23%	25%	26%	36%	33%
Grade 3	24%	22%	23%	25%	28%	27%

The percentage of students in first, second, and third grades with proficient and advanced grades increased in reading.

Accomplishments and Next Steps

AGR Accomplishments August 2024–January 2025

• Created and shared a Google Classroom for AGR teachers
• AGR staff participated in districtwide training focused on reading and math
• Completed districtwide walkthroughs

AGR Next Steps February 2025–June 2025

• Continue to add resources to the AGR Google Classroom
• Continue to provide districtwide training
• Continue to engage in districtwide walk-throughs

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to CESA #1 and the District Advisory Council.

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(Item B) Monthly Report of the President of the Milwaukee Board of School Directors

February has been a very exciting and busy month. Our students and staff have certainly been busy celebrating Black History Month. Although unable to attend those events, I plan to visit Hawthorne Elementary next week for their "Read Across America".

Effective and Efficient Operations

To end the month of February, City of Milwaukee residents have reason to celebrate as well. Milwaukee Public Schools has named its next superintendent, former Boston Public Schools superintendent, Dr. Brenda Cassellius. I want to thank the many residents that took time to attend the events held where they could meet the three finalists, ask questions and recommend their candidate of choice.

The Board voted 8-1 at a special meeting on February 11, 2025, to approve Dr. Cassellius as superintendent, pending background check and contract negotiation. The Board hopes to approve her contract by June 26.

Meeting/Event Attendance for this month

Attended the meeting with Dr. Owen-Moore, Board Clerk
Attended the Accountability, Finance & Personnel committee meeting
Attended the Legislation, Rules and Policies committee meeting
Attended the Strategic Planning & Budget Meeting
Attended three Special Board Meetings - Superintendent Search
Attended the Regular Board Meeting
Attended three OBG/OS/OAE standing weekly meeting
Attended the meeting with Superintendent
Attended three in-person interviews (each superintendent candidate)
Attended Superintendent Student Advisory Council (SSAC)
Participated in the "Day in the District" Superintendent Candidate Events

Student, Family, and Community Engagement

Attended meeting with community members
Attended River Trail Retirement Celebration for Principal Swan
Visit River Trail to meet new principal

I look forward to visiting schools more often now that the hiring process for the new superintendent is near completion. So, see you soon and enjoy the month of March – Spring is coming.

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RESOLUTIONS

The following resolution was introduced for immediate action:

Resolution 2425R-009

Opposition to U.S. House of Representatives Cuts to Public Education

By Directors Siemsen, Ferguson, Garcia, Gokalgandhi, Jackson, Herndon, Leonard, O'Halloran, and Zombor

WHEREAS, our nation's public schools serve an essential purpose and role in providing a free education to all children, creating a healthy and supportive environment for students, and preparing those enrolled to be successful and productive members of society;

WHEREAS, providing federal funding for our nation's children and the elementary and secondary schools that serve them is one of the most important functions of Congress;

WHEREAS, the federal funding provided by Congress targets our nation's most vulnerable children to ensure that all students have an equal opportunity to learn, thrive, and reach their full potential;

WHEREAS, our public schools rely on the federal funding we receive to provide vital and essential educational, nutritional, and basic health services to all students, particularly those with the greatest needs, including students from low-income families, English language learners, and students with disabilities;

WHEREAS, federal Medicaid funding plays a crucial role in supporting our public schools and the well-being of our children by assisting with a portion of the cost of providing basic health services to eligible children from low-income families and assisting with the cost of providing education-related services like speech therapy and physical therapy for eligible students with disabilities;

WHEREAS, federal Child Nutrition Programs provide reimbursements to school districts for serving nutritious meals in schools and ensuring all children are ready to learn;

WHEREAS, federal funding under the Elementary and Secondary Education Act helps school districts provide essential instructional services, including Title I grants, to help low-income students and schools in the poorest neighborhoods, Title II grants to address teacher shortages and pay for teacher training, and Title III grants to help students learn English;

WHEREAS, congressional leaders are considering block granting federal education funding, a practice which historically has been used to reduce federal investments in education, cut funding to beneficiaries, and eliminate targeting to vulnerable populations;

WHEREAS, the Budget Committee in the U.S. House of Representatives approved an FY 2025 Budget Resolution that would reduce funding for Medicaid and Child Nutrition Programs over ten years;

WHEREAS, the Appropriations Committee in the U.S. House of Representatives approved an FY 2025 Appropriations Bill that included a 25% cut to Title I, and eliminated all funding for the Title II and Title III programs;

WHEREAS, the loss of these federal funds will have an enormous impact on all of our nation's elementary and secondary school students, particularly those from low-income families, English language learners, and students with disabilities who attend high-poverty schools that have historically been underfunded; now, therefore, be it

RESOLVED, that the Milwaukee Board of School Directors opposes the education cuts in the U.S. House of Representatives' FY 2025 Budget Resolution and FY 2025 Appropriations Bill that would reduce funding for K-12 schools and the programs that serve our most vulnerable children; and, be it

FURTHER RESOLVED, that the Milwaukee Board of School Directors calls on members of the U.S. House of Representatives to vote NO on any measure that includes:

Cuts to Medicaid that will negatively impact basic health and educational services for low-income children and students with disabilities;

Changes to school meal eligibility under the Child Nutrition Programs;

Reductions in education funding for Title I, Title II, or Title III programs; or

Block granting of education funding; and, be it

FURTHER RESOLVED, that the Office of Board Governance forward this resolution to the Wisconsin members of the U.S. House of Representatives through the Governmental Relations department.

Adopted February 27, 2025

Directors Jackson and Ferguson joined as co-sponsors.

Director Siemsen moved adoption of the Resolution. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

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Resolution 2425R-010

Progress and Accountability on Operational Review of Milwaukee Public Schools

By Director Leonard

WHEREAS, The Board, through its Governance policies, has made a commitment to govern MPS with a strategic perspective that continually improves its process and capability to express values and vision; and

WHEREAS, The Board recognizes its duty to act in the best interest of students, families, and the community by ensuring accountability, equitable resources, and effective implementation of reforms that emerge from the review process

WHEREAS, In June 2024, the Board expressed its support for the decision by Governor Tony Evers, to conduct an independent, in-depth operational review of MPS to identify critical challenges impacting the District's performance and to offer actionable recommendations; and

WHEREAS, The *Milwaukee Public Schools Operational Review*, issued in February 2025, concluded that Milwaukee Public Schools (MPS) faces ongoing challenges in consistently delivering high-quality education to its high-needs student population, with systemic issues compounding over decades; and

WHEREAS, Current proficiency rates in MPS sit at just 9% in math and 12% in reading, far below state and national averages, signaling a systemic failure to prioritize student outcomes; and

WHEREAS, The Review recommended three overarching goals: Create a Coherent Central System; Foster Meaningful Communication and Collaboration; and Operate and Fund Strategically; and

WHEREAS, The Review also recommended nine associated objectives and 29 specific recommendations; and

WHEREAS, The findings and recommendations of this Operational Review must be met with urgency, transparency, and a commitment to actionable change to ensure the long-term success of MPS students and educators; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors formally commits to reviewing, discussing, and publicly addressing the findings of Milwaukee Public Schools Operational Review in a timely manner; and, be it

RESOLVED, That the Board, hereby, establishes an Operational Advisory Committee to consider the Operational Review and to develop a transparent action plan based on the recommendations in the Operational Review; and

WHEREAS, The plan shall be created through an equity lens and shall outline specific steps, measurable goals, and timelines to fulfill the recommendations of the Operational Review; and, be it

FURTHER RESOLVED, That the Superintendent, the Office of Accountability and Efficiency, and the Chief Officer, Office of Board Governance shall present to the Board, in the April cycle, the charge of the Committee and a description of the membership, in accordance with Board Governance Policy 2.10, Board Advisory Committees; and; be it

FURTHER RESOLVED, That the Committee shall include educators, administrators, parents, students, and community stakeholders; and be it

FURTHER RESOLVED, That the Operational Advisory Committee, through the Administration, shall provide, through the appropriate committee of the Board, quarterly reports on the status of these reforms, including organizational changes, data on student performance improvements, fiscal management, and community engagement efforts; and be it

FURTHER RESOLVED, That the first report shall be presented in the August 2025 Board cycle.

Directors Jackson and Garcia joined as co-sponsors.

Referred to the Committee on Parent and Community Engagement

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ITEMS DEFERRED

Having been previously deferred, the Board returned to consideration of the following items:

- Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

- Consideration of, and Possible Action on, an Employment Agreement with Dr. Brenda Cassellius

Director Gokalgandhi moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c)(e) and (g). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

The Board retired to closed session at 6:22 p.m. The Board adjourned from the closed session at 7:50 p.m.

Tina Owen-Moore, Ed LD
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 4, 2025

Special meeting of the Board of School Directors called to order by President Herndon at 5:32 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused— Director Jackson – 1.

The Board Clerk read the following call of the meeting:

To the Members of the Board of School Directors:

At the request of President Marva Herndon, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: https://mpsmke.com/boardcast.

Special Board Meeting
5:30 p.m., Tuesday, March 4, 2025

ITEMS OF BUSINESS

1. Consideration of, and Possible Action on, an Intergovernmental Agreement with the City of Milwaukee for School Resource Officers

2. Consideration of, and Possible Action on, an Employment Agreement with Dr. Brenda Cassellius for the Position of Superintendent of Schools

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

Relative to Item 1, the Board may retire to closed session pursuant to Wisconsin Statute 19.85(1)(g) to confer with legal counsel for the Board who is rendering written or oral advice concerning litigation in which the Board is involved; and, Wisconsin Statutes 19.85(1)(e) for the purpose conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

Relative to Item 2, the Board may retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; and, Wisconsin Statute 19.85(1)(e) as described above.

TINA OWEN-MOORE, ED. L.D.
Board Clerk

The Board Clerk announced the two items on the agenda:

(Item 1) Consideration of, and Possible Action on, an Intergovernmental Agreement with the City of Milwaukee for School Resource Officers

Background

Following the passage of Act 12, Milwaukee Public Schools and the City of Milwaukee initiated discussions to establish a sustainable Intergovernmental Agreement (IGA) for the School Resource Officer program. Initially, the IGA focused solely on program logistics. However, after multiple court proceedings and a circuit court ruling, the draft was revised to include a 50/50 cost split.

Both Milwaukee Public Schools and the City of Milwaukee have since reached a verbal agreement on the revised IGA. The Board is now requested to approve the attached draft as written. Similarly, the City of Milwaukee will review the IGA at a special meeting of the Judiciary & Legislation Committee on March 3, 2025, followed by final approval at the Common Council's regular meeting on March 4, 2025.

Fiscal Impact Statement

Approval of the IGA does not authorize additional costs, as the Board approved the associated expenses at its Special Board Meeting on February 20, 2025.

Implementation and Assessment Plan

The School Resource Officer (SRO) program is expected to begin no later than March 17, 2025, as ordered by the circuit court.

Recommendation

The Administration recommends that the Board approve the attached Intergovernmental Agreement as attached.

Strategic Plan compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.03 - Security

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(Item 2) Consideration of and Possible Action on an Employment Agreement with Dr. Brenda Cassellius for the Position of Superintendent of Schools

Background

The Board will consider an employment agreement with Dr. Brenda Cassellius for the position of Superintendent of Schools.

The Board may retire to closed session for this purpose.

Strategic Plan compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board determine how it wishes to proceed.

Director Siemsen moved to retire to closed session to consider the two items on the agenda, pursuant to Wisconsin Statutes 19.85(1)(g)(c) and (e). The motion passed, the vote being as follows:

Ayes— Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes – None – 0.

The Board was in closed session from 5:41 p.m. to 6:01 p.m., whereupon the Board returned to open session.

On the question of the intergovernmental agreement with the City of Milwaukee for School Resource Officers, Director O'Halloran moved to approve the agreement as attached. The motion passed, the vote being as follows:

Ayes— Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes – None – 0.

On the question of the employment agreement with Dr. Brenda Cassellius, Director Gokalgandhi moved to approve the agreement and to approve an addendum to the agreement with Mr. Eduardo Galvan. The motion passed, the vote being as follows:

Ayes— Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes – None – 0.

The Board adjourned at 6:07 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 20, 2025

Regular meeting of the Board of School Directors called to order by President Herndon at 5:33 p.m.

Present — Directors Ferguson, Gokalgandhi, Jackson, Leonard, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused —Directors Garcia and O'Halloran – 2.

Before proceeding to the agenda, President Herndon asked for a moment of silence to commemorate the passing of Christopher Anderson, an 8th grade student at River Trail.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of January 2025 were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

The Superintendent gave an oral report.

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REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

Background

The Board Clerk/Chief Officer will present updates from the Office of Board Governance.

The Office of Board Governance (OBG) submits, with grateful appreciation for all those contributing to its efforts, the following report on OBG activities in February.

Superintendent Onboarding

This month, we welcomed Dr. Brenda Cassellius to the Milwaukee Public Schools. On behalf of the Board, our team has been working in collaboration with the Office of the Superintendent to ensure our new superintendent has the information, connections and training she needs to be successful.

What Does the School Board Do?

In case you didn't hear it, this month, Chief Officer, Dr. Tina Owen-Moore and outgoing Board member, Director Henry Leonard, spoke with WUWM reporter, Katie Kokal, about the role of the elected school board member. This was in anticipation of the April 1st election of school board members.

School and Community Visits & Events

Our team enjoyed participating in school and community visits and activities with several Board members this month. We started the month by attending the Mayor's State of the City Address. It was nice to see the appreciation given to Mr. Galvan for his service to the community in leading the district this year and to see how the city welcomed Dr. Cassellius with open arms.

This was a month for school visits. From Read Across America activities, to farm visits, superintendent first day activities, and new board member connections, this month we spent a good deal of time in schools. Our office appreciates being able to facilitate connections between board members and schools. If any schools or community groups would like to invite board members to events or activities, they can do so by emailing or contacting the Office of Board Governance. Not only do we help to coordinate schedules, but we also ensure that all public notice laws are followed when a quorum of board members may be present.

Board Training

During March, individual Board members completed the Board Self-Evaluation process through the Wisconsin Association of School Boards (WASB). In April, we plan to host a Board retreat to review the results of that assessment and to plan for our training for the year ahead. We will also use this time to work with the Superintendent on setting goals and aligning our work to the MGT report.

In addition to governance training, our office is scheduling board members to participate in media training this month to better understand the role of the board in communications, how to speak with the media, and the legal requirements for speaking as a board member.

Celebrating Our Outgoing Board Members and Welcoming Our New Board Members

This month, several of our Board members are chairing meetings for the last time. We are so grateful for all their efforts over the past four years, and we are eager to celebrate their commitment of time, energy and care for Milwaukee Public Schools. Our team is planning to recognize this service in the weeks ahead.

Outgoing Board Members:

Director Henry Leonard
Director Marcela "Xela" Garcia
Director Jilly Gokalgandhi

Thank you for your service to our schools and community!

We are also gearing up to train and welcome new board members. We have learned a lot from our board members over the past year about the board's needs for training and support, and we are aiming to provide our incoming board members with a strong start, the right development and the critical information they need to lead.

Board Policy and Committee Work

This month, we worked closely with legal counsel, the Office of Accountability and Efficiency and the Office of the Superintendent to revise policies BG 2.12 and BR 1.18. We also collaborated to develop a charter for an audit committee based on recommendations from the Corrective Action Plan. Language from the charter outlines the purpose of the committee:

Pursuant to action by the Milwaukee Board of School Directors (Board) on January 30, 2025, there is hereby created an Audit Committee, for the purpose of providing the Board with an objective, independent, unbiased, and knowledgeable audit advisory body. The Audit Committee supports Internal Audit operations and advises the Board on both external and internal audit matters.

We continue to meet weekly with representatives from the Department of Public Instruction (DPI), Administration, the Office of Accountability and Efficiency, and our external auditors.

Additional Policy Work

The Office of Board Governance brought the first chapter of board policies to the Board for consideration - the chapter on the Board's bylaws. To get here, first we had to review and compare current policies to Neola's recommended policies and revise to ensure that the new policies captured all the important guiding policies and principles currently in place. We were also able to bring forward recommendations to improve current policies or add new Neola policies where there were gaps in existing policies.

This week, we collaborated with the Office of the Superintendent to revise the second chapter of the polices – Executive Officers. Given the nuances of MPS governance and leadership, this was a unique chapter to build, and we are excited to be able to share this next chapter with the Board at the next LRP meeting in May.

Strategic Plan compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

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(Item 2) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

Updates on federal and state level activity will be provided.

As noted in the Wisconsin Supreme Court's decision in Vincent v Voight, "The legislature has articulated a standard for equal opportunity for a sound basic education in Wis. Stat. §§ 118.30(lg)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Local and State level updates will be provided.

Strategic Plan compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

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(Item 3) Action on a Request to Retire to Closed Session Relative to Implementing School Resource Officers (SROs) As a Result of Act 12

Background

The Board may retire to closed session to consider this item, pursuant to:

Wis. Stat. 19.85(1)(d) to consider strategy for crime detection and prevention;

Wis. Stat. 19.85(1)(e) for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a close session; and

Wis. Stat. 19.85 (1) (g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

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(Item 4) Consideration of, and Possible Action on, the Employment Agreement with the Board Clerk/Chief Officer, Office of Board Governance

Background

The Board may retire to a closed session to consider this item, pursuant to Wisconsin Statutes 19.85(1)(c).

Strategic Plan compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Recommendation

That the Board consider this item in closed session

Item deferred to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE. The attached report includes activities from mid-February through early March.

Accountability and Efficiency Services

Between February 16, 2025, and March 8, 2025, Accountability and Efficiency Services completed one constituent inquiry and satisfied one impartial hearing officer (IHO) request.

During the reporting period, the OAE has focused most of its effort and attention on the Corrective Action Plan (CAP) under DPI. CAP 2 was approved by the Board on January 30, 2025, and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

This month, the CCS team focused on strengthening Student Engagement Programming. Ten (10) student interns were successfully interviewed and hired for roles in administration, ambassador (peer mentoring), counseling, and library management. These positions provide valuable work-based learning opportunities for MPS students.

We continue to foster partnerships within the District and with external sponsors to advance these initiatives. CCS remains steadfast in supporting the District's implementation of

Administrative Policies 3.10 and 3.13, ensuring compliance and promoting student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period of February 15, 2025, through March 7, 2025, include:

Audit Completions and Activities

Corrective Action Plan updates: updated Board Rule and Audit Committee Charter along with BG 2.12 and BG 1.18 and these will be presented at the March 18th LRP committee meeting and March 20th Board meeting

Issued two school audits and one charter school audit

Scheduled one new principal school audit

Reviewed five charter school external auditor's reports

Conducting several ongoing investigations resulting from Fraud Hotline Tips

Recorded the 46th fraud hotline tips this fiscal year, which equals the number of complaints received for the entire FY24

Provided analysis and feedback to the Procurement Department on certain contract services matters

Audit Services has scheduled the Association of Local Government Auditors (ALGA) Peer Review for our office for the week of April 14, 2025

Participation in the RFP evaluation committee for the selection of the District's external financial auditor covering FY25-FY27 completed and recommendation to be brought forward at the upcoming AFP meeting

Recruited for an Audit Supervisor position and extended offer to candidate that was accepted

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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(Item 2) Action on a Request to Retire to Closed Session on Employee Personnel Matters

Background

The Board may retire to closed session to consider this item, pursuant to Wisconsin Statutes, Chapter 19.85(1)(b) to consider the dismissal, demotion, licensing or discipline of any public employee or person licensed by the Board or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken;

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(c), for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;

Pursuant to Wisconsin Statutes 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.04 - Executive Sessions

Recommendation

That the Board consider this item in closed session.

Item deferred to the end of the meeting.

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented one expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Leonard moved to accept the report of the Independent Hearing Officers of March 17, 2025, @ 1:00 p.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Ferguson, Gokalgandhi, Jackson, Leonard, Siemsen, Zombor, and President Herndon — 7.
Noes — None -0.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the report of the Committee on Legislation, Rulesa and Policies, Item 4, Action on a Request to Establish the Milwaukee Public Schools Audit Committee, has been set aside at the request of Director Zombor.

On the motion of Director Siemsen the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Ferguson, Gokalgandhi, Jackson, Leonard, Siemsen, Zombor, and President Herndon — 7.
Noes — None -0.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Garcia presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Resignations and Retirements, Affirmative Action

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
	NEW HIRES		
4 Aisha Aguirre	Building Service Helper I	02/03/2025	$17.88 /hr
2 Shabrea Bean	Building Service Helper I	02/03/2025	$17.88 /hr
2 Ebonique Bey	Building Service Helper I	02/03/2025	$17.88 /hr
2 Tiffany Cole	Building Service Helper I	02/03/2025	$17.88 /hr
2 Miracle Davis	Building Service Helper I	02/03/2025	$17.88 /hr
2 Lyzaona Franklin	Building Service Helper I	02/03/2025	$17.88 /hr
2 Jimmylee Lott	Building Service Helper I	02/03/2025	$17.88 /hr
2 Tony Martin	Building Service Helper I	02/03/2025	$17.88 /hr
2 Rasha Mosley	Building Service Helper I	02/03/2025	$17.88 /hr
2 Bevenue Vincent	Building Service Helper I	02/10/2025	$17.88 /hr
2 Lavell Dalton	Building Service Helper I	02/10/2025	$17.88 /hr
2 Mark Rankins	Building Service Helper I	02/10/2025	$17.88 /hr
2 Malik Thomas	Building Service Helper I	02/10/2025	$17.88 /hr
2 Jakeise Turner	Building Service Helper I	02/10/2025	$17.88 /hr
2 Angelique Norwood	Children's Health Assistant	02/03/2025	$22,103.36
2 Andrea Taylor	Children's Health Assistant	02/03/2025	$22,103.36

Name	Position and Salary	Date	Salary
2 Andrea Taylor	Children's Health Assistant	02/05/2025	$22,103.36
2 Alijah Conner	Children's Health Assistant	02/05/2025	$22,103.36
2 Andrea Long	Children's Health Assistant	02/03/2025	$22,103.36
2 Danisha Jones	Children's Health Assistant	02/19/2025	$22,103.36
2 Alize Robinson	Children's Health Assistant	02/25/2025	$22,103.36
2 Shacearrah Washington	Children's Health Assistant	02/26/2025	$22,815.00
2 Milunn Jordan	Food Service Assistant	02/04/2025	$17.88 /hr
5 David Staver	IT Service Technician	02/10/2025	$65,202.67
6 Latoiya Arms	Paraprofessional	02/03/2025	$22,218.26
5 Margaret Casey	Paraprofessional	02/03/2025	$22,218.26
5 Daniel Gentile	Paraprofessional	02/03/2025	$22,218.26
2 Leslee Lloyd	Paraprofessional	02/03/2025	$22,218.26
4 Diana Patricia Ortiz Quintero	Paraprofessional	02/03/2025	$28,476.22
2 Morinda Robinson	Paraprofessional	02/03/2025	$22,218.26
5 Alexis Staufiger	Paraprofessional	02/03/2025	$22,218.26
5 Virginia Stephens	Paraprofessional	02/03/2025	$22,218.26
4 Gabriel Valentin Estremera	Paraprofessional	02/03/2025	$22,218.26
2 Tiasa White	Paraprofessional	02/03/2025	$22,218.26
2 Cierra Armstrong	Paraprofessional	02/10/2025	$22,218.26
4 Zamarit Borreo	Paraprofessional	02/10/2025	$29,624.35
4 Betzalie Calderon Santos	Paraprofessional	02/10/2025	$22,218.26
4 Dagelin Cueto	Paraprofessional	02/10/2025	$22,218.26
5 Teresa Sukkert	Paraprofessional	02/10/2025	$22,218.26
2 Eriana Thomas	Paraprofessional	02/10/2025	$22,218.26
5 Abigail Weber	Paraprofessional	02/10/2025	$23,580.88
5 Sarah Alt	Paraprofessional	02/24/2025	$25,208.46
2 Dwonia Magee	Paraprofessional	02/24/2025	$22,218.26
2 Ariel Pulliam-Love	Paraprofessional	02/24/2025	$22,218.26
5 Julian Rich	Paraprofessional	02/24/2025	$22,218.26
5 Joseph Riley	Paraprofessional	02/24/2025	$22,218.26
2 Janiece Roby	Paraprofessional	02/24/2025	$28,476.22
2 Nytia Blackmon	School Safety Assistant	02/19/2025	$28,658.91
2 Tyrissa Coyhis	School Safety Assistant	02/19/2025	$28,658.91
2 Ashley Dangerfield	School Safety Assistant	02/19/2025	$28,658.91
2 Marcella Davis	School Safety Assistant	02/19/2025	$28,658.91
2 Lakendelyn Evans	School Safety Assistant	02/19/2025	$28,658.91
2 Shasta Flowers	School Safety Assistant	02/19/2025	$28,658.91
2 Deshawn Gates	School Safety Assistant	02/19/2025	$28,658.91
2 Anissa Kennedy	School Safety Assistant	02/19/2025	$28,658.91
2 Mikala Kellbach	School Secretary 1-11MO	02/10/2025	$32,567.78
2 Keturah Cherry	School Kitchen Manager Trainee	02/03/2025	$22.59 /hr
2 Octavia Russell	School Kitchen Manager Trainee	02/24/2025	$18.29 /hr
2 Elliot Smith	School Kitchen Manager Trainee	02/24/2025	$18.29 /hr

PROMOTIONS

2 Ray Gray	Building Service Helper II	02/17/2025	$43,177.05
2 Marvin Thomas	Boiler Attendant Trainee	02/17/2025	$46,399.26
5 Matthew Greenmeier	Carpenter Chargeman	02/10/2025	$46.31 /hr
2 Orrin Robinson	Insulator Chargemen	02/10/2025	$50,464.06
2 Khali Jackson	Paraprofessional	02/24/2025	$23,580.88
4 Timotheus Paris	Paraprofessional	02/17/2025	$23,580.88
4 Marlena Gladney	School Engineer III	02/17/2025	$77,484.76
2 Venus McKinney Roberson	School Kitchen Manager I	02/03/2025	$38,753.31
2 Sheila Semmons	School Kitchen Manager I	02/03/2025	$38,753.31
2 Sheena Williams	School Kitchen Manager I	02/03/2025	$30,886.53

Name	Position and Salary	Date	Salary
2 Lydia Toney	School Safety Assistant II	02/03/2025	$41,883.00
2 Betty Ross	SE III – Over 250000 FT	02/17/2025	$83,464.51
2 Constance Payne	School Secretary II	02/24/2025	$56,274.85

REHIRES

2 Tiffany Davis	Building Service Helper I	02/03/2025	$17.88 /hr
7 Tyler Schroeder	Building Service Helper I	02/03/2025	$17.88 /hr
2 Sierra Baines	Children's Health Assistant	02/11/2025	$22,103.36
5 Theresa Placek	Paraprofessional	02/03/2025	$22,218.26
2 Miyonna Washington	Paraprofessional	02/03/2025	$22,218.26
4 Debra Ortiz	Paraprofessional	02/10/2025	$23,580.88
2 Syreeta Austin	Paraprofessional	02/24/2025	$22,218.26
2 Dyango Zerpa	Paraprofessional	02/24/2025	$22,760.79
2 Katrina Burnett	School Safety Assistant	02/19/2025	$31,549.18

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

4, nr	Chiappetta,Carly M KINDERGARTEN (4 YR OLDS)	01/BA	$52,827.70	2/10/2025
4,r	Oyola Mosquera,Julieth F 3 YEAR OLD KINDER	01/BA	$52,827.70	2/10/2025
4, r	Robles-Acevedo,Leslie J EDUCATIONAL OPERATIONS	01/MA	$64,961.01	2/10/2025
5,nr	Storm,Jessica L MULTICATEG. COMP. SEN	01/MA	$88,320.16	2/10/2025
1,r	Thomas,Fredasharron EARLY CHILDHOOD- SPEC ED	01/BA	$54,768.58	2/17/2025

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER

5,nr	Cecil,Shannon E SPEC ED MULTICATEG.	XX/4W2	$52,827.70	2/10/2025

ACTION ON CERTIFICATED APPOINTMENTS - LIBRARY MEDIA SPECIALIST

5,r	Beck,Taylor N LIBRARY	01/2FM	$68,021.89	2/10/2025

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
Teachers	0	6	1	0	0	3	2	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	1	0	0	0	0	1	0	0
TOTAL	0	7	1	0	0	3	3	0	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave January 2025		
Anthony McDaniels	Itinerant	January 16, 2025
Illness Leave February 2025		
Chia Vang	Pulaski	February 18, 2025
Carlis Purdy Wilder	Fairview	February 6, 2025
Personal Leave March 2025		
Diana Arteaga Lopez	Longfellow	March 31, 2025

Resignations and Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	32.1	5	LeeAnne Brzenk Nelson	Teacher	Cooper	06/16/2025
Retire	15.6	5	Maryellyn Cahill	OT	Central Svcs	06/16/2025
Personal	22.0	2	Simone Coleman	Teacher	King MS	06/16/2025
Personal	31.4	2	Dennis Daniels	AP	Clarke	12/31/2024
Personal	0.6	5	Alicia Gough	Teacher	Honey Creek	06/16/2025
Personal	3.6	5	Kara Grajkowski	Teacher	Pratt	06/16/2025
Retire	38.1	5	Rose Haas	Teacher	Cooper	06/16/2025
Personal	3.0	5	Debra Hickey	Coord III	Central Svcs	03/14/2025
Retire	29.0	1	Richanda Kaquatosh	Supervisor I	Central Svcs	04/04/2025
Personal	5.6	5	Jamie Krutsch	Teacher	Fernwood	06/16/2025
Other Dist	3.4	5	Jennifer Lade	Teacher	Siefert	01/13/2025
Retire	30.4	5	Sheila Miller	Teacher	Doerfler	02/21/2025
Other Work	7.6	2	Jeffrey Montgomery	Teacher	Audubon HS	06/16/2025
Retire	6.6	5	Debby Oury	Teacher	Elm	06/16/2025
Personal	1.5	4	Stephen Perez	Teacher	South Division	02/25/2025
Personal	9.6	5	Emily Reed	Teacher	Carson Acad	06/16/2025
Personal	1.1	2	Cearra Stinson	Coord II	Recreation	03/13/2025
Personal	10.4	5	Lori Tharp	Teacher	Elm	01/17/2025

Classified Resignations

Personal	1.0	2	Demarious Allen	FSA	Neeskara	02/24/2025
Personal	1.0	2	Iyana Armstrong	FSA	Kluge	02/25/2025
Personal	1.1	2	RoLanda Benson	FSA	Meir	02/08/2025
Personal	10.0	2	Pange Bibish Sorensen	Para	French Imm	06/16/2025
Personal	1.0	2	Tyler Bradley	Safety Asst	School Safety	02/14/2025
Personal	2.0	2	Lena Brooks	Para	Gaenslen	10/22/2024
Personal	1.5	2	Terry Davis	Para	Carson Acas	02/21/2025
Personal	3.6	5	Annette Durfee	Bookkeeper Finance	03/08/2025	
Personal	0.6	2	Deaduri Gales	Para	Douglas	03/14/2025
Personal	3.4	2	Chimere Gilliam	Safety Asst	School Safety	02/18/2025
Retire	15.0	5	Geneva Gladney	BSH I	Vincent	03/21/2025
Retire	36.5	5	Margaret Glisson	Para	81st Street	03/20/2025
Personal	30.4	2	David Greene	Safety Asst	School Safety	02/28/2025

Retire	33.3	5	Christopher Haertl	Glazier	F & M Paint Shop	02/28/2025
Personal	3.2	2	Kamera Hamilton	Para	North Division	03/10/2025
Personal	2.6	2	Jamona Irving	Para	Auer Ave	02/28/2025
Personal	2.5	5	Janet Jennerjohn	Para	Parkside	02/03/2025
Personal	0.5	4	Maria Leon	FSA	South Division	02/04/2025
Personal	0.1	2	Andrea Long	CHA	Manitoba	02/06/2025
Other Work	3.5	2	Latusha Malone	Safety Asst	School Safety	02/07/2025
Retire	11.5	6	Richard Mattice	Bld Laborer	F & M Phys Plant	03/28/2025
Other Work	0.5	5	Katrina Parra	Para	Spanish Imm	02/11/2025
Personal	0.3	2	Antezha Poe	Para	Humboldt Park	02/11/2025
Personal	10.6	5	Timothy Remshak	Webmaster	Media & Comm	03/31/2025
Personal	2.0	2	Marshia Scott	Para	Franklin	02/19/2025
Personal	1.6	5	Clarissa Skaletski	Para	Fernwood	03/03/2025
Other Work	1.9	2	Deyonto Southern	FSA	Bryant	03/14/2025
Personal	8.1	2	Chantell Spears	Para	LaFollette	02/03/2025
Personal	0.3	2	Lauren Tatum Russell	Para	Holmes	02/28/2025
Personal	4.3	2	Greg Taylor	BSH II	Alliance	02/25/2025
Personal	0.1	2	Kyrieale Thomas	Para	Humboldt Park	01/17/2025
Personal	0.5	4	Vanessa Vega	FSA	Victory	02/11/2025
Retire	29.5	2	Delores Walton	BSH I	Central Svcs	03/30/2025
Personal	1.0	2	Tanesha Wesley	Para	Bay View HS	06/16/2025
Personal	6.2	2	Shacques Williams	BSH I	HS of the Arts	03/12/2025
Personal	1.0	2	Alexander Willis	BSH I	Washington	02/24/2025

Other District – 1 (Classified 0 – Certificated – 1)
Other Work – 4 (Classified 3 – Certificated – 1)
Personal – 38 (Classified 28 – Certificated – 10)
Retirement –11 (Classified 5 – Certificated – 6)

Monthly Personnel Report

The February 2025 Affirmative Action report is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(5)(r) Gena Stezala	Principal I, Emerson	Schedule 03, Range 13T
	Office of the Chief of School Administration	$137,125
(2)(r) Marquis Hines	Principal I, Engleburg	Schedule 03, Range 13T
	Office of the Chief of School Administration	$117,332
(4)(nr) Jennifer Gavin	Assistant Principal I, Garland	Schedule 03, Range 10C
	Office of the Chief of School Administration	$108,697
(2)(r) Matthew Goodwin	Manager I, Community Recreation	Schedule 03, Range 11A
	Office of the Chief of Operations	$102,000
(2)(r) Avyanna Young	Associate II, Recreation Supervisor	Schedule 03, Range 04A
	Office of the Chief of Operations	$90,033
(2)(r) Samuel Keller Jr.	Associate II, Recreation Supervisor	Schedule 03, Range 04A
	Office of the Chief of Operations	$88,722
(2)(r) Kara Grier	Assistant Principal I, Thurston Woods	Schedule 03, Range 10C
	Office of the Chief of School Administration	$85,274
(2)(r) Angela Cureton	Assistant Principal I, Thoreau	Schedule 03, Range 10C
	Office of the Chief of School Administration	$78,556
(2)(nr) Gianna Holschbach	Associate II, Recreation Supervisor	Schedule 03, Range 04A
	Office of the Chief of Operations	$63,945

The Office of Accountability & Efficiency recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(5)(r) Matthew Hart	Supervisor II, Performance Audit	Schedule 03, Range 10A
	Office of Accountability & Efficiency	$117,801

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(nr) Lisa Napoli	School Support Administrator Office of the Chief of School Administration 03/04/25 to 06/16/25	$50.00

(4)(nr) Carlos de Arteaga	Auditing and Investigative Support Office of Accountability and Efficiency 02/17/25 to 06/30/25	$45.00
(5)(r) Frank Lammers	Administrator Coaching and Mentoring Program Office of the Chief of Academics 02/24/25 to 06/20/25	$40.00
(5)(r) Ellis Turrentine Jr	Independent Hearing Officer Office of the Chief of School Administration 02/15/25 to 07/15/25	$40.00
(5)(r) Jeffrey Krupar	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of Academics 02/20/25 to 06/30/25	$40.00
(5)(nr) Margie Hood	ESSER Project Manager Office of the Chief of Academics 03/01/25 to 06/16/25	$40.00
(5)(nr) Robert Strehlow	Milwaukee Virtual Program Office of the Chief of School Administration 02/09/25 to 06/30/25	$40.00
(2)(r) Debra Wallace	Milwaukee Virtual Program Office of the Chief of School Administration 02/09/25 to 06/30/25	$40.00
(2)(r) Marie McClain	Milwaukee Virtual Program Office of the Chief of School Administration 02/09/25 to 06/30/25	$40.00
(2)(r) Nathaniel Gillon	Milwaukee Virtual Program Office of the Chief of School Administration 02/09/25 to 06/30/25	$40.00
(2)(r) Catherine Robinson	Milwaukee Virtual Program Office of the Chief of School Administration 02/09/25 to 06/30/25	$40.00
(2)(r) Lorraine Applewhite	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 01/01/25 to 06/30/25	$40.00
(5)(r) Lisa Robbins	Milwaukee Virtual Program Office of the Chief of School Administration 02/09/25 to 06/30/25	$40.00
(5)(r) Angela McManaman	School Website Project Office of the Chief of Communications and School Performance 03/01/25 to 08/30/25	$35.00
(5)(nr) Azhar Ali	Refugee Student Service Provider Office of the Chief of Academics 03/03/25 to 08/03/25	$35.00
(6)(r) Anna Cwalina	Refugee Student Service Provider Office of the Chief of Academics 03/03/25 to 08/03/25	$35.00
(5)(r) Doreen Nehmer	Mathematics Textbook Adoption Support Office of the Chief of Academics 12/01/24 to 06/15/25	$30.00
(2)(r) Yuliana Manriquez	PBIS Coach Office of the Chief of Academics 02/03/25 to 06/13/25	$30.00
(5)(r) Michael Fendry	Induction & Support, Siefert Office of the Chief of School Administration	$30.00

	01/01/25 to 06/15/25	
(2)(r) Awilda Acevedo	Transportation Associate Office of the Chief of School Administration 02/24/25 to 06/13/25	$30.00
(5)(r) Clara Tracey	Art Audition Coordination and MACL Orchestra Instruction Office of the Chief of School Administration 11/01/24 to 05/01/25	$30.00
(5)(r) Brett Fuller	Recreation Special Projects/Shoe Distribution Office of the Chief of Academics 02/01/25 to 08/31/25	$30.00
(2)(r) Myles Neal	Youth Mentor Office of the Chief of School Administration 03/17/25 to 06/13/25	$30.00
(5)(r) Nancy McGrew	School Wide Teacher Assistance Office of the Chief of School Administration 07/01/25 to 12/31/25	$20.00
(3)(r) Souphaphone Vichathep	Paraprofessional Albert Story School Office of the Chief of School Administration 03/04/25 to 06/04/25	$18.00
(4)(r) Analise Flores	Data Support Analyst Office of the Chief of Academics 03/04/25 to 09/03/25	$16.00

R	Resident
Nr	Non-resident
1	Native American
2	African American
3	Asian/Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or more

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action On Monthly Facilities Matters: FMS Award of Construction Contracts, Professional Services Contract Recommendation

Award of Contracts

The contract award recommendations for the March, 2025 Regular Board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Construction Contracts

METCALFE PLAYFIELD RENOVATION

Metcalfe Playfield

Prime Contractor

Property Solutions Contracting

P.O. Box 286

Thiensville, WI 53092

Low Bidder, Base Bid of $6,655,656.28 plus $112,500.00 for the Soils Allowance for a total cost of $6,768,156.28 HUB

Certified HUB Vendor? ..... No

Total # of Employees 15

Total # of Minorities 10

Total # of Women 1

Required 10%

Submitted 18.3%

$ Value $1,342,500.00

COIN

Required 10%

Student Engagement .....

Paid Employment (Required Hours) ..... 800 Hours

Career Education Activity (Required Hours) ..... 10 Hours

Funds are available for the Metcalfe Playfield Renovation project from account code STS 00 RFI RC ECNC (Project No 7329). The project contract start date is scheduled for March 21, 2025, and the completion date is May 15, 2026.

HEATING PLANT UPGRADE

Thurston Woods

Prime Contractor

Butters-Fetting Co.

1669 South 1st Street

Milwaukee, WI 53204

Low Bidder, Base Bid of $1,288,000.00

HUB

Certified HUB Vendor? ..... No

Total # of Employees 250

Total # of Minorities 16

Total # of Women 15

Required 15%

Submitted 24.8%

$ Value $319,909.00

COIN

Required 10%

Student Engagement.....

Paid Employment (Required Hours) .....800 Hours

Career Education Activity (Required Hours) .....10 Hours

Funds are available for the Thurston Woods Heating Plant Upgrade project from account code FAR 00 MM2 DW ECNC (Project No 7648). The project contract start date is scheduled for March 21, 2025, and the completion date is September 26, 2026.

GREEN INFRASTRUCTURE UPGRADES

Humboldt Park Elementary School

Prime Contractor

Poblocki Paving Corporation

16363 West Ryerson Road

New Berlin, WI 53151

Low Bidder, Base Bid of.....$1,364,117.00

HUB

Certified HUB Vendor? .....No

Total # of Employees 211

Total # of Minorities 95

Total # of Women 15

Required 15%

Submitted 15.16%

$ Value $207,000.00

COIN Required 10%

Student Engagement.....

Paid Employment (Required Hours) .....100 Hours

Career Education Activity (Required Hours) .....10 Hours

Funds are available for the Green Infrastructure Upgrades – Humboldt Park Elementary School project from account code MBM 0A G55 HU EMTC (Project No 8878). The project contract start date is scheduled for March 21, 2025, and the completion date is August 22, 2025.

GREEN INFRASTRUCTURE UPGRADES

Kagel Elementary School

Prime Contractor

Property Solutions Contracting

P.O. Box 286

Thiensville, WI 53092

Low Bidder, Base Bid of.....$1,260,430.37

HUB

Certified HUB Vendor? .....No

Total # of Employees 15

Total # of Minorities 10

Total # of Women 1

Required.....15%

Submitted 39%

$ Value $500,659.00

COIN

Required.....10%

Student Engagement .....

Paid Employment (Required Hours).....100 Hours

Career Education Activity (Required Hours).....10 Hours

Funds are available for the Green Infrastructure Upgrades – Kagel Elementary School project from account code MBM 0A G55 KA EMTC (Project No 8879). The project contract start date is scheduled for March 21, 2025, and the completion date is August 22, 2025.

GREEN INFRASTRUCTURE UPGRADES

Riverwest Elementary School

Prime Contractor

Property Solutions Contracting

P.O. Box 286

Thiensville, WI 53092

Low Bidder, Base Bid of.....$898,565.00

HUB

Certified HUB Vendor? .....No

Total # of Employees 15

Total # of Minorities 10

Total # of Women 1

Required.....15%

Submitted 33%

$ Value $300,304.00

COIN

Required.....10%

Student Engagement

Paid Employment (Required Hours) ..... 100 Hours

Career Education Activity (Required Hours) ..... 10 Hours

Funds are available for the Green Infrastructure Upgrades – Riverwest Elementary School project from account code MBM 0A G55 RI EMTC (Project No 8880). The project contract start date is scheduled for March 21, 2025, and the completion date is August 22, 2025.

Total construction contract dollars awarded..... $11,579,268.65

Total dollars HUB participation $2,670,372.00

% of HUB participation..... 23.29%

% Minority employees within company..... 56.90%

% Women employees within company 6.12%

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFQ 25-014 Pool Operations Cleaning Chemicals – Building Operations

A Request for Quotation (RFQ) was issued by Facilities and Maintenance Services to obtain a firm to provide Pool Operations Cleaning Chemicals for Building Operations.

Selected firm: Carrico Aquatic Resources Inc.

Annual Requested Spending Authority - $400,000.00

Contract Period: 3/21/25 – 3/20/28

Budget Code: BLD 00 B0 PDW ESUP

ETB Owner's Representative – Metcalfe Playfield Renovations

An Exception to Bid (ETB) was requested by Facilities and Maintenance on behalf of Milwaukee Recreation to obtain a firm to provide Owner's Representative services for the Metcalfe Playfield Renovations.

This exception to bid is being submitted for approval as required by Administrative Policy 3.09 Purchasing and Bidding Requirements.

Concord Group was chosen because of an RFP process (2-6-2025) to perform construction administration for three major playfield renovations projects for MKE REC. Over the course of working on these projects, Concord has demonstrated a clear understanding of MPS/REC policy, procedure and construction standards/specifications. Concord has provided a quote for the

Metcalfe Playfield Renovation project that is scheduled to begin in April that was lower than the percentage awarded in the original RFP. This request is being made in the interest of business continuity and cost savings that would not have been realized had a new RFP been issued.

Selected firm: The Concord Group

Contract Amount: $107,800.00

Contract Period: 4/1/25 – 7/30/26

Budget Code: CSV 00 RFI RC ECNC

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Construction Contracts:
Total Construction Contracts Requested = $11,579,268.65
Professional Services Contracts:
Total Professional Services Contracts Requested = $507,800.00

Implementation and Assessment Plan

Upon the Board's approval, the attached construction contracts and professional services contracts will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction contracts and professional services contracts.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on a Request to Approve the Fourth Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School Located at 2500 West Oklahoma Avenue

Background

Carmen High School of Science and Technology (Carmen) is a college preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Since 2015, representatives from Carmen and Casimir Pulaski High School (Pulaski) have worked together to align building space allocation at the high school to support program needs in an effort to continually support their knowledge-exchange partnership.

A lease agreement was approved between Milwaukee Public Schools and Carmen for a portion of Pulaski at the April 21, 2016, Board meeting. The initial term of the lease agreement commenced on July 15, 2016, and ended June 30, 2017, with an option to extend two additional five-year terms. The lease term was amended at the June 29, 2017, Board meeting to allow for the extension to be exercised for two years so it would align with the charter contract term. In January 2019, the Board approved the second amendment to the lease agreement for a two-year term. In June 2021, the Board approved the third amendment to the lease agreement for a five-year term. Carmen has requested that their leased space be reduced by 822 sf and utilize the current arrangement until June 30, 2026.

The Administration is requesting approval of the proposed fourth amendment to the lease agreement with Carmen that will extend the lease term from July 1, 2021, through June 30, 2026, which aligns with the charter term contract.

The lease rent revenue shall be as follows:
July 1, 2024 – June 30, 2025 = $519,754
July 1, 2025 – June 30, 2026 = $526,957
The proposed lease agreement is attached to the minutes of your Committee's meeting.

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for lease term is $1,046,711

Implementation and Assessment Plan

Upon Board approval the attached Fourth Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Fourth Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Action on a Request to Approve the Fourth Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School Located at 2500 West Oklahoma Avenue

Background

Carmen High School of Science and Technology (Carmen) is a college preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Since 2015, representatives from Carmen and Casimir Pulaski High School (Pulaski) have worked together to align building space allocation at the high school to support program needs in an effort to continually support their knowledge-exchange partnership.

A lease agreement was approved between Milwaukee Public Schools and Carmen for a portion of Pulaski at the April 21, 2016, Board meeting. The initial term of the lease agreement commenced on July 15, 2016, and ended June 30, 2017, with an option to extend two additional five-year terms. The lease term was amended at the June 29, 2017, Board meeting to allow for the extension to be exercised for two years so it would align with the charter contract term. In January 2019, the Board approved the second amendment to the lease agreement for a two-year term. In June 2021, the Board approved the third amendment to the lease agreement for a five-year term. Carmen has requested that their leased space be reduced by 822 sf and utilize the current arrangement until June 30, 2026.

The Administration is requesting approval of the proposed fourth amendment to the lease agreement with Carmen that will extend the lease term from July 1, 2021, through June 30, 2026, which aligns with the charter term contract.

The lease rent revenue shall be as follows:
July 1, 2024 – June 30, 2025 = $519,754
July 1, 2025 – June 30, 2026 = $526,957

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for lease term is $1,046,711

Implementation and Assessment Plan

Upon Board approval the attached Fourth Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Fourth Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of $25,000; Report on Revenues and Expenditures; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations.

Purchases

RFB 5816 Authorization to Issue a Blanket Purchase Order to Goldfish Inc for Uniforms

The Administration is requesting authorization to enter into a blanket purchase order to Goldfish Inc for uniforms. This vendor will be used to deliver uniforms and apparel to the Department of Facilities and Maintenance Services (DFMS).

Uniforms for DFMS staff are important to maintain an image of professionalism across the district.

Contractor was chosen pursuant to RFB 5816, which closed on December 22, 2023. The contract for the winning bidder for this solicitation was not renewed for years two and three due to performance deficiencies. Goldfish Inc satisfied all solicitation requirements and was the second-place bidder.

The blanket purchase order will run from April 1, 2025 through March 31, 2027, and will not exceed $300,000.

Budget Code: 000-0-0-000-00-BL (Various budget codes) $300,000.00

Goldfish Inc

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? ..... NO

Total # of Employees ..... Not provided

Total # of Minorities ..... Not provided

Total # of Women ..... Not provided

HUB PARTICIPATION

Required 0

Proposed ..... NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 200 HOURS

Student Career Awareness Commitment: 10 HOURS

UW Contract Authorization to Issue Three Purchase Orders to Complete Office of Wisconsin, Inc. DBA Emmons Business Interiors for Classroom and Cafeteria Furniture

The Administration is requesting authorization to issue three purchase orders to Complete Office of Wisconsin, Inc. DBA Emmons Business Interiors. As Bethune Academy approaches its 20th anniversary, it is essential to invest in new furniture that promotes a learner-friendly environment, as our current chairs, desks, and cafeteria furniture hinder student collaboration and engagement. Upgrading to modern, flexible furniture will enhance educational experience and support our commitment to foster active learning in the classroom and cafeteria. This purchase will impact four classrooms, the music room, and the cafeteria.

These purchases shall be made under the University of Wisconsin-Madison Cooperative Contract #22-5290.

The term of these purchase orders will be from April 1, 2025 – July 31, 2025, and will not exceed $187,707.21.

Budget Code: GEN-P-I-BDK-37-ENC (NON-CAPITAL EQUIPMENT) ..... $ 187,707.21

Complete Office of Wisconsin, Inc. DBA Emmons Business Interiors

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

TIPS #230105 Authorization to Issue a Purchase Order to Imagine Learning LLC for a Subscription for Credit Recovery and Academic Acceleration Online Coursework

The Administration is requesting authorization to issue a purchase order to Imagine Learning LLC for a subscription for the provision of credit recovery and academic acceleration online coursework. The Imagine Edge EX platform is a comprehensive and versatile solution designed to support students in grades 6-12, with a particular focus on credit recovery and academic acceleration. Through individualized learning paths, the platform assesses students' knowledge, addresses gaps in academic standards, and facilitates efficient credit recovery.

This tool serves as the primary platform for MPS high schools to provide self-paced credit recovery, supporting up to 2,500 students during the school year and 5,000 during Summer Academy. This agreement will provide access to Imagine Learning and Imagine Edge EX suite of courses, which align with MPS course standards.

The platform is intended to serve a diverse range of students, including students with varied language and academic needs. Key features include real-time, on-demand tutoring across various subjects, allowing students to receive tailored assistance whenever needed. This flexible support helps students stay on track to meet their academic goals. Additionally, the subscription includes professional development webinars, which equip educators with effective strategies for seamlessly integrating the platform's tools into the classroom and ensuring the program's success.

The purchase will be made under The Interlocal Purchasing System (TIPS) Contract #230105, and the subscription term will span three years, from July 1, 2025, to June 30,

2028. The total cost will not exceed $1,123,500.00 or $374,500.00 annually.

Budget Code: ACD-0-0-AAC-EO-ESUP..... $1,123,500.00

Imagine Learning LLC

HUB PARTICIPATION

Required ..... NA

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 300 hours (900 hours per 36-month contract)

Student Career Awareness Commitment: 0 hours

BuyBoard Authorization to Issue a Purchase Order to Panorama Education, Inc. for a #749-24 Subscription for the Mesa OnTime Student Progress Platform

The Administration is requesting authorization to issue a purchase order to Panorama Education, Inc. for the Mesa OnTime Student Progress Platform. This platform plays a critical role in preventing students from falling through the cracks by addressing errors in transcripts, schedules, and other data. Additionally, by automating student tracking, Mesa OnTime serves as a digital safety net, providing districts with a reliable, always-active solution to swiftly identify and resolve issues that could impact a student's path to on-time graduation.

The purchase will be made through the BuyBoard Cooperative Agreement #749-24.

The subscription will run for a 15-month term from April 1, 2025 to June 1, 2026, and the total cost shall not exceed $74,838.75.

Budget Code: ACD-0-0-AAC-EO-ESUP $74,838.75

Panorama Education, Inc.

HUB PARTICIPATION

Required 0%

Proposed.....0%

$ Value $0

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed $25,000.

Contract: C030797

ADROIT Advanced Technologies, Inc.

On September 1, 2022, the Milwaukee Board of School Directors and ADROIT Advanced Technologies, Inc. entered into Professional Services Contract number C030797 ("Contract"), with a term of September 1, 2022, through July 31, 2025, to provide taxi services for students throughout the metro-Milwaukee area, to and from school. Students may require transportation to MPS schools and/or schools in the surrounding suburban districts. These services may be needed on short notice and shall be used primarily to transport students living in temporary situations such as shelters or emergency housing. Services may require transporting only one student. On June 30, 2023, a Request to Change Contract (RCC) was approved to add $300,000 to cover the services needed. On August 14, 2023, an RCC was approved to add $155,073.25 to cover additional services. On January 26, 2024, an RCC was approved to add $1,500,000 to cover increased demand for services. On April 23, 2024, an RCC was approved to add $1,100,000 to cover increased demand for services. and compensation not to exceed $3,114,093.48. On January 7, 2025, an RCC was approved to add funds of $1,194,926.75 to cover service demand.

Original Contract Amount: $ 750,000.00

RCC, 6/30/23.....300,000.00

RCC, 8/14/23.....155,073.25

RCC, 1/26/24.....1,500,000.00

RCC 4/23/24.....1,100,000.00

RCC, 1/7/25.....1,194,926.75

Total $5,000,000.00

Contract: B0001558

MC Transportation Services LLC

On August 1, 2023, the Milwaukee Board of School Directors and MC Transportation Services LLC entered into Professional Services Contract number B0001558 ("Contract"), with a term of September 1, 2022, through July 31, 2025, to provide human service vehicles (HSV) or van transportation to MPS schools and/or schools in the surrounding suburban districts. There are two components required: Component A – Ambulatory and Component B – Orthopedically Impaired (OI) requiring wheelchair transport as outlined in RFB 5814. Contractor shall not transport more than four students at one time in a vehicle but often service will require transporting one (1) student. This service will be based on establishing routes. All vehicles must be equipped to accommodate up to at least 4 passengers simultaneously. On January 7, 2025, a Request to Change Contract (RCC) was approved to add funds of $150,000 due to increased demand for services.

Original Contract Amount:.....$1,000,000.00

RCC, 1/7/25.....150,000.00

Total: $1,150,000.00

Contract: C030775

MC Transportation Services LLC

On September 1, 2022, the Milwaukee Board of School Directors and MC Transportation Services LLC entered into Professional Services Contract number C030775 ("Contract"), with a term of September 1, 2022, through July 31, 2025, to provide taxi services for students throughout the metro-Milwaukee area, to and from school. Students may require transportation to MPS schools and/or schools in the surrounding suburban districts. These services may be needed on short notice and shall be used primarily to transport students living in temporary situations such as shelters or emergency housing. Services may require transporting only one student. On July 27, 2023, a Request to Change Contract (RCC) was approved to add $500,000 to cover the increase in demand for services. On June 24, 2024, an RCC was approved to add $850,000 to cover increased demand for services. On January 7, 2025, an RCC was approved to add funds of $1,450,000 to cover service demand.

Original Contract Amount: $1,200,000.00

RCC, 7/27/23.....500,000.00

RCC, 6/24/24.....850,000.00

RCC, 1/7/25.....1,450,000.00

Total $4,000,000.00

Contract:C030774

HopSkipDrive, Inc.

On September 1, 2022, the Milwaukee Board of School Directors and HopSkipDrive, Inc. entered into Professional Services Contract number C030774 ("Contract"), with a term of September 1, 2022, through July 31, 2025, to provide taxi services for students throughout the metro-Milwaukee area, to and from school. Students may require transportation to MPS schools and/or schools in the surrounding suburban districts.

These services may be needed on short notice and shall be used primarily to transport students living in temporary situations such as shelters or emergency housing. Services may require transporting only one student. On June 28, 2024, a Request to Change Contract (RCC) was approved to add $500,000 to cover increased demand for services. On January 7, 2025, an RCC was approved to add funds of $800,000 to cover service demand.

Original Contract Amount: $1,200,000.00

RCC, 6/28/24 ..... 500,000.00

RCC, 1/7/25 ..... 800,000.00

Total: $2,500,000.00

Contract: C032968

Boys& Girls Clubs of Greater Milwaukee, Inc.

On July 26, 2024, Milwaukee Board of School Directors and Boys & Girls Clubs of Greater Milwaukee, Inc. entered into Professional Services Contract number C032968 ("Contract"), with a term of August 1, 204 through June 30, 2025 to operate Community Learning Centers (CLCs) at the direction of MPS, which complies with the "2024-25 Community Learning Center Contract Standards" and "2024-25 MPS Community Learning Center Program Guidelines and Standards," to provide a safe place for MPS students and neighborhood children within the city of Milwaukee to participate in recreational and education activities at 30 locations. On January 14, 2025, a Request to Change Contract (RCC) was approved to add $186,345.68 as a result of DPI carryover amounts to sites listed in the contract.

Original Contract Amount: $3,728,500.00

RCC, 1/14/25 ..... 186,345.68

Total: $3,914,845.68

Contract: C032625

Drive USA, Inc. d/b/a Arcade Drivers School

On April 19, 2024, the Milwaukee Board of School Directors and Drive USA, Inc. d/b/a Arcade Drivers School entered into Professional Services Contract number C032625 ("Contract"), with a term of September 1, 2024, through August 31, 2025, to provide classroom and behind-the-wheel instruction for the MPS Drive program and community-based Driver Education program. On January 28, 2025, a Request to Change Contract (RCC) was approved to add funding of $25,000 received from the Auto Club grant.

Original Contract Amount: $750,904.00

RCC, 1/28/25 ..... 25,000.00

Total: $775,904.00

Contract: C031611

Owners Group DBA Learning Exchange

On July 1, 2023, the Milwaukee Board of School Directors and Owners Group DBA Learning Exchange entered into Professional Services Contract number C031611 ("Contract"), with a term of July 1, 2023, through June 30, 2024, to provide Title IA, Title IIA, Title IIIA, and Title IVA services. On March 26, 2024, a Request to Change Contract (RCC) was approved to add funds of $8,711,304.93. On June 27, 2024, the Board approved a one-year extension with a term of July 1, 2024, through June 30, 2025, with compensation not to exceed $18,233,661.96. On October 23, 2024, an RCC was approved to decrease funds by $7,044,496.14. On January 31, 2025, an RCC was approved to add funds of $7,957,640.55

Original Contract Amount: $16,982,306.72

RCC, 3/26/24 ..... 8,711,304.93

1st Extension 18,233,661.96

RCC,10/23/24.....(7,044,496.41)

RCC, 1/31/25.....7,957,640.55

Total: $44,840,417.75

Contract: C031612

Mainstreet Development Educational Group, LLC

On July 1, 2023, the Milwaukee Board of School Directors and Mainstreet Development Educational Group, LLC entered into Professional Services Contract number C031612 ("Contract"), with a term of July 1, 2023, through June 30, 2024, to provide Title IA, Title IIA, Title IIIA, and Title IVA services. On March 26, 2024, a Request to Change Contract (RCC) was approved to add funds of $1,633,463.62. On June 27, 2024, the Board approved a one-year extension with a term of July 1, 2024, through June 30, 2025, with compensation not to exceed $3,114,093.48. On October 23, 2024, an RCC was approved to decrease funds by $5,448,668.18. On November 21, 2024, an RCC was approved to add $3,364,911.69 in one budget code and decrease another budget code by $71,462.81. On January 31, 2025, an RCC was approved to add funds of $1,350,849.39.

Original Contract Amount:.....$ 4,132,096.53

RCC, 3/26/24.....1,633,463.62

1st Extension 3,114,093.48

RCC,10/23/24.....(5,448,668.18)

RCC, 11/21/24.....3,364,911.69

RCC, 11/21/24.....(71,462.81)

RCC, 1/31/25.....1,350,849.39

Total: $ 8,075,283.72

Contract: C031610

Catapult Learning West LLC

On July 1, 2023, the Milwaukee Board of School Directors and Catapult Learning West LLC entered into Professional Services Contract number C031610 ("Contract"), with a term of July 1, 2023, through June 30, 2024, to provide Title IA, Title IIA, Title IIIA, and Title IVA services. On March 26, 2024, a Request to Change Contract (RCC) was approved to add funds of $2,975,894.48. On June 27, 2024, the Board approved a one-year extension with a term of July 1, 2024, through June 30, 2025, with compensation not to exceed $5,839,767.03. On October 23, 2024, an RCC was approved to decrease funds by $2,728.291.86. On January 31, 2025, an RCC was approved to add funds of $2,552,297.74.

Original Contract Amount:.....$ 6,020,045.93

RCC, 3/26/24.....2,975,894.48

1st Extension 5,839,767.03

RCC,10/23/24.....(2,728,292.91)

RCC, 1/31/25.....2,552,297.74

Total: $14,659,712.27

Contract: C029660

Canon Solutions America, Inc.

On January 30, 2020, the Milwaukee Board of School Directors and Canon Solutions America, Inc. entered into Professional Services Contract number C029660 ("Contract"), with a term of February 1, 2020, through May 31, 2025, to provide duplicating services with one Canon ImagePress C800VP Color Printer and one canon ImagePRO 6100s Wilde Format Printer and click charges. On July 25, 2024, a Request to Change

Contract (RCC) was approved to add funds of $15,000 to the clicks portion of the contract. On February 11, 2025, an RCC was approved to add funds of $28,000 to the clicks portion due to increased demand of services.

Original Contract Amount: ..... $ 245,000.00

RCC, 7/25/24 ..... 15,000.00

RCC, 2/11/25 ..... 28,000.00

Total: $ 288,000.00

Monthly Financial Reports

The report on revenues and expenses; monthly expenditure control report; the report on budget transfers; the report on contracts awarded with a value under $50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Alcott School	Kirsten L Hildebrand	3,000.00	General School Supplies
Alliance High School	Milwaukee School of Engineering	500.00	Robotics Club
Auer Avenue School	Jessalyn Rich	100.00	Student Programs
Bay View High School	Gerald Hollander	250.00	Support Gay Straight Alliance Club
Bay View High School	Francis Barry-Lenoch	250.00	Support Gay Straight Alliance Club
Cass Street School	United Way	1,187.50	General School Supplies
Clemens School	Yvonne Hertich	50.00	Girls on the Run
Clemens School	Anonymous	70.00	Girls on the Run
Clemens School	Fred Robinson	100.00	Girls on the Run
Clement Avenue School	Box Tops for Education	20.00	General School Supplies
Clement Avenue School	Clement Ave School PTO	286.00	Help Offset Bake Sale Costs
Doerfler School	Kathleen L Piwoni	200.00	DC Trip
Doerfler School	Kristelle Ulrich	500.00	DC Trip
German Immersion School	Charities Aid Foundation America	50.00	Employee Giving Campaign
Hi-Mount School	Green Bay Packers	500.00	Community Garden
King Elementary School	Bader Philanthropies	4,999.00	Random Acts of Kindness for Staff Project
King High School	Anonymous	20.00	General School Supplies
King High School	Tory Kress	75.00	General School Supplies
King High School	Charles Hurliman	100.00	General School Supplies
King High School	Amy Parry	100.00	General School Supplies
King High School	Renee Joos	350.00	Baseball Equipment
King High School	Charities Aid Foundation America	500.00	RKHS Football Team Equipment
King High School	Milwaukee Public Schools Foundation	751.27	Autism Class Field Trips
Lincoln Middle School	Sara Herrick	500.00	Field Trips

Location	Donor	Amount	Gift or Purpose
Lincoln Middle School	MIX Church	620.00	Clothing for HEP Students
MacDowell Montessori	Box Tops for Education	30.50	General School Supplies
MacDowell Montessori	Mary Newton and James Sanger	1,000.00	Nurse Supplies
Meir School	Box Tops for Education	20.40	General School Supplies
North Division High School	Osceria Hayes	10.00	Poinsettia
Parkside School	Francis Barry Lenoch	250.00	Teachers
Parkside School	Gerald Hollander	250.00	Farm to Table Program
Ronald Reagan High School	Charities Aid Foundation America	4,950.00	Girls in Tech Club
South Division High School	Jennifer Essak	50.00	New Comers Support
Washington High School	Elks Lodge	1,500.00	SPED Program
Washington High School	Educator's Credit Union	250.00	Disadvantaged Students
Washington High School	D's Professional Services	300.00	Athletics
Zablocki School	Lynden Inc	152.00	Bus
	Total Monetary Donations	23,841.67	
Non-Monetary Donations			
Bay View Montessori School	Guy Mattana	160.00	8 Jansport Backpacks
Bethune Academy	Zoo Bean, Inc	100.00	Gift Card
Browning School	DonorsChoose	13.58	Classroom Essentials
Burbank School	* Destiny Lancour	80.00	Reward chips for free ice cream scoop
Burbank School	Kylie Travers	20.00	Apple Pies
Burbank School	DonorsChoose	13.58	Classroom Essentials
Burbank School	DonorsChoose	684.75	Engaging Material
Carver Academy	Washington Highlands Association	500.00	New Toys
Carver Academy	Einstein Bagels Bros	125.00	Bagels
Cass Street School	DonorsChoose	398.66	Wiggling, Wobbling and Wise
Doerfler School	DonorsChoose	135.52	"Let It Stick"
Doerfler School	DonorsChoose	775.70	Warm Winter in the School!
Dr. B Carson Academy of Science	DonorsChoose	7.07	Classroom Essentials
Dr. B Carson Academy of Science	DonorsChoose	53.03	Classroom Essentials
Dr. B Carson Academy of Science	DonorsChoose	213.43	Sensory Seeking Support
Dr. B Carson Academy of Science	DonorsChoose	221.67	Ringing in the New Year
Emerson School	DonorsChoose	199.98	Popcorn Refresh
Fifty-Third Street School	DonorsChoose	9.49	Classroom Essentials
Fifty-Third Street School	DonorsChoose	12.02	Classroom Essentials
Forest Home Avenue School	DonorsChoose	354.09	STEM
Fratney Street School	Boswell Book Company	463.97	Books
Gaenslen School	DonorsChoose	527.17	Warm and Cozy
Gilbert Stuart School	DonorsChoose	392.62	Literacy & Language, STEM

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	13.58	Classroom Essentials
Goodrich School	DonorsChoose	21.07	Classroom Essentials
Goodrich School	DonorsChoose	23.07	Classroom Essentials
Goodrich School	DonorsChoose	27.16	Classroom Essentials
Goodrich School	DonorsChoose	36.65	Classroom Essentials
Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	334.46	Hats and Mittens Needed
Goodrich School	DonorsChoose	334.50	Black History Month TPT
Goodrich School	DonorsChoose	376.34	Treehouse Adventures
Goodrich School	DonorsChoose	418.17	Hat, Mittens, and Shoes
Goodrich School	DonorsChoose	438.00	B is for Boots
Grant School	DonorsChoose	516.29	Aspiring Authors
Grantosa Drive School	DonorsChoose	274.54	It's Time to Replenish
Grantosa Drive School	DonorsChoose	307.06	Bare Necessities
Greenfield School	DonorsChoose	21.64	Classroom Essentials
Hamilton High School	DonorsChoose	21.64	Classroom Essentials
Hi-Mount School	DonorsChoose	178.73	Testing Gear and Treats
King High School	DonorsChoose	15.05	Classroom Essentials
Lafollette School	Calvary Bible Church	250.00	Gloves for Students
Lafollette School	Calvary Bible Church	400.00	Hats for Students
Lancaster School	DonorsChoose	43.68	Classroom Essentials
Longfellow Elementary	DonorsChoose	19.64	Classroom Essentials
Lowell School	DonorsChoose	9.49	Classroom Essentials
Lowell School	DonorsChoose	13.58	Classroom Essentials
Lowell School	DonorsChoose	13.58	Classroom Essentials
Lowell School	DonorsChoose	24.10	Classroom Essentials
Lowell School	DonorsChoose	35.09	Classroom Essentials
Lowell School	DonorsChoose	52.38	Classroom Essentials
Lowell School	DonorsChoose	96.34	Classroom Essentials
MacDowell Montessori	DonorsChoose	27.58	Classroom Essentials
MacDowell Montessori	DonorsChoose	135.53	We Need Snacks
MacDowell Montessori	DonorsChoose	317.85	Flexible Seating
MacDowell Montessori	DonorsChoose	461.78	Adaptive Seating
MacDowell Montessori	DonorsChoose	1,049.54	Health Sports & Wellness
Manitoba School	Stephanie Sandoval	2,012.00	School T-Shirts for Students
Manitoba School	DonorsChoose	1,075.13	Life Skills, Music & The Arts
Meir School	DonorsChoose	48.85	Classroom Essentials
Mitchell School	DonorsChoose	216.71	Life Skills
Mitchell School	DonorsChoose	221.28	Health Sports & Wellness
Neeskara School	DonorsChoose	13.58	Classroom Essentials
Ninety-Fifth Street School	DonorsChoose	195.42	A Little Spot of SEL
Office of Academics - Specialized Services	Mike and Terri Schulties	785.00	Winter Outerwear
Office of Academics - Specialized Services	Jim and Chris Coughlin	720.00	Winter Outerwear

Location	Donor	Amount	Gift or Purpose
Office of Academics - Specialized Services	* Katie Schmidt DBA Katie's Kreations	260.00	Food Gift Cards
Office of Academics - Specialized Services	ASC - Executive Director Steven Lubar	200.00	Winter Outerwear
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Erica Kaponya	500.00	Winter Apparel
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mark Bell	20.00	General School Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Jan-Marie Weiler	150.00	Children's Scarves
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Stewart Edwards	250.00	Scarves
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Tiffany Pfremmer	50.00	Winter Apparel
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Isabella Jarosz	200.00	General School Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	* Bo Ellis	1,500.00	Mitten Tree Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Amanda Wery	7,100.00	Bus to Green Bay
Office of Communications and School Performance - Strategic Partnerships and Customer Service	* Ed Possing	400.00	Winter Gear
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Jane Kivlit	100.00	Winter Apparel
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Marcus Theaters	230,000.00	Movie Tickets
Office of Communications and School Performance - Technology	Probo Medical	8,064.00	HP Elite G4 Tablet With Travel Keyboard
Location	Donor	Amount	Gift or Purpose
Pulaski High School	DonorsChoose	18.98	Classroom Essentials
Riverside High School	DonorsChoose	600.07	Let's Communicate!
Riverwest Elementary	Milwaukee Spurs	1,300.00	50 T Shirts
Riverwest Elementary	Tanya Cameron	200.00	20 Totes
South Division High School	* Cheresse Hughes	141.90	Sam's Club Membership
Spanish Immersion School	DonorsChoose	38.57	Classroom Essentials
Spanish Immersion School	DonorsChoose	261.39	Reading Is Our Super Power!
Story School	DonorsChoose	748.47	STEM

Location	Donor	Amount	Gift or Purpose
Story School	DonorsChoose	818.32	Health Sports & Wellness, Warmth Care & Hunger
Trowbridge School	DonorsChoose	21.64	Classroom Essentials
Trowbridge School	DonorsChoose	131.50	Teachers Helping Teachers!
Trowbridge School	DonorsChoose	148.20	Health Sports & Wellness, Warmth Care & Hunger
Trowbridge School	DonorsChoose	159.26	Literacy & Language, Racial Justice & Representation
Trowbridge School	DonorsChoose	261.36	Marble Run Madness!
Victory School	DonorsChoose	133.36	Focus on the Work
Victory School	DonorsChoose	260.73	The BASICS!
Victory School	DonorsChoose	318.63	Organize and Write
Vieau School	DonorsChoose	425.13	Classroom Refresh
Vincent High School	DonorsChoose	10.65	Classroom Essentials
Walt Whitman School	DonorsChoose	2,091.59	Turning the Tables!
William Cullen Bryant School	DonorsChoose	310.74	Snack Smart, Learn Strong!
Wisconsin Conservatory	DonorsChoose	204.96	Wisconsin Winter? No Problem!
	Total Non-Monetary Donations	*274,456.86*	
	Total Value of Donations	*298,298.53*	
	** Donations from MPS Alumni*	*2,381.90*	

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

Fiscal impact: This item authorizes expenditures as indicated on the attachment.

Committee's Recommendation

Your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 7) Action on the Award of Professional Services Contracts

Background

The Office of Board Governance recommends that the Board approve the following professional services contracts:

RFP 1123 Authorization to Extend a Contract with Hubbard Wilson & Zelenkova LLC for Legislative and Lobbying Services

The Office of Board Governance is requesting authorization to extend a contract with Hubbard Wilson & Zelenkova LLC for legislative and lobbying services. This contractor will be used to deliver legislative liaison and lobbying services related to working with and communicating with state, and to a lesser extent, federal officials and regulatory agencies regarding education policy, funding and other related subjects as identified by the MPS Office of Governmental Relations.

Lobbying services strongly support the legislative goals of Milwaukee Public Schools and have been key in both securing policies and funding that directly support MPS students and in preventing adoption of policies that would negatively impact the district and its goals to support children.

Contractor was chosen pursuant to RFP 1123, which closed on December 21, 2023. The initial contract runs from April 1, 2024, through March 31, 2025, (the "Initial Term"), with two additional one-year options to extend if certain performance metrics incorporated into the contract are met as described here:

Performance Metrics	Possible Points	Year 1 Performance
Contractor's level of direct contact with key legislators and staff resulting in quality interactions proliferating MPS's agenda	35	35
Contractor's ability to identify new and positive advocacy opportunities and to identify and limit new and potentially negative policy events.	20	20
Customer service and responsiveness in meeting MPS's needs	35	35
Accurate and detailed invoicing	10	10
Total	100	100

Hubbard Wilson & Zelenkova LLC met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract (Year 2), which will run from April 1, 2025 through March 31, 2026.

The total cost of the contract in Year 2 will not exceed $80,000.

Budget Code: ADT-0-0-OBG-OB-ECTS (Office of Board Governance – Contracted Services)..... $80,000

Hubbard Wilson & Zelenkova LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....NO

Total # of Employees 6

Total # of Minorities 1

Total # of Women 3

HUB PARTICIPATION

Required .....NA

Proposed.....NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 200 HOURS

Student Career Awareness Commitment: 10 HOURS

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 8) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Award a Professional Services Contract to CliftonLarsonAllen LLP

Background

RFP 1132 Authorization to Waive Administrative Policy 3.09(9)(e) and Issue a Contract to CliftonLarsonAllen LLP for Provision of Fiscal Audit and Student Membership Audit Services

The Administration is requesting authorization to enter into a contract with CliftonLarsonAllen LLP (CLA) to perform fiscal audit and student membership audit services. This contractor will be used to deliver required audits of the district's financial records and accounts, and audits of membership counts.

CLA provides State (State Statute 120.14) and Board (Board Rule 2.06 (1) (f) required audits with these audits performed in accordance with generally accepted auditing standards, the standards set forth for financial audits in the Government Auditing Standards issued by the Comptroller General of the United States, OMB, and State Single Audit Guidelines issued by the Wisconsin Department of Administration.

The Administration is requesting a waiver of Administrative Policy 3.09 (9)(e) with respect to term limit due to the nature of these services.

CLA was chosen pursuant to RFP 1132, which closed on December 23, 2024. The initial contract term will run from July 1, 2025 through June 30, 2028, (the "Initial Term"), with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The initial term of the contract will be from July 1, 2025 through June 30, 2028 and will not exceed $1,516,990.00.

Budget Code:

SCF-0-0-CTG-DW-EAUS (Special & Contingent Fund – Audit Services) $1,316,720.00

ADT-0-A-1Ax-OB-EAUS (Title I – Audit Services) $200,270.00

CliftonLarsonAllen LLP

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor..... NO

Total # of Employees 8,147

Total # of Minorities 1,712

Total # of Women 4,437

HUB PARTICIPATION

Required 25%

Proposed..... 30%

$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 10 HOURS

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contract as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 9) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Contract with International Association for Human Values to Provide In-School Intervention and Professional Development

The Administration is requesting authorization to enter into a contract with International Association for Human Values to provide in-school intervention for students and professional development for staff members. Individuals will be working with students identified through the teaming processes at identified schools. Additionally, a staff member at each identified school will be trained to become a certified facilitator of the Sky Schools curriculum within the school. Contractor and MPS shall select the identified schools at a later date.

SKY Schools is a signature program of the International Association for Human Values (IAHV), providing evidence-based programs for stress management and resilience techniques across instructional settings. Their programs foster holistic stress management and daily practices that transform teaching and learning fostering non-violence and an ethic of social service. SKY Schools will provide programs and activities in schools including their SKY School SEL + Breathwork curriculum, PD workshops for staff and

families, and short student workshops called “Stress Busters” sequence of 60-minute workshops to one or two schools across the district annually.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of part of an approved federal grant. (Administrative Policy 3.09(2)(c)).

The contract will run from April 1, 2025 through August 31, 2027, and will not exceed $95,000.

Budget Code: SDV-0-S-SJ5-SN-ECTS $95,000.00

Exception Authorization to Issue a Contract to von Briesen & Roper, S.C., for Legal Services

The Administration is requesting authorization to enter into a contract with von Briesen & Roper, S.C. (von Briesen) for legal representation on various employment matters.

The City Attorney’s Office for the City of Milwaukee serves as legal counsel for the Milwaukee Board of School Directors. On March 18, 2022, the City Attorney notified the district that it would be beneficial to seek outside legal counsel with regard to certain ongoing cases. von Briesen is a large law firm with the capacity and expertise to provide excellent representation and has been used by MPS since 2022. Many school districts across the state of Wisconsin are also represented by von Briesen.

The exception from the requirement of a competitive procurement process for this contract has been granted on a continuity basis as the current cases are still ongoing (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run April 22, 2025 through April 21, 2026, (the “Initial Term”), with two additional one-year options to extend upon mutual consent. The total cost of the Initial Term will not exceed $300,000.

Budget Code: OGA-0-0-HRO-HR-ECTS (Contract Services) $300,000.00

Exception Authorization Contract with Teaching Lab for Professional Learning on Implementing Effective Instructional Practices in PreK- 3 Literacy Classrooms

The Administration is requesting authorization to enter into a contract Teaching Lab to provide job-embedded coaching for 30 teachers at Brown Street Academy, Franklin Elementary, and Hopkins Lloyd. This coaching will support the implementation of Personal Reading Plans (PRPs) through the end of the 2024-2025 school year.

Teaching Lab coaches will provide professional learning and support to teachers by following the Department of Public Instruction’s Personal Reading Toolkit and district guidance. Teaching Lab will engage in observation and feedback cycles, helping teachers build confidence in implementing Props through pre-planning and debrief sessions, focusing on differentiating or accelerating student achievement. Coaches will model the best practices and offer in-the-moment coaching to improve teaching. They will also provide "micro-PL" (brief, targeted professional learning sessions) when needed, invite instructional leaders to shadow coaching sessions, and facilitate debriefs with school leaders to reflect on observational feedback.

The exception to bid has been approved on the basis of continuity, services must be provided by this contractor for continuity for MPS staff currently enrolled in ongoing programs. (Administrative Policy 3.09(7)(E)(1)(b)(iv)) and pursuant to a grant (Administrative Policy 3.09(2)(c)).

The contract will run from April 1, 2025, through June 30, 2025, and will not exceed $262,000.

Budget Code: SDV-0-S-3Z5-DW-ECTS (CSI GRANT).....$262,000.00

Exception Authorization to issue Purchase Orders to North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC and Lakeside Buses of Wisconsin, Inc. for Clean Heavy-Duty Vehicles (Electric Yellow Buses)

The Administration is requesting authorization to issue purchases orders to North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC and Lakeside Buses of Wisconsin, Inc. (a subsidiary of RideSTA) for Clean Heavy-Duty Vehicles (Electric Yellow Buses). These (2) vendors partnered with MPS in applying to replace 50 Class 6/7 diesel buses with Class 6/7 ZEBs to reduce the district’s emissions of nitrogen oxides (NOx), particulate matter (PM), and greenhouse gases (GHGs). The project will directly improve the air quality for students, staff, and community members and reduce district transportation costs. In addition, the district will continue to leverage the public private

partnership with North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC and Lakeside Buses of Wisconsin, Inc. to ensure efficient and cost-effective use of EPA funding and successful implementation of the project to deliver electric schools buses and any associated vehicle infrastructure needs.

This initiative is part of the U.S. Environmental Protection Agency's (EPA) Clean Heavy-Duty Vehicles Grant Program as part of the Inflation Reduction Act of 2022 and was designed to incentivize and accelerate the replacement of existing internal combustion engine heavy duty vehicles with zero-emission vehicles. MPS was awarded $14,787,500 from this particular partnership application.

The Exception to Bid has been granted on the basis that the purchase under these purchase orders are required pursuant to a grant obtained from the Environmental Protection Agency (Administrative Policy 3.09(2)(c)).

The purchase orders issued to each vendor will be for $7,393,750 and run from March 21, 2025 through December 31, 2026.

The total cost of the purchase orders will not exceed $14,787,500.

Budget Code: PTR-0-S-VZ5-TT-ECTS $14,787,500.00

HUB and student engagement information is found in the minutes to your Committee's meeting.

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Zombor presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

(Item 1) Report with Possible Action on Administrative Policy 4.07: Student Nutrition & Wellness and Administrative Procedure 4.07: Student Nutrition & Wellness

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Administrative Policy and Procedure 4.07: Student Nutrition and Wellness, have been revised to include the following USDA Non-Discrimination Statement:

> In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.
>
> Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.
>
> To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: https://www.usda.gov/sites/default/files/documents/ad-3027.pdf, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by: 1. mail: U.S. Department of Agriculture Office of the Assistant Secretary for Civil Rights 1400 Independence Avenue, SW Washington, D.C. 20250-9410; or 2. fax: (833) 256-1665 or (202) 690-7442; or 3. email: Program.Intake@usda.gov
>
> This institution is an equal opportunity provider.

Strategic Plan compatibility Statement

Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.07 - Student Nutrition and Wellness Policy

Fiscal Impact Statement

No Fiscal Impact

Implementation and Assessment Plan

The policy will be implemented upon Board approval.

Committee's Recommendation

Your Committee recommends that the Board approve the attached redlined revisions of Administrative Policy and Procedure 4.07: Student Nutrition and Wellness.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on a Request to Approve Revisions to Board Governance Policy 2.12 Board Audits: Annual Plan and Coordination

Background

In January 2024, the Board took action to reorganize Audit Services under the Office of Accountability and Efficiency. As part of this reorganization, a review of relevant policies was undertaken to ensure best practices were being observed.

Revisions to Board Governance Policy 2.12, Board Audits: Annual Plan and Coordination, reflect strengthened language that mirrors that of the City of Milwaukee and aligns to proposed changes in Board Governance Policy 1.18, Legal Counsel regarding confidential and/or privileged information.

Section (3)(b) Independence and Authority, is modified as follows:

(b) In carrying out audit duties and responsibilities, the Office of Accountability and Efficiency-Audit Services staff shall have continual unrestricted access to all functions, records, property, and personnel of the District in meeting its specific audit objectives. This includes full access to all systems that input, process, store, and report any and all information of the operations of the District which are not limited or otherwise restricted ~~full, free, and unrestricted access to all organizational activities, records, property, and personnel relevant to the performance of an audit, review, or investigation~~ by law or other Board established rule or procedure. Audit Services shall abide by Board Rule 1.18 with respect to legally privileged and/or confidential information of the Board, with review by the City Attorney and/or retained counsel should disagreements exist regarding release. Audits under this paragraph shall be performed in accordance with generally accepted government auditing standards issued by the comptroller general of the United States.

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.12 - Board Audits: Annual Plan and Coordination

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends approval of the revisions as attached to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on a Request to Approve Revisions to Board Rule 1.18 Legal Representation

Background

The handling, treatment, and processing of confidential and/or privileged information under the Board is important to the operations of the District.

Board Rule 1.18, Legal Representation, provides guidance to the handling of this type of information held by the Board.

Due to a lack of clarity in terms of accessing information that is protected by attorney-client privilege, the policy is being revised to add a fifth clause which reads:

> (5) Any privileged or confidential information held by the Board that has been requested from District staff in the course of their work shall be reviewed for possible release by the Board by the City Attorney and/or retained counsel. The release of such information shall be conducted in accordance with applicable laws and regulations to ensure the protection of privileged communications and confidential materials.

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the revisions be approved as attached to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on a Request to Establish the Milwaukee Public Schools Audit Committee

Background

In response to the Corrective Action Plan approved by the Department of Public Instruction and the Milwaukee Board of School Directors, the Office of Accountability and Efficiency is recommending the Board approve the establishment of the Audit Committee. The Committee's charge shall be as follows:

Milwaukee Public Schools Audit Committee Charter March 2025

1. Establishment:

Pursuant to action by the Milwaukee Board of School Directors (Board) on January 30, 2025, there is hereby created an Audit Committee, established for the purpose of providing the Board with an objective, independent, unbiased, and knowledgeable audit advisory body. The Audit Committee supports Internal Audit operations and advises the Board on both external and internal audit matters.

A. The Committee shall make recommendations to the Board and the Administration based on the results of internal and external audit reports received.
B. The Audit Committee upholds the independence of the Office of Accountability – Audit Services function, via the Chief Auditor reporting functionality to the Audit Committee, thus ensuring full compliance with Government Accountability Office (GAO) Yellow Book Auditing Standards.
C. The Board delegates to the Committee the powers and duties specified herein.

2. Membership:

A. The Committee shall consist of five voting members and may include one non-voting member
    1) The Board of School Directors shall have one Board member, appointed by the Board President, who shall serve as Chairperson

2) The Mayor of the City of Milwaukee shall nominate one member confirmed by the Board of School Directors and the Comptroller of the City of Milwaukee shall nominate one member confirmed by the Board of School Directors
3) Two members shall be nominated by the Office of Accountability and Efficiency (OAE) and be confirmed by the Board of School Directors; They shall be residents of Milwaukee County with expertise in auditing or finance and at least one shall be a certified public accountant or certified internal auditor

B. The Committee members shall designate the Vice Chairperson
C. There may be one non-voting member from another outside agency nominated by the Office of Accountability and Efficiency (OAE) and confirmed by the Board of School Directors
D. As a function of their role, the Chief Auditor shall be an advisory, non-voting member of the Committee.
E. Each member shall serve on the Committee until the earlier of the date that:
• his or her successor is appointed;
• the member resigns from the Committee
F. The Committee may invite individuals to provide subject matter expertise or factual knowledge of a matter under consideration.

3. Responsibilities of the Chair
A. The Chairperson has the following authority and duties with respect to the operation of the Committee:
• call meetings of the Committee
• set the agenda of each Committee meeting
• preside over Committee meetings; and
• circulate resolutions, if any, to the voting members of the Committee

4. Terms of office: vacancies
A. The term of the School Board Committee member shall be for one year, subject to reappointment by the Board President.
B. The term of the Mayor of the City of Milwaukee's members shall be for three years.
C. The term of the Comptroller of the City of Milwaukee's members shall be for three years.
D. The term of the remaining members shall be for four years and those remaining members who serve for two consecutive terms may not be reappointed for four years after completion of those terms.
E. Members shall continue to serve until a successor is appointed and confirmed. A vacancy on the Board shall be filled in the manner of the original appointment

5. Conflicts of Interest
A. Committee members shall follow MPS policy regarding conflicts of interest. No Committee member shall vote or participate in any determination of any matter from which the Committee member shall receive a special private gain or benefit. Committee members have a duty of loyalty that precludes them from being influenced by motives other than the accomplishment of the purposes of the Committee and shall act pursuant to the Committee's power, duties and responsibilities of this Charter.

6. Meetings: quorum; absences
A. The Committee shall meet at least four times per year, additional meetings may be called by the Chair of the Committee or a majority of the members of the Committee
B. Three members of the Committee shall constitute a quorum
C. Each member of the Committee shall serve without compensation
D. A member of the Committee may be removed only for cause by the Board of School Directors, President, subject to the approval by the Board of School Directors
E. Any member missing three consecutive meetings shall be deemed to have resigned their membership on the Committee unless the Committee shall, by majority vote, excuse the absence

7. Amendments

A. This Charter may be amended at any time, subject to approval by the Board. Copies of this document, and any amendments thereto, will be distributed to each member of the Committee. The provisions set forth in this Charter are not intended to alter any applicable legal standards.

8. Power, duties and responsibilities

The Committee shall have the following powers and duties in carrying out its responsibilities under this Charter. These functions shall serve as a guide with the understanding that the Committee may carry out additional functions and make recommendations to the Board relative to district policy and procedure as may be appropriate in light of changing fiduciary, legislative, regulatory, business or other conditions.

A. To review and make recommendations on the Chief Auditor's annual plan of audits before submission to the Board of School Directors
B. To monitor follow-up on reported audit findings to ensure corrective action is taken by the Administration, including the results of the external auditor's reports
C. To report to the Board, on an as-needed basis, it's insight into the district's financial reporting, school, district, and program audit processes, internal controls, and assurances, helping the board make informed financial decisions and making them aware of potential risks
D. To evaluate the findings and recommendations of the peer review of the Audit Services function as required by recognized government auditing standards
E. To address and make recommendations regarding any other auditing issue (including, but not limited to, proposing modifications to district policy and procedure, and reviewing any proposed future modifications to Board Governance 2.12 and Administrative Policy and Procedure 6.38)
F. To review the results of the Annual Audit Plan activities and ensure that an Annual Performance Evaluation of the Chief Auditor was conducted by the Senior Director of the OAE.

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.10 - Board Advisory Committees

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Accountability and Efficiency will work to implement the Audit Committee as indicated in the attachment.

Committee's Recommendation

Your Committee recommends the Board approve the establishment of the Audit Committee as outlined in the attachment.

Director Zombor moved approval of the recommendations of the Office of Accountability and Efficiency with two modifications:

That Section 2, Membership, Paragraph 3, be modified as follows:

> ~~Two~~ One non-staff member~~s~~ shall be nominated by the Office of Accountability and Efficiency (OAE) and one non-staff member shall be nominated by the Boad of School Directors, ~~by the Superintendent, both~~ subject to confirmation by ~~and be confirmed by~~ the Board of School Directors. ~~They~~ Candidates shall be residents of Milwaukee County with expertise in auditing or finance, ~~and~~ with at least one ~~shall~~ being a certified public accountant or certified internal auditor.

That Section 6, Meetings: Quorum; Absences, be modified to add Paragraph F, to read:

> Meetings of this Committee are subject to the requirements of Wisconsin Open Meetings laws. Proper notice of meetings shall be served.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Gokalgandhi, Jackson, Leonard, Siemsen, Zombor, and President Herndon — 7.
Noes — None -0.

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Leonard presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Action on a Request to Adopt Resolution 2425R-010, by Director Leonard, on the Establishment of an Operational Review Committee

Background

At the February 27, 2025 Full Board meeting, Resolution 2425R-010 was introduced and referred to the PACE committee.

The resolved portion of Resolution 2425R-010 reads:

> RESOLVED, That the Milwaukee Board of School Directors formally commits to reviewing, discussing, and publicly addressing the findings of Milwaukee Public Schools Operational Review in a timely manner; and, be it
>
> RESOLVED, That the Board, hereby, establishes an Operational Advisory Committee to consider the Operational Review and to develop a transparent action plan based on the recommendations in the Operational Review; and
>
> WHEREAS, The plan shall be created through an equity lens and shall outline specific steps, measurable goals, and timelines to fulfill the recommendations of the Operational Review; and, be it
>
> FURTHER RESOLIVED, That the Superintendent, the Office of Accountability and Efficiency, and the Chief Officer, Office of Board Governance shall present to the Board, in the April cycle, the charge of the Committee and a description of the membership, in accordance with Board Governance Policy 2.10, Board Advisory Committees; and; be it
>
> FURTHER RESOLVED, That the Committee shall include educators, administrators, parents, students, and community stakeholders; and be it
>
> FURTHER RESOLVED, That the Operational Advisory Committee, through the Administration, shall provide, through the appropriate committee of the Board, quarterly reports on the status of these reforms, including organizational changes, data on student performance improvements, fiscal management, and community engagement efforts; and be it
>
> FURTHER RESOLVED, That the first report shall be presented in the August 2025 Board cycle.

Strategic Plan compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.11 - Advisory Committees

Fiscal Impact Statement

At this time there is no fiscal impact associated with this item.

Implementation and Assessment Plan

Upon Board approval, the Administration will work with the Board to implement Resolution 2425R-010 and present a report in August 2025.

Committee's Recommendation

Your Committee recommends the Board adopt resolution 2425R-010, but modify the first Further Resolved to direct that the Superintendent, in consultation with the Office of Board Governance and the Office of Accountability, bring forward the committee's charge.

* * * * *

(Item 2) Update with Possible Action on Enhancing Educational Communities and School Climate

Your Committee reports having receivedd the foregoing report. Although this item was noticed for possible action, no action is required.

Background

Milwaukee Public School's vision is to cultivate a positive school climate across the district by enhancing educational communities. Being intentionally strategic, Milwaukee Public Schools employs proactive strategies and interventions, within a multi-tiered system of support, that aims to provide an educational and nurturing platform for all students. The overarching goal is to foster an equitable school climate district wide. School teams and district administration collaborate closely, utilizing up-to-date data to implement best practices with Tier 1 supports, and focus is given to individual students that require additional supports.

This March report will address work from a variety of departments through February 28, 2025.

PACE Committee members and constituents have inquired about measuring mindsets of staff members across the district regarding antiracism and diversity and readiness of district systems for change.

Staff Mindsets & Readiness

In collaboration with the MPS Department of Research, Assessment, and Data, a district-wide survey is being created based on the Chicago Public Schools' Liberatory Thinking Tool to assess staff member readiness mindsets. The survey will assess staff member mindsets towards work of antiracism and diversity and well as readiness for next steps. The survey will be conducted in April with results shared within the May report. Tentative survey questions will ask questions such as individuals' understanding of racial inequities in the community, how often they have conversations with individuals of different experiences and perspectives, how they are setting high expectations for students, how they are continuing their journey understanding equity, and other questions formulated to assess readiness and growth mindsets of staff members throughout the district. Results will help formulate next steps needed to continue to move towards transformational change district-wide.

Additionally, MPS has begun collaborating with UW-Madison on a grant proposal that would help the district identify and assess readiness indicators critical to implementing restorative practices within the district. The current restorative practices implementation plan includes key readiness indicators that coaches can guide schools in developing during the exploration stage of implementation. Schools complete a needs assessment of four restorative systems within the school.

PACE Committee members and constituents have inquired about ensuring continued Courageous Conversations About Race (CCAR) implementation and integration into district culture.

Courageous Conversations About Race (CCAR) and District Equity Leadership Team Newly hired staff members who have not previously attended CCAR have the opportunity to attend sessions throughout the year. On the district professional development day on February 18, 2025, all newly hired safety aides attended CCAR as part of their professional learning that day. Additionally, a virtual session was held for 120 paraprofessionals, certified health assistants, and CS staff members who have not previously attended. Sessions of Beyond Diversity were held in January and February for staff members looking to continue their journey with the framework, with over 100 attending. Additional sessions will be added for April, May, and June. Any staff member can enroll through our Learning Management System. All schools are required to send at least one staff member to one of the Beyond Diversity sessions.

Students will be engaged in CCAR as well. There were 80 middle and high school students who participated in Beyond Diversity for Students. This is a two-day seminar similar to Beyond Diversity that staff members attend, adjusted to meet the needs of students. Starting in April, these same 100 students will participate in a three-part series of Students Organized Against Racism (SOAR). During this series, students will be using the protocols learned at Beyond Diversity to engage in conversations about the role of race in their lives and their educational experience.

PACE Committee members and constituents have inquired about the evidence and success of the work occurring in schools, including implementation of TEECHS within identified schools.

Evidence and Success of Work

This school year, the district has engaged in a new approach to supporting schools through our Teaming for Equitable Education Coaching and Holistic Support (TEECHS). This approach is still being refined and updated as we move forward. In February a "State of TEECHS" was created highlighting early successes as well as next steps needed as we grow this approach through the end of the year. Some of the highlights of this approach we are already seeing include:

- All TEECHS schools have seen an increase in student attendance.
- Twelve of the schools have seen an increase in the percent (%) of students considered "regularly attending."
- Ten of the schools have seen a decrease in the number of total suspensions.
- Nine of the schools have seen a decrease in the percentage of students suspended.
- All schools have lowered their mobility exit rate.
- A total of 823 documented Tier 2 and Tier 3 behavior interventions provided.
- A total of 342 support logs entered.
- Increased student participation in district Well-Being Survey and Youth Risk Behavior Screening (YRBS) Survey.
- Hot cocoa/coffee spirit cart before winter break.
- Creation of standard operating procedure best practice in use of American Lung Association anti-vaping curriculum as an alternative to suspension.
- Three additional schools trained in Link Crew peer mentoring for implementation in the 2025-2026 school year.
- Student focus groups and Student Discipline Committee meeting facilitation.
- Reading intervention schedules created at schools.
- Coverage of classrooms and other duties at schools.
- Collaboration with Stanford's Lifting the Bar re-entry protocols for students moved due to disciplinary process.
- Principals of all TEECHS schools were surveyed regarding the support of the Team of Aligned Needs (TAN) and additional support.

	Regularly	Somewhat Regularly	Rarely	Never
A group of individuals comes to our school weekly to support through TEECHS	54.5%	36.40%	0%	9.1%
The team (TAN) has been a positive influence at our school.	36.4%	36.4%	9.1%	18.0%

The members of the team (TAN) have been willing to do whatever is needed.	27.5%	54.5%	0%	18.0%
Members of the team (TAN) have built positive relationships with staff members.	44.7%	27.5%	18.4%	9.4%
TEECHS has been a positive collaboration that centers our school needs throughout the process	44.7%	18.4%	27.5%	9.4%

What feedback (positive or negative) do you have on this equitable, holistic approach we are utilizing through TEECHS?

- This program has the ability to truly meet people where they are at, but there has to be a willingness [from] all parties to do what is best for students and staff.
- Providing a space for staff to share to inform observations and solutions around climate and culture. Also provide staff with the opportunity of professional development based on their needs.
- The TAN team is always willing to jump in and help with whatever we need.
- TAN members have been able to de-escalate [two] student behaviors in the moment because they have made connections with [those] specific students.
- We are starting up an alternative to suspension for vaping infractions that includes four sessions around the dangers of vaping [and] managing trauma.
- We are introducing circles in some classes as a prelude to restorative practices courses to be offered next year.
- Multiple staff are getting instructional coaching.
- We are all working together to make it work. The TEECHS staff are eager to help us make gains.
- Alignment with school needs with student and/or teacher voice towards capacity building.
- We need more time to allow the support to grow.
- Schools with greater needs should be given more support to be equitable.
- The support is good but the frequency is far [too] spread out. If they could come twice a week (say Tuesday and Thursday) this would increase the positive impact that they have [in] the building.

PACE Committee members and constituents have inquired about mentoring and other opportunities for students who need additional support in schools.

Student Mentoring and Support

Link Crew is an evidence-based approach to student peer-mentoring from the Boomerang Project that is currently offered in four schools. Link Crew trains upperclassmen to be peer mentor and then starting at Freshmen Bridge, all incoming freshmen are assigned an upperclassmen mentor. Throughout the year there are opportunities for team building and mentoring to students. Three additional schools are being trained in Link Crew for implementation in the 2025-2026 school year, with three additional schools to be trained the following school year.

Within Continuous School Improvement Plans (CSIP), five schools have identified mentoring as their Evidence Based Improvement Strategy (EBIS) in alignment with Wisconsin Department of Public Instruction's vision for school improvement. These schools created a theory of action around implementation of mentoring as a school-wide practice towards improving school climate.

The Department of Black and Latino Male Achievement partners with Greater Milwaukee and school personnel to bring community members into high schools every month for mentoring and conversations about life, goal setting, and school achievement. The MPS Family and Community Engagement team coordinated the second "Cuts and Conversations" at Marshall High School in which members of the community went to Marshall to meet with youth and mentor students while providing haircuts to interested students.

Within our approach to supporting schools based on need, TEECHS, additional opportunities for student mentoring are being explored and implemented.

PACE Committee members and constituents have inquired about additional support and interventions for students who have multiple suspensions and behavior infractions.

Student Interventions and Support

All schools have a Building Intervention Team (BIT) that oversees and coordinates all Tier 2 and Tier 3 behavioral interventions. On a monthly basis teams review student disciplinary data including suspensions, behavior referrals, and PLP Classroom Behavior data to identify students in need of additional support. Within the multi-tiered system of support, students can be provided interventions including Check-In/Check-Out (CICO), Social Academic Instructional Group (SAIG), Behavior Assessment/Intervention Plan (BAIP), and others. Schools document intervention plans and progress monitoring data within Infinite Campus. Schools continue to meet monthly, monitoring data and identifying additional students for intervention throughout the year. Building Intervention Team minutes are within the school's CSIP and are monitored by their district PBIS coach.

Analysis of students with multiple behavior referrals and behavior interventions shows that 42% of all students with 4 or more behavior referrals and 65% of students with 10 or more behavior referrals, have a documented behavior intervention in Infinite Campus. Additional analysis of classroom behaviors documented within Infinite Campus shows that 41% of students with a documented classroom behavior also have a documented behavior intervention and 65% of students with 30 or more documented classroom behaviors also have a documented behavior intervention.

All staff members document strategies utilized within the classroom to manage behaviors prior to a behavior referral or any disciplinary actions taking place. When analyzing data, we find that restorative conversation has been documented as a classroom strategy 2,965 times and repairing harm circles 70 times. Looking at all strategies, there have been 117,049 strategies documented across the district this school year with one-on-one conversation, redirection, and support staff consultation used the most often.

PACE Committee members and constituents have inquired about additional support and interventions for students who continually disrupt the educational environment and create unsafe learning environments.

Students with Severe Behavioral Infractions

Milwaukee Public Schools Administrative Policy 8.32 indicates all exclusions for students with behavioral infractions are expulsions with services. Many school districts expel students with behavioral infractions without any services or opportunities provided for the family to continue their education. MPS continually works with all students and families to find the most appropriate educational environment for all students. Additionally, for smaller behavioral infractions that do not necessitate an expulsion with services, the decision may be made to transfer the student to another MPS school that may be able to better support the student and family.

In our ongoing desire to best serve students in need, MPS is contracting with Imagine Learning to develop a program called Students Utilizing Resources for Growth & Excellence (SURGE) as an option for students after a disciplinary infraction. SURGE would be available for students in grades 6 through 12 who have had a behavioral infraction at their school that reaches a specific level of discipline within the district's code of conduct.

PACE Committee members and constituents have inquired about topics discussed with student leadership groups and areas of concern for students.

Student Leadership Committees

Student discipline committees at all traditional middle and high schools have been meeting monthly to further examine their problem of practice, starting to gather additional student voice, and researching potential recommendations for the school and district. This work continues on a monthly basis, with minutes entered and submitted online. The Fall Student Leadership Summit will occur on May 30, 2025, at UW-Milwaukee. Each school team will present their work from the year and the overall recommendation students are proposing based on their school's problem of practice.

Reviewing what students have been discussing so far, we see problems of practice including reducing fighting, welcoming new students throughout the year, drug and substance abuse, student and teacher

relationship building, and other topics. Each month students also identify what data sets are being utilized with student voice being the most common data set used, followed by suspension and behavior referral data.

PACE Committee members and constituents have inquired about historical trends, and current reality with disciplinary practices by race and grade level.

Suspension Deep Dive

All data through February 28, 2025, at 5:00 p.m.

Across all schools there have been 7,190 students suspended, 13,314 total suspensions, and a total of 33,279 days of suspension.

Suspensions By Race

	Hispanic/ Latino	American Indian	Asian	Black/ African American	Native Hawaiian	White	Multiple Races
Total Suspensions	2,102	64	220	10,041	5	302	580
Percent of all Suspensions	15.79%	0.48%	1.65%	75.42%	0.04%	2.27%	4.36%
Percent of Enrollment	28.6%	0.3%	9.3%	48.7%	0.1%	8.5%	4.5%

Suspensions By Grade

K4	K5	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade
23	54	159	257	323	488	523
6th Grade	7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade
1307	1544	1741	3330	1893	1089	583

Suspensions By Month Comparison

Month	2024-2025	2023-2024	2022-2023
August	XXX	524	692
September	1,578	1,971	2,357
October	2,700	3,047	2,336
November	2,411	3,143	2,259
December	1,967	2,087	1,824
January	2,069	2,130	2,821
February	2,364	2,856	2,462

Strategic Plan compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 3) Report with Possible Action on Parent and Community Engagement: District Advisory Council

Your Committee reports having receivedd the foregoing report. Although this item was noticed for possible action, no action is required.

Background

Milwaukee Public Schools established the District Advisory Council (DAC) to ensure that parents of all students have an opportunity to share their ideas about the needs of children, assist in the planning and operation of Title I programs for children and participate in evaluating the success of Title I efforts. Today, the DAC is a diverse group of families committed to lending their voice to current issues faced by Milwaukee Public Schools.

• The District Advisory Council (DAC) was established as part of the Milwaukee Public Schools Title I program

• The DAC aims to ensure families of MPS students have a voice in district decision making

• The DAC consists of representatives from each school engaging in monthly meetings

• The minutes and calendar of meetings are shared with the Office of Board of Governance

• The DAC requests each school be joined by two family members of their currently enrolled student body

• All DAC meetings occur virtually the first Thursday of the month, October through May, from 6-7:30 pm

DAC Membership

• Family member or guardian of an MPS student
• Attend monthly meetings
• Provide regular updates to schools regarding information shared at the DAC meeting bring
• Work with the School Engagement Council and the Parent Coordinator
• Participate in discussions and official votes
• Delegates are encouraged to participate in leadership positions or serve on committees within the DAC

DAC Executive Committee

Joelle Worm	Chair	Maryland Avenue Montessori
Briana Fox	Member	Milwaukee Spanish Immersion
Nicole Crown	Member	Engleberg and Green Tree prep
Jazmine Blakley	Member	Lloyd Barbee Montessori Parent Coordinator

DAC Topics 2024-25 School Year

• Member Orientation
• Focus Group on the Qualities Needed in the Next Superintendent of Milwaukee Public Schools
• Teaching Lab Discussion on MPS Teacher Recruitment and Retention
• Presentation from Superintendent on MPS Safe Haven Policy
• Long Range Facility and Maintenance Master Plan
• Local and State School Budgets
• Good School Food Project & Parent Ambassadors
• MPS Bus App - Parent Pilot
• Collaboration with Parent and Community Engagement Committee (Pace)

Strategic Plan compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Action on a Request to Approve an Amendment to the Non-Instrumentality Charter School Contract with M.C. Preparatory School of Wisconsin, Inc.

Background

Milwaukee College Prep (MCP), was established as a non-instrumentality charter school beginning in fall 2011 and is located at 1228 West Lloyd Street, 2623 North 38th Street, 2449 North 36th Street, and 1350 West North Avenue. MCP's mission is knowledge plus character pave the road to college and beyond.

On February 25, 2025, Administration received a request to increase the contract maximum FTE pupils from 2,000 to 2,072 for Milwaukee College Prep beginning with the 2025-26 school year. Attached to this item is a copy of the correspondence along with the mutually agreed upon contract amendment.

The original contract and the proposed amendments are attached to the minutes of your Committee's meeting.

Strategic Plan compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the amended non-instrumentality charter school contract with M.C. Preparatory School of Wisconsin, Inc. will be sent to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the amendment to the non-instrumentality charter school contract with M.C. Preparatory School of Wisconsin, Inc.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 2) Action on a Request to Approve the Instrumentality Charter School Contract with The Alliance School, Inc. for The Alliance School

Background

The Alliance School (Alliance), located at 850 West Walnut Street, was established as an instrumentality charter school beginning in 2005. Alliance is in the last year of a three-year contract term. The current contract is for a maximum of 160 full-time-equivalent (FTE) pupils in grades 9 through 12.

Alliance's mission is to be a safe, student-centered, and academically challenging environment where the school prepares young people to become compassionate agents of change. Alliance works to provide a safe space for students that fosters learning, acquisition of knowledge, encourages higher-order thinking, empathy, and other skills needed to be prepared for the wider world.

On January 30, 2025, the Board approved a three-year renewal recommendation for Alliance and authorized the Administration, in collaboration with the Board's Designee and the Office of the City Attorney, to begin contract negotiations with representatives from The Alliance School, Inc. for The Alliance School.

In February 2025, representatives from Alliance, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model instrumentality charter school contract and agreed to the attached redline contract.

Contingent upon the Board's approval, The Alliance School, Inc. for The Alliance School accepts the attached instrumentality charter contract with the modifications as outlined in the attachments to this item.

The proposed contract is attached to the minutes of your Committee's meeting.

Strategic Plan compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY26 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2025-2026 school year and ending with the 2027-2028 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the attached, three-year, instrumentality charter school contract with The Alliance School, Inc, for The Alliance School to begin with the 2025-2026 school year and end on the last regularly scheduled day of the 2027-2028 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 3) Action on a Request to Approve the Contracts for Behavioral Reassignment Seats with Banner Prep and Lad Lake Synergy for the 2025-2026 School Year

Background

Milwaukee Public Schools (MPS) provides a continuum of services, including placements for students who have significant emotional, behavioral, and social needs. The behavioral reassignment (BR) schools

were created to serve students who have been expelled with services or reassigned through a Central Office hearing process and have received a placement in a BR school for a specified period of time.

In February 2024, the Milwaukee Board of School Directors approved one-year contracts for educational services with the following BR schools:

Banner Prep is located at 3517A W. Courtland Avenue. The current contract specifies that Banner Prep will serve 210 BR seats in grades 6 through 12. Banner Prep's mission is to provide an alternative small-school setting for students when academic and/or behavioral issues have become major barriers to their success in school.

Lad Lake Synergy (Synergy) is located at 2820 W. Grant Street. The current contract specifies services for 110 BR seats in grades 6 through 12. Synergy's mission is to guide growth of youth and families so they can reach their fullest potential.

MPS continues to have a need to partner with community-based agencies to serve students that have been reassigned for a designated period of time due to violations of the MPS code of conduct.

In January 2025, a team met to review the data for each of the schools. Each review was conducted at the school location and included a review of data and the implementation of the school's identified goals with school representatives, classroom visits and student focus groups. The team was provided the opportunity to discuss the findings, to consider additional input from schools, and to provide feedback.

Based on the review of data, the outcome of the review process, and the district's needs, the Administration recommends one-year contract renewals with Banner Prep and Synergy for BR seats for the 2025-2026 school year.

The proposed recommendation is for Banner Prep to serve 180 BR seats in grades 6 through 12 and Synergy to serve 110 BR seats in grades 6 through 12.

Representatives from the partnership schools, the Office of the City Attorney, and Administration collaborated to update the contract for BR seats. The representatives agree with the contracts' modifications for the Board's approval, which are attached to the minutes of your Committee's meeting.

Strategic Plan compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

School allocations are approved annually by the Milwaukee Board of School Directors as part of the budget process.

Implementation and Assessment Plan

The contract term for behavioral reassignment schools is one year and may be renewed for subsequent years, based on the outcome of the contract review, availability of funds, and district needs.

Upon the Board's approval, the contracts will become effective for the 2025-26 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the attached contracts for behavioral reassignment seats with Banner Prep and Lad Lake Synergy for the 2025-2026 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 4) Action on a Request to Approve an Agreement with Milwaukee Area Technical College for At-Risk Students

Background

In accordance with Wisconsin State Statutes, Section 118.153(1)(b), Milwaukee Public Schools (MPS) has partnered with Milwaukee Area Technical College (MATC) since 2000 to serve students who are 16 years of age or older and at risk of not graduating from high school. This statute allows students to attend a technical college in lieu of attending high school and to participate in programs leading to high school graduation.

On March 21, 2024, the Milwaukee Board of School Directors approved a one-year agreement with MATC and authorized 45 full-time-equivalent (FTE) pupils for the 2024-2025 school year. In February, 2025, a team met to review the data for MATC. The review included data and the implementation of MATC's identified goals with MATC representatives. The team was provided the opportunity to discuss the findings, to consider additional input from the school, and to provide feedback. Based on the review of data for the 2024-25 school year, the Administration recommends a one-year agreement renewal with MATC for the 2025-2026 school year.

Contingent upon the Milwaukee Board of School Directors' approval, representatives from MATC, the Office of the City Attorney, and the MPS Administration have agreed to the following as indicated in the redline agreement. Said agreement is attached to the minutes of your Committee's meeting.

a. MATC will provide a program named the MATC Emerging Scholars Program to serve a maximum of 45 full-time-equivalent (FTE) pupils as set forth in the attached agreement;

b. MATC will serve at-risk students who are 16 years of age or older seeking high school diplomas through the credit-earning system;

c. MATC will serve students who are 17 years of age or older seeking high school equivalency diplomas;

d. In addition to high school courses to meet high school graduation requirements, MATC will provide dual enrollment opportunities for students to earn both high school and college credits in an occupational or technical course work;

e. students completing the program will receive an MPS diploma; and

f. technical revisions made throughout the agreement to reflect current practices.

Strategic Plan compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

MPS will be charged an hourly per-pupil rate for the 2025-2026 school year. This rate is charged to the local school district by the Wisconsin Technical College System as required by Wis. Stat. Sec. 118.15. MPS will be charged a tuition rate for students enrolled in dual credit opportunities in occupational or technical courses. Funding for the agreement will be included as part of the FY26 budget process.

Implementation and Assessment Plan

Upon the Board's approval, the attached agreement will become effective for the 2025-2026 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the attached agreement with Milwaukee Area Technical College for At-Risk Students, as defined in Wisconsin Statutes, Section 118.15, for the 2025-2026 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 5) Report with Possible Action Regarding the Seal of Biliteracy

Your Committee reports having receivedd the foregoing report. Although this item was noticed for possible action, no action is required.

Background

Since 2015, Milwaukee Public Schools has collaborated with the Department of Public Instruction to develop the Seal of Biliteracy as a statewide recognition. This state-approved credential honors students who achieve proficiency in English and one or more world languages by graduation.

The Seal of Biliteracy seeks to expand understanding of multilingualism, to raise awareness of the benefits of biliteracy and biculturalism, and to elevate the status of language learning within K–12 education.

- Bilingual Dual Language
- English as a Second Language
- Language Immersion
- World Languages

On September 26, 2024, the Board approved revisions to Administrative Policy and Procedures 7.12 – World Languages, reinforcing our commitment to expanding access to world language education for all students. This presentation will highlight the growth and impact of the Seal of Biliteracy in Milwaukee Public Schools.

Seal of Biliteracy Data

2019–20 - 18 graduates
2020–21 - 58 graduates
2021–22 - 66 graduates
2022–23 - 135 graduates
2023–24 - 221 graduates

Languages

American Sign Language	Karen
Arabic	Karenni
Burmese	Lao
Chin	Maay Maay
French	Malay
German	Rohingya
Hindi	Somali
Hmong	Spanish
Igbo	Swahili
Italian	Urdu

Who Can Earn the Seal?

All students who can prove proficiency in English and another world language qualify.
Earning the Seal of Biliteracy requires meeting criteria in three areas:

- English language proficiency
- Proficiency in a language other than English
- Sociocultural competency

Strategic Plan compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.12 - Foreign Languages

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 6) Report with Possible Action on the Regional Showcase - Central Region

Your Committee reports having received the foregoing report. Although this item was noticed for possible action, no action is required.

Background

Based on the Board's action, the 2024-2025 monthly Regional Showcase item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Central Region is featured. The Central Region comprises 28 schools, and serves 7,641 students in diverse settings to meet the varied needs of our students. Schools in the Central Region include the following: Auer, Barbee, Bethune, Brown, Burbank, Clarke, Clemens, Douglas, Fifty-Third, Franklin, Grant Gordon, Hawley, Hi-Mount, Hopkins Lloyd, Jackson, Keefe, LaFollette, Pratt, Metcalfe, French Immersion, Neeskara, Sherman, Siefert, Starms Discovery, Starms Early Childhood, Story, Thurston Woods, and Westside.

The Central Region offers a variety of programs and services to support our students towards their academic goals. The Central Region is successful due to the committed staff members and dedicated community partnerships, a vital component to the success of students.

Central Region Demographics

- 7,641 Students
- 28 Schools
- 6.5% English Language Learners
- 23.3% Students with Disabilities
- 88.1% Economically Disadvantaged

Black or African American – 79.7%
Hispanic – 6.6%
Asian – 5.1%
Multiple – 5.1%
White – 3/1%
American Indian or Alaska Native – 0.3%
Native Hawaiian or Other Pacific Islander – 0.1%

Central Region Climate Data

	2022-23	2023-24	2024-25
Attendance Rate YTD	82.2%	83.1%	85.7%
Suspension Rate YTD	14.7%	11.8%	6.7%

Vision for Literacy Instruction

Cycle 2: Core Actions and Enabling Conditions

Coherent instructional vision for explicit small group literacy instruction
Observation and coaching cycles ensuring high-leverage and equitable instructional practices delivered through High Quality Instructional Materials (HQIM)
Refining leadership and instructional practices through professional learning and data driven decision making

Featured School: Siefert Elementary School

Principal: Deirdre Lafford
Student Enrollment: 201
Students with Disabilities: 18.4%
Economically Disadvantaged: 85.1%

Racial Demographics

Black African American:	90.5%
Hispanic:	3.5%
Multiple:	3.0%
White:	1.5%
American Indian or Alaska Native:	.5%
Asian:	0.5%
Native Hawaiian or Other Pacific Islander:	0.5%

Siefert Elementary School – School Improvement Plan

Instruction

EBIS – Science Based Literacy instruction
Instructional Lever – Explicit instruction and student engagement
Instructional Practices – Small group instruction and strategies for student engagement

Climate and Culture

EBIS – Social emotional learning
Culture and Climate Pathway – Social emotional learning
Culture and Climate Component – Relationships and community and accountability systems

Siefert Points of Price

- Star Reading Performance:
  - ✓ 53% increase in number of students proficient or above from winter to winter
  - ✓ 65% decrease in number of students significantly below from winter to winter
- Improved Climate and Culture
- Attendance Rate
  - ✓ Increase of 3.2% YTD
- Partnership

Looking Ahead

- Improve student academic performance
- Sustain partnerships to maximize student learning
- Provide additional academic and social and emotional learning support
- Continue to provide resources to our families to support student learning

Strategic Plan compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

There were no delegate reports presented this month.

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(Item B) Monthly Report of the President of the Milwaukee Board of School Directors

The month of March has been extremely busy for board members, students, staff, administration and the community. March was full of feelings of anticipation, excitement, enthusiasm and concern.

Based on the directives from the Milwaukee Health Department, the district is working to address all areas of concern regarding lead paint identified at our schools. Our Department of Facilities and Maintenance Services is contracting with a professional restoration company to expedite our work and ensure compliance with the directives from the Milwaukee Health Department Updates for MPS families and staff can be located on the MPS website.

Effective and Efficient Operations

Dr. Brenda Cassellius is officially the Superintendent of Milwaukee Public Schools, start date - March 15.

Dr. Cassellius has been quite busy throughout this month, visiting schools and community events. However, I had the opportunity to introduce her to a couple of schools (Vincent HS and Hawthorne Elementary) in District 1.

Meeting/Event Attendance for this month

Attended 1 Executive Board Meeting
Attended 1 meetings with Tina Owens, Board Clerk and OAE Audit Services
Attended 1 Accountability, Finance & Personnel Meeting
Attended 1 LRP Meeting
Attended 2 Special Board Meetings - Superintendent Contract/SRO
Attended 1 Regular Board Meeting
Attended 1 OBG/OS/OAE (standing weekly meeting)
Attended 1 meeting with Superintendent
Attended 1 meeting with MGT – Operational Audit Update
Attended 2 Council of Great City Schools Meetings

Student, Family, and Community Engagement

Attended visit to Bethune Academy with Supt. Cassellius on her 1st day
Supt. Cassellius joined me in “Read Around America” at Hawthorne Elementary
Escorted Supt. Cassellius on tour/meet students/staff of Vincent HS of Agriculture
Participated in cooking class at McDowell Montessori taught by FoodRight, a local non-profit partner that provides culinary/nutrition-based education to our students.

Congratulations

We are so excited to recognize Mr. Joshua Gonzalez on his selection as Wisconsin Agriculture Teacher of the Year 2024. Mr. Gonzalez is a second-grade teacher at the River Trail School of Agricultural Science.

River Trail is a citywide feeder school to Vincent HS of Agriculture where students can continue their agricultural education.

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COMMUNICATIONS AND PETITIONS

(Item 1) Referral of Communication 2425C-002 Regarding Recognition of Islamic Holidays

The Office of Board Governance received the following communication, which is introduced for referral:

Dear Governance Committee, My name is Mohamad Shafi Mohamed Rafik, and I am part of the Milwaukee Public Schools (MPS) community. Since 2023, I have been trying to get MPS to recognize two important Islamic holidays, Eid al-Fitr and Eid al-Adha, as official school holidays. These holidays are very important to many students and families in our district. Recognizing them would show respect for our diverse community and allow students to celebrate without missing school. I have a petition with strong community support for this change. I would like to present it and discuss this in a public hearing. Could you please let me know the best time to schedule this hearing?

Thank you for your time and consideration. I look forward to your response. Sincerely, Mohamad Shafi Mohamed Rafik

Referred to the Administration.

* * * * *

RESOLUTIONS

Resolution 2425R-011

By Director Zombor

WHEREAS, The presence of lead paint and coatings in, on and around homes and buildings throughout Milwaukee has created a public health crisis for Milwaukee Public Schools families; and

WHEREAS, The Milwaukee Health Department reports that the prevalence of childhood lead poisoning remains a significant public health priority and has identified hazardous levels of lead in some MPS schools; and

WHEREAS, Lead paint manufacturers should be held accountable for promoting lead paint use to MPS despite knowledge that the paint was highly toxic, especially to children; and

WHEREAS, State funding for education has not been adjusted for inflation since 2009; and

WHEREAS, The state's level of reimbursement support for students with disabilities is the lowest in the nation at 29%; and

WHEREAS, In 2019 California counties and cities won a $305 million settlement of landmark lead paint litigation to protect children and families from lead paint hazards; and

WHEREAS, The cost to repair, replace or maintain the numerous buildings that may have lead risks is a burden that the district should not have to shoulder; now, therefore,

BE IT RESOLVED, That the Milwaukee Board of School Directors hereby directs Administration to consult with the Office of the City Attorney to explore legal options to hold lead paint companies accountable under applicable laws for costs associated with remediating lead paint that continues to pose health risks; and, be it

BE IT FURTHER RESOLVED, That, after consultation with the office of the City Attorney, the Administration bring forward its recommendations to the Board.

Referred to Committee on Accountability, Finance and Personnel

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ITEMS DEFERRED

Having been previously deferred, the Board Clerk announced the following items:

From the Reports and Communications from the Board Clerk/Chief Officer:

• Action on a Request to Retire to Closed Session Relative to Implementing School Resource Officers (SROs) As a Result of Act 12; and

•Consideration of, and Possible Action on, the Employment Agreement with the Board Clerk/Chief Officer, Office of Board Governance

From the Reports of the Senior Director, Office of Accountability and Efficiency:

• Action on a Request to Retire to Closed Session on Employee Personnel Matters

The recommendation is that these items be considered in closed session.

Director Ferguson moved to consider these items in closed session, pursuant to Wisconsin Statutes 19.85(1)…(c)…(d)…(e)…(f) and (g). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Gokalgandhi, Jackson, Leonard, Siemsen, Zombor, and President Herndon — 7.
Noes — None -0.

The Board retired to closed session at 6:18 p.m. and adjourned from the closed session at 8:10 p.m., taking no action.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 17, 2025

Regular meeting of the Board of School Directors called to order by President Herndon at 5:32 pm.

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused — None - 0.

Before proceeding to the agenda, President Herndon asked for a moment of silence to recognize the passing of the following members of the MPS community:

- DaQuell Collins, a first grade student at Westside Academy
- Olanrewaju Dopemu, a permit teacher at Madison Academic Campus
- Elizabeth Johnnie, a district teacher
- Doris Kirkwood, a teacher at MacDowell Montessori High School
- Anthony Novak, a ninth grade student at Audubon Technology & Communication Center School
- Jkari Perkins, a 12th grade student at Green Tree Preparatory
- Katie Porter, a teacher at Milwaukee Parkside School
- Daniel Waraxa, School Engineer II at La Escuela Fratney school
- Linda Warn, a teacher from Lincoln Center of the Arts middle school

The Board also wishes to recognize the passing of Michelle Butz, a passionate advocate for Montessori education who was instrumental in establishing and developing the Montessori program within MPS.

AWARDS AND COMMENDATIONS

(Item 1) Action on the Waiver of Board Rule 1.10(1) and Adoption of a Proclamation in Honor of Jilly Gokalgandhi, Departing Member of the Milwaukee Board of School Directors, for Her Years of Service to the Milwaukee Public Schools

Background

Director Jilly Gokalgandhi, who was elected to the Board in 2021 as the representative of District 5, will be retiring from the Board at the end of this current Board year. A Proclamation honoring Director Gokalgandhi for her service to the Milwaukee Public Schools, its children and families, and its staff is presented for adoption by the Board.

WHEREAS, JILLY GOKALGANDHI, was first elected to the 5th District seat on the Milwaukee Board of School Directors in April 2021, becoming the first South Asian woman to be elected to the board; and

WHEREAS, JILLY GOKALGANDHI served as Vice President of the Board for the 2023-24, and 2024-25 Board years; and

WHEREAS, JILLY GOKALGANDHI served as Chair of the Strategic Planning and Budget Committee for the 2022-23, 2023-24, and 2024-25 Board years, leading the charge to develop the 2023-28 Strategic Plan; and

WHEREAS, JILLY GOKALGANDHI recognized that mental health complexities, particularly those stemming from workplace stressors, can have a significant impact on employees and sponsored a resolution calling for paid time off for mental health to help cultivate a culture where the well-being of employees is central to district employment practices; and

WHEREAS, JILLY GOKALGANDHI promoted the development of statewide educational curriculum and professional development centered around teaching the history, culture, and contributions of Asian Americans and Pacific Islanders to the economic, cultural, and social development of Wisconsin and the nation by sponsoring a resolution to the delegation of the Wisconsin Association of School Boards; and

WHEREAS, JILLY GOKALGANDHI supported the work of community schools and sponsored a resolution to develop an Administrative Policy to guide the current work of community schools and to promote their expansion; and

WHEREAS, JILLY GOKALGANDHI worked thoughtfully with her colleagues to choose the next superintendent of schools in 2025; and

WHEREAS, JILLY GOKALGANDHI advanced a resolution calling for a review of gender inclusive policies and co-sponsored a resolution to pilot a program to provide free menstrual products for school bathrooms, both with the goal of ensuring that the district upholds the MPS vision that schools will be safe, welcoming, well-maintained, and accessible community centers, meeting the needs of all; now, therefore, be it

RESOLVED, That, on this occasion of her retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to JILLY GOKALGANDHI for her years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to JILLY GOKALGANDHI in tribute to her record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

Adopted this 17th Day of April, 2025.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

No fiscal impact.

Administration's Recommendation

That the Board waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Jilly Gokalgandhi and her service to the Milwaukee Public Schools and to the citizens of Milwaukee.

Director O'Halloran moved to waive Board Rule 1.10 and adopt the resolution. The motion passed, the vote being as follows:

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.

Absent and Excused — None - 0.

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(Item 2) Action on the Waiver of Board Rule 1.10(1) and Adoption of a Proclamation in Honor of Henry Leonard, Departing Member of the Milwaukee Board of School Directors, for His Years of Service to the Milwaukee Public Schools

Background

Director Henry Leonard, who was elected to the Board in 2021 as the representative of District 7, will be retiring from the Board at the end of this current Board year. A Proclamation honoring Director Leonard for his service to the Milwaukee Public Schools, its children and families, and its staff is presented for adoption by the Board.

WHEREAS, HENRY LEONARD, who was first elected to the 7th District seat on the Milwaukee Board of School Directors in April 2021, served as Chair of the Board's Committee on Parent and Community Engagement in the 2024-25 Board year; and

WHEREAS, HENRY LEONARD served as the Board's delegate to the District Advisory Council for all four years of his term; and

WHEREAS, HENRY LEONARD valued community feedback and collaborated with the District Advisory Council to establish public forums for community engagement on topics of public interest; and

WHEREAS, HENRY LEONARD championed student voice by consistently advocating for youth engagement and student voice in decision-making processes; and

WHEREAS, HENRY LEONARD insisted on strong leadership within the district, giving mindful consideration to choosing the next superintendent of schools in 2025; and

WHEREAS, HENRY LEONARD advocated for improvements to the school nutrition program, and co-sponsored a resolution to establish the Food Justice Task force and ensured that student representation would be at the forefront of efforts to make recommendations for redeveloping the lunch and breakfast programs to ensure that the needs of the student body are met; and

WHEREAS, HENRY LEONARD has supported voter education and registration efforts, including co-sponsorship of a resolution that enables qualified staff to become Voter Champions, that provides students with opportunities to register to vote and to help register others, and that formally recognizes the fourth Tuesday of September as Student Registration Day within the district; and

WHEREAS, HENRY LEONARD has promoted public transparency and accountability, including sponsorship of a resolution calling for the establishment of an Operation Advisory Committee to develop a transparent action plan for organizational reforms, including organizational changes, student performance improvement, fiscal management, and community engagement; now, therefore, be it

RESOLVED, That, on this occasion of his retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to HENRY LEONARD for his years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to HENRY LEONARD in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

Adopted this 17th Day of April, 2025.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

No fiscal impact.

Administration's Recommendation

That the Board waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Henry Leonard and his service to the Milwaukee Public Schools and to the citizens of Milwaukee.

Director Ferguson moved to waive Board Rule 1.10 and adopt the resolution. The motion passed, the vote being as follows:

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused — None - 0.

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(Item 3) Action on the Waiver of Board Rule 1.10(1) and Adoption of a Proclamation in Honor of Marcela "Xela" Garcia, Departing Member of the Milwaukee Board of School Directors, for Her Years of Service to the Milwaukee Public Schools

Background

Director Xela Garcia, who was elected to the Board in 2021 as the representative of District 6, will be retiring from the Board at the end of this current Board year. A Proclamation honoring Director Garcia for her service to the Milwaukee Public Schools, its children and families, and its staff is presented for adoption by the Board.

WHEREAS, MARCELA "XELA" GARCIA was first elected to the 6th District seat on the Milwaukee Board of School Directors in April 2021, and served as Chair of the Committee on Accountability, Finance and Personnel for the 2023-24 and 2024-25 Board years; and

WHEREAS, XELA GARCIA supported the civic engagement of students by co-sponsoring a resolution that would enable students and student advisors to participate in the "Day Without Latinxs and Immigrant Rights;" and

WHEREAS, XELA GARCIA championed bilingual education and English learners, sponsoring a resolution calling for the Wisconsin Department of Public Instruction to reconsider the implementation of the 2023 Wisconsin Act 20 to remove negative impacts on English learners to better ensure that civil rights of English learners are protected; and

WHEREAS, XELA GARCIA further advocated for bilingual education by co-sponsoring a resolution urging the Wisconsin Department of Public Instruction to support legislation that would provide an alternative pathway to bilingual, bicultural license applicants that does not require passage of the costly and time-consuming Foundations of Reading Test (FoRT); and

WHEREAS, XELA GARCIA worked diligently with her colleagues to appoint a new superintendent of schools in 2025; and

WHEREAS, XELA GARCIA joined in co-sponsoring a resolution in opposition to the education cuts proposed in the FY2025 Appropriations Bill that would reduce funding for K-12 schools; now, therefore, be it

RESOLVED, That, on this occasion of her retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to XELA GARCIA for her years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to XELA GARCIA in tribute to her record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

Adopted this 17th Day of April, 2025

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

No fiscal impact.

Administration's Recommendation

That the Board waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Xela Garcia and her service to the Milwaukee Public Schools and to the citizens of Milwaukee.

Director Siemsen moved to waive Board Rule 1.10 and adopt the resolution. The motion passed, the vote being as follows:

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused — None - 0.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of February 2025 were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Report, with Possible Action, from the Superintendent of Schools

Background

Each month, the Superintendent will share updates with the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. These updates will serve as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academics, and various areas where gains and growth are noted, ensuring that both successes and challenges are communicated.

Lead Update

- Fernwood tentatively could reopen as soon as Wednesday.
- LaFollette's contractor began work this week, to last 4-5 weeks.
- Starms ECC renovation/painting about 75% complete.
- Virtual town hall attended by 200+ families.
- Leadership changes.
- Work on lead action plan.

Refugee & Immigrant Resource Fair

- Saturday, April 5, 2025
- South Division High School
- Many community organizations
- Talented student performers
- Families supporting their students

Maple Tree School

School visits included this one to Maple Tree School, meeting with school leaders, staff, and students.

Milwaukee Bucks Game

District 3 Director Darryl Jackson and Superintendent Cassellius attended a Milwaukee Bucks game. The Bucks are a frequent partner with Milwaukee Public Schools.

Districtwide Prom at Washington High School

- More than 200 students and family members attended on April 11.
- 22nd annual event for students with special needs and abilities.
- Many volunteers turned Washington High School into "A Night in Emerald City."
- Washington culinary students served dinner

***Hairspray* Broadway Musical**

- Milwaukee School of Languages students performed with energy and heart.
- A successful three-day run, April 11, 12, and 13.
- Congratulations to the cast and crew!

CTE Spring STEM Partners Showcase

More than 100 of our learners demonstrated their knowledge in science, technology, engineering, and math.

Direct Supply hosted this successful event.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

Background

The Board Clerk/Chief Officer will present updates from the Office of Board Governance. Updates on legislative matters will be provided by the Legislative Policy Manager.

The Office of Board Governance (OBG) submits, with grateful appreciation for all those contributing to its efforts, the following report on OBG activities in February. This has been an active month of learning and collaboration with the Board, Community and Administration. We have facilitated learning opportunities, assisted with crisis communications, responded to numerous requests for records and information, and have supported the onboarding of new board members and celebrations of outgoing board members. Here are just a few of the things that we have engaged in this month.

Community Safety Meeting

On March 26, 2025, the Office of Board Governance, in collaboration with the District Advisory Council (DAC) and the Office of Family and Community Engagement (FACE), facilitated the second Community Meeting on the topic of School Safety. In the first meeting, it was clear that perceptions of what makes a school safe varied dramatically, so we spent some time envisioning what a safe school would look like. Then we discussed how we would know our schools were safe. (What would be measured?) Finally, we strategized around actions that could be taken to get to the visions.

We left this meeting with several recommendations for the Board, Superintendent and School Leaders.

Board Member Advocacy and Learning

This month, the Joint Finance Committee held budget listening sessions. Our Legislative Policy Manager and one of our board members attended the hearings in West Allis.

To support the research and development needs of board members, our office coordinated a site visit for two of our board members. Director Leonard and Director Ferguson visited the Whitewater School District to see their implementation of evidence-based literacy practices that are improving student academic outcomes.

MGT Report & Board Training

The Office of Board Governance is committed to assisting the Board with following through on recommendations from the MGT Operational Review that pertain to the Board and its governance.

During March, individual Board members completed the Board Self-Evaluation process through the Wisconsin Association of School Boards (WASB). This week, we hosted a Board retreat to review the results of that assessment and to set goals for the year ahead.

Some key areas of focus for the year ahead include:

• Increasing the communication, transparency and efficiency surrounding the budget process in order to build public confidence in the Board's stewardship of its financial resources.

• Benchmarking test results against districts with similar demographics and prior performance over the years.

• Having a process that allows key stakeholders (administrators, staff, parents and the community) to help create/refine our vision and strategic priorities.

Our office is also recommending a calendar for the upcoming board year which includes periodic retreats set aside for board professional development and governance support.

Our first retreat, in July, will focus on establishing board norms and learning about the charter school authorizer role.

In addition to Board development and training, based on recommendations from the MGT operational review, the Office of Board Governance is working to develop guiding documents for the Office of Board Governance, Office of Accountability and Efficiency, and the Office of the Superintendent.

Records Requests and Constituent Concerns

The number of records requests and constituent concerns has increased dramatically over the past several months. This month, we posted another Records Associate position. This addition will help us to keep up with the demands.

Celebrating Our Outgoing Board Members and Welcoming Our New Board Members

This month, we are saying goodbye to several board members who have worked tirelessly over the past four years to support the students and staff of the Milwaukee Public Schools. Thank you to the following board members for their commitment of time and care over their terms of service:

Director Henry Leonard (District 7) Director Marcela "Xela" Garcia (District 6) Director Jilly Gokalgandhi (District 5)

We cannot thank you enough for all you have done.

On April 1, 2025, our communities re-elected one incumbent board member and elected three new board members to the Milwaukee Board of School Directors. Please join us as we welcome:

Director James Ferguson (Incumbent, District 4); Director Christopher Fons (District 5); Director Mimi Reza (District 6); Director Kate Vannoy (District 7)

Our office will facilitate an orientation to train and welcome new board members on Monday, April 21, 2025.Our team has updated the board's Guidebook for Good Governance, and we are taking extra time and effort to ensure that new board members have the training and support they need to govern effectively from day one. Members-elect will be sworn in and take their oaths of office on Tuesday, April 22, 2025. Later that evening, they will be seated at the Board's Annual Organizational Meeting where they will officially begin their duties as Board members.

At the Organizational Meeting, the Board will also be selecting its officers for the 2025-2026 board year.

Board Calendar and Committee Work

At the Regular Board Meeting on April 17th, 2025, the Office of Board Governance will be suggesting some changes to the board's calendar and its committee structures based on feedback from board members, feedback from the community, and our observations of how the work has moved forward over the past year. We hope to make the Parent and Community Engagement (PACE) Committee a true committee for parent and community engagement by using a format like the two community stakeholder meetings that have been facilitated over the past several months. Our office plans to continue to work with the Superintendent and Administration to develop meeting structures that will best facilitate the work that needs to be done across the district. Thank you for your continued support.

We are honored to support the Board and District leaders through our work.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

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(Item 2) Consideration of and Action on the Employment Agreement with Dr. Tina Owen-Moore for the Position of Board Clerk/Chief Officer, Office of Board Governance

Background

The Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and pursuant to Wisconsin Statute 19.85(1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified business, whenever competitive or bargaining reasons require a closed session.

The Board may return to open session to take action on matters introduced in closed session, or the Board may adjourn from the closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Administration's Recommendation

The recommendation is the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

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(Item 3) Action to Discharge the Committee on Accountability, Finance, and Personnel from Further Consideration of Resolution 2425R-011 by Director Zombor on Exploring Litigation to Hold Paint Companies Liable for Lead Paint Remediation Costs and to Give Immediate Consideration to the Item

Background

In March 2025, Director Zombor introduced the attached resolution. The Resolved portion of the resolution reads:

BE IT RESOLVED, That the Milwaukee Board of School Directors hereby directs Administration to consult with the Office of the City Attorney to explore legal options to hold lead paint companies accountable under applicable laws for costs associated with remediating lead paint that continues to pose health risks; and, be it

BE IT FURTHER RESOLVED, That, after consultation with the office of the City Attorney, the Administration bring forward its recommendations to the Board.

The Board may retire to closed session for consideration of this item, pursuant to Wisconsin Statute 19.85(1) (g).

Statute, Administrative Policy, or Board Rule Statement

1.10 - Communications, Petitions, Resolutions for Referral

Administration's Recommendation

That the Board determine how it wishes to proceed.

Item deferred to the end of the meeting.

* * * * *

(Item 4) Consideration of and Possible Action on, a Settlement Agreement

Background

Under the provisions of Wisconsin Statute 19.85(1)(g), the Board may retire to a closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

The Board may return to open session to take action on matters discussed in closed session or to continue with its agenda, or, the Board may retire from closed session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Administration's Recommendation

The recommendation is that the Board retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g).

Item deferred to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

Accountability and Efficiency Services

Between March 9, 2025, and April 5, 2025, Accountability and Efficiency Services completed two constituent support inquiries and satisfied one impartial hearing officer (IHO) request.

During the reporting period, the OAE has focused most of its effort and attention on the Corrective Action Plan (CAP) under DPI. CAP 2 was approved by the Board on January 30, 2025, and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

This month, the CCS team focused on strengthening Student Engagement Programming. Five student interns were successfully interviewed and hired for roles in ambassador(peer mentoring) and special education. These positions provide valuable work-based learning opportunities.

CCS staff participated in the Junior Job Fair hosted by Career and Technical Education (CTE) on March 19, 2025. Our engagement allowed us to provide information on current and summer internship opportunities.

We continue to foster partnerships within the District and with external sponsors to advance these initiatives. CCS remains steadfast in supporting the District's implementation of Administrative Policies 3.10 and 3.13, ensuring compliance and promoting student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period of March 8, 2025, through April 14, 2025, include:

- Updated Board Rule and Audit Committee Charter along with BG 2.12 and BG 1.18 were presented and approved at the March 18 LRP committee meeting and March 20 Board meeting. Identifying prospective Audit Committee members for Board review and approval during the May 2025 Board cycle
- Issued one school audit and three charter school audits
- Scheduled one new principal school audit
- Reviewed one charter school external auditor's report
- Conducting several ongoing investigations resulting from Fraud Hotline Tips
- Recorded the 49th fraud hotline tip this fiscal year, which surpassed the number of complaints received for the entire FY24
- Provided continued analysis and feedback to the Procurement Department on certain contract services matters
- Audit Services Association of Local Government Auditors (ALGA) Peer Review for our Office will be conducted the week of April 14, 2025, and the results should be available by April 21, 2025
- Audit Supervisor, Matt Hart, started in OAE Audit Services, April 8, 2025.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented two expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director O'Halloran moved to accept the reports of the Independent Hearing Officers of:

March 31, 2025, @ 9:00 a.m. and April 4, 2025, @ 9:00 a.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

In accordance with Board Rule 1.09, Regular Items of Business, the Board gave public hearing on all regular items of business, below, which replaced the reports of standing committees at the Board's regular April 2025 meeting.

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Resignations and Retirements, Affirmative Action

Classified Personnel Transactions

In accordance with action taken by the Board on August 1, 1972, (Proc. pp. 82-83) concerning the approval of personnel transactions relating to classified employees, the Superintendent presents the attached report to the Board recommending the appointments and promotions, to be effective as of the dates indicated.

	Name	Position	Salary	Date
		NEW HIRES		
2	Megeen Chomicki	Building Service Helper I	$17.88 /hr	03/10/2025
2	Dillon Howard	Building Service Helper I	$17.88 /hr	03/10/2025
2	Donovan Howard	Building Service Helper I	$17.88 /hr	03/17/2025
2	Jalisa Jackson	Building Service Helper I	$17.88 /hr	03/10/2025
2	Tshea Jackson	Building Service Helper I	$17.88 /hr	02/24/2025
2	Joshua Jordan	Building Service Helper I	$17.88 /hr	03/10/2025
2	Annquarnette Lowe	Building Service Helper I	$17.88 /hr	03/10/2025
2	Antanay Lowe	Building Service Helper I	$17.88 /hr	03/10/2025
4	Angel Martinez	Building Service Helper I	$17.88 /hr	03/10/2025
4	Lina Montero	Building Service Helper I	$17.88 /hr	03/17/2025
2	James Shaw	Building Service Helper I	$17.88 /hr	03/10/2025
2	Clavon Smith	Building Service Helper I	$17.88 /hr	02/24/2025
2	Marvonte Smith	Building Service Helper I	$17.88 /hr	03/10/2025
2	Christopher Walker	Building Service Helper I	$17.88 /hr	03/10/2025
2	Jaquala Burks	Children’s Health Assistant	$23,526.63	03/17/2025
2	Shakiller Moore	Children’s Health Assistant	$25,662.76	03/17/2025
2	Adriana Rollins	Children’s Health Assistant	$22,815.00	03/10/2025
2	Danielle Eastern	Paraprofessional -Parent Involvement	$29,624.35	03/31/2025
2	Sherrina Brown	Paraprofessional	$26,554.25	03/03/2025
2	Shiquita Carlyle	Paraprofessional	$22,218.26	03/10/2025
2	Amirah Fergusonoll	Paraprofessional	$22,218.26	03/03/2025
2	Khalia Carter	Paraprofessional	$22,218.26	03/10/2025
2	Jazzinae Chestine	Paraprofessional	$22,218.26	03/10/2025
2	Terisa Culberson	Paraprofessional	$22,218.26	03/31/2025
5	Breanna Dube	Paraprofessional	$22,218.26	03/10/2025
2	Taveon James	Paraprofessional	$22,218.26	03/03/2025
2	Ceretha Lawson	Paraprofessional	$22,218.26	03/31/2025
2	Amere Mitchell	Paraprofessional	$22,218.26	03/03/2025
2	TeJean Neal	Paraprofessional	$22,218.26	03/03/2025
2	Jamie Office	Paraprofessional	$24,400.98	03/31/2025
4	Bryan Reyes-Robelo	Paraprofessional	$22,218.26	03/31/2025
5	Bryan Reyes-Robelo	Paraprofessional	$22,218.26	03/31/2025
2	Cree Rice	Paraprofessional	$22,218.26	03/03/2025

2	Cara Rightmire	Paraprofessional	$22,218.26	03/31/2025
4	Joann Rivera	Paraprofessional	$22,218.26	03/31/2025
5	Joann Rivera	Paraprofessional	$22,218.26	03/31/2025
2	Tarran Robert	Paraprofessional	$22,218.26	03/03/2025
4	Rocio Seiler	Paraprofessional	$23,580.88	03/31/2025
2	Dayrosheia Summers	Paraprofessional	03/10/2025	$22,760.79
2	Dalisha Walker	Paraprofessional	03/31/2025	$22,218.26
5	Danielle Weeks	Paraprofessional	03/10/2025	$23,580.88
2	Tamika Whitehorn	Paraprofessional	03/31/2025	$22,760.79
5	Joshua Busch	Plumber	03/17/2025	$57.60 /hr
2	Rodney Brewer	School Safety Assistant	03/12/2025	$28,658.91
2	Christopher Carter	School Safety Assistant	03/12/2025	$28,658.91
2	Rodney Brewer	School Safety Assistant	03/12/2025	$28,658.91
2	Christopher Carter	School Safety Assistant	03/12/2025	$28,658.91
2	Alexis Coleman	School Safety Assistant	03/12/2025	$28,658.91
2	Zakayla Donley	School Safety Assistant	03/12/2025	$28,658.91
2	Elijah Leak	School Safety Assistant	03/12/2025	$28,658.91
4	Octavio Luciano Villa	School Safety Assistant	03/12/2025	$28,658.91
2	Rachel Marshall	School Safety Assistant	$28,658.91	03/12/2025
2	Shikedria Polk	School Safety Assistant	03/12/2025	$28,658.91
2	Reiona Raymond	School Safety Assistant	03/12/2025	$28,658.91
2	Zonique Roshell	School Safety Assistant	03/12/2025	$28,658.91
2	Jules Underwood	School Safety Assistant	03/12/2025	$28,658.91
2	Alaysha Walls	School Safety Assistant	03/12/2025	$28,658.91
2	Tina Wicks	School Safety Assistant	$28,658.91	03/12/2025
2	Janiah Williams	School Safety Assistant	$28,658.91	03/12/2025
2	Kadidra Williams	School Safety Assistant	$28,658.91	03/12/2025
4	Hugo Barillas	Sheet Metal Worker	$55.58 /hr	03/12/2025

PROMOTIONS

2	David Greene	Boiler Attendant Trainee	$43,681.94	03/03/2025
5	Christian Lork	Boiler Attendant	$57,694.73	03/31/2025
2	LeTrean Payne	Boiler Attendant	$53,722.36	03/31/2025
2	Christopher Gandy	School Engineer I	$59,858.69	03/17/2025
2	Anthony Bentley	School Engineer II	$59,858.69	03/31/2025
2	Derrick Bey	School Engineer II	$71,918.26	03/31/2025
2	Angela Birdsong	School Engineer II	$70,485.73	03/31/2025
2	Francine Griffin	School Engineer II	$67,617.41	03/31/2025
2	Brandy Howard	School Engineer II	$70,485.43	03/31/2025
5	Josephine Kroon	School Kitchen Manager I	$46.31	02/18/2025
5	Josephine Kroon	School Kitchen Manager I	$46.31	02/18/2025

REHIRES

2	Victoria Lowe	Building Service Helper I	$17.88 /hr	03/17/2025
5	Saieed Aqel	Paraprofessional – Parent Coordinator	$32,534.64	03/10/2025
6	Jennifer Clark Morris	Paraprofessional	$22,218.26	03/31/2025
2	Kim Stokes	Paraprofessional	$23,580.88	03/10/2025
2	Lauren Tatum Russell	Paraprofessional	$22,760.79	03/31/2025
2	Kristen Walton	Paraprofessional	$22,218.26	03/31/2025
2	NaStassja Clements	School Safety Assistant	$28,658.91	03/12/2025
2	Walter Gilmore	School Safety Assistant	$30,452.27	03/12/2025
2	Tanosha Jackson	School Safety Assistant	$28,658.91	03/12/2025
2	Lydia Lee	School Safety Assistant	$31,549.18	03/12/2025

Leaves of Absence

	Present Assignment	Effective From
Agatha Pietrzak	Auer Avenue School	March 3, 2025
Adrian L. Wade	Milw. Academy of Chinese Lang.	February 5, 2025

Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	33.6	5	Stephanie Baade	Teacher	Kilbourn	06/16/2025
Retire	11.5	5	Steven Bold	Spec Ed Sup	Central Svcs	06/18/2025
Retire	31.1	5	Alan Browne	Teacher	Wedgewood Park	08/19/2025
Personal	29.7	5	Amy Captain	Psych	Central Svcs	06/18/2025
Personal	7.5	2	Marc Cherry	Teacher	Doerfler	06/17/2025
Retire	25.6	5	Tim Christianson	Teacher	Central Svcs	03/05/2025
Retire	39.6	5	Elaine Clay	Teacher	Fernwood	06/16/2025
Retire	24.2	5	Cathleen Cochrane	Teacher	Riverside	06/16/2025
Retire	32.2	5	Sara Colwell	Speech Path	Humboldt Park	04/30/2025
Retire	32.7	5	Sarah Dubey	Counselor	Ronald Reagan	06/17/2025
Retire	30.6	5	John Dupies	Teacher	Rufus King HS	06/30/2025
Retire	31.1	5	Margaret Fish	Teacher	Wedgewood Park	06/17/2025
Other Dist	0.6	5	Allison Guerra	Counselor	ALBA	03/28/2025
Retire	27.1	5	Mary Haggerty	Speech Path	Morgandale	06/16/2025
Retire	21.6	5	Ann Hall	Teacher	Goodrich	06/13/2025
Retire	34.6	5	Carol Hanney	Teacher	Cooper	06/16/2025
Retire	26.7	5	Kimberly Hinshaw	Teacher	Engleburg	06/16/2025
Retire	30.6	5	Aleksandra Kovacevic	Counselor	Burbank	06/16/2025
Personal	2.7	5	Alyssa Krieg	Teacher	Pulaski	06/16/2025
Retire	32.6	5	Laura Lewandowski	Teacher	Rufus King HS	06/18/2025
Retire	18.6	5	Helen Makovec	Teacher	Morgandale	06/30/2025
Retire	26.0	6	Rand Martin	Social Wrkr	Central Svcs	06/18/2025
Retire	31.6	5	Roger Masarik	Teacher	Elm	06/20/2025
Retire	10.3	5	Evangeline Mathe	Teacher	WCLL	06/16/2025
Retire	22.6	5	Cindi Matousek	Teacher	Stuart	06/16/2025
Retire	33.2	2	Francine McNeil Harris	Teacher	Clemens	03/31/2025
Retire	29.6	5	Brenda Mikell	Counselor	Rufus King HS	06/30/2025
Retire	27.3	3	Alma Millan	Teacher	Pulaski	06/16/2025
Retire	32.6	5	Celene Mueller	Teacher	Trowbridge	06/16/2025
Retire	26.7	5	Valerie Mueller	Teacher	Burdick	06/16/2025
Retire	23.6	5	Claire Oestreicher	Teacher	Cooper	06/16/2025
Retire	31.5	5	Jennifer ONeil	Teacher	Carver	06/16/2025
Retire	33.5	5	Matthew ONeil	Psych	Central Svcs	06/18/2025
Retire	27.6	5	Susan Plewa	Lib Med Spc	Gaenslen	06/18/2025

Personal	2.6	4	Maria Ponce Del Alcazar	Teacher	Greenfield	06/16/2025
Retire	36.9	5	Bonnie Quartuccio	Teacher	Wedgewood Park	06/16/2025
Personal	6.7	5	Michael Rankin	Teacher	Hamilton	06/16/2025
Retire	11.6	5	Mark Reinhardt	Teacher	Thoreau	06/16/2025
Personal	21.2	4	Sandra Santiago	Teacher	Central Svcs	03/12/2025
Retire	26.0	5	Dawn Schlipp	Teacher	Rufus King HS	06/16/2025
Retire	6.6	5	James Sedlacek	Teacher	Hawthorne	06/16/2025
Personal	1.2	5	Francesca Sharkey	Teacher	Meir	06/16/2025
Retire	29.6	3	Carolynne Stanioch	Teacher	Emerson	04/07/2025
Retire	30.6	5	Bari Svoboda	Teacher	Hamilton	06/20/2025
Retire	23.7	5	Erich Ternes	Teacher	German Imm	06/30/2025
Retire	30.6	5	Debra Trowbridge	Teacher	Obama SCTE	06/16/2025
Retire	4.7	5	Wendy Weisjahn	Teacher	Rufus King HS	06/30/2025
Retire	25.3	5	Kari Willacker	Teacher	Neeskara	06/16/2025
Retire	30.6	5	Sheila Yarrington	Teacher	Morgandale	06/20/2025

Classified Retirements

Personal	6.2	2	Jazzmen Aldridge	Secretary II	Green Tree	03/10/2025
Personal	0.6	3	Ammara Bashir	Kitchen Mgr	Holmes	03/12/2025
Other Work	0.6	2	Marquala Blackmore	Safety Asst	School Safety	03/07/2025
Personal	13.0	4	Sabrina Brody	Para	Elm	04/02/2025
Retire	28.6	3	Lee Anne Chappelle	Para	Cooper	06/16/2025
Other Work	2.6	4	Mary Crespo Ortiz	Secretary I	Spanish Imm	03/21/2025
Other Work	0.6	2	Rose Ann Cross	Para	Itinerant	03/30/2025
Retire	19.5	5	Chantal Currie	Secretary I	Bay View HS	06/18/2025
Personal	0.2	2	Helen Duncan	FSA	Spanish Imm	03/04/2025
Personal	2.4	4	India Gavin	Para	Garland	06/16/2025
Retire	8.6	3	Chantana Giombi	Para	Bay View Mont	08/24/2025
Retire	26.7	2	Rhoda Glover	FSA	Vieau	03/27/2025
Other Work	0.6	2	Khali Jackson	Para	Riverside	03/11/2025
Other Work	7.0	2	Teosha Jackson	Safety Asst	School Safety	03/28/2025
Personal	0.3	2	Nicole Johnson	Safety Asst	School Safety	03/13/2025
Retire	29.5	5	Heike Kearney	Gen Ed Asst	German Imm	04/18/2025
Personal	7.2	2	Jahlon King	FSA	Craig	03/21/2025
Personal	0.3	2	Michael Mathis	Safety Asst	School Safety	03/14/2025
Other Work	3.4	2	Princess McClain	Secretary I	Dr. King Elem	03/14/2025
Other Work	1.6	2	Keone Moore	Para	Dr. King Elem	03/14/2025
Retire	34.5	5	Mary Nauer	Para	Central Svcs	06/16/2025
Retire	31.0	5	Greg Paszkowski	BSH I	Spanish Imm	05/23/2025
Retire	14.7	2	Alicia Raymond	BSH I	Meir	04/08/2025
Personal	0.2	5	Emily Sanford	Para	Thoreau	02/26/2025
Retire	20.2	5	Nancy Seidl	Para	Emerson	06/16/2025
Personal	0.1	2	James Shaw	BSH I	Itinerant	03/13/2025
Retire	24.2	2	Sylvia Sonny	Engineer I	Clemens	06/30/2025
Retire	30.0	2	Taranada Watts	Inv Clerk	Food Service	04/25/2025

Personal	1.6	2	Anthony Wiley	BSH I	Itinerant	03/01/2025
Personal	1.6	2	Lyric Williams	Para	Emerson	06/16/2025
Personal	2.4	2	Reginald Williams	BSH II	Pulaski	05/09/2025
Retire	30.2	5	John Wolf	Engineer IV	Central Svcs	04/27/2025
Retire	26.4	5	Deb Wolter	CHA	Whitman	06/13/2025

Other District – 1 (Classified 0 – Certificated – 1)
Other Work – 7 (Classified 7 – Certificated – 0)
Personal – 20 (Classified 13 – Certificated – 7)
Retirement –55 (Classified 13 – Certificated – 42)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Administration's Recommendation

The Administration recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Director Gokalganhdi moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Initiated by the Administration

Background

Recommended for the Board's Approval are individuals to be promoted, appointed, or reassigned to the classifications indicated.

Recommended Appointments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(4(nr) Jamie Bergener	Interim Employee Rights Manager II Office of the Chief of Human Resources	Schedule 03, Range 12A	$103,409
(5)(nr) Nicholas Malovec	Nutrition Specialist I, Food Service		$92,260
	Office of the Chief of School Administration	Schedule 03, Range 08A	

(5)(r) April Heding	Recreation Manager, Coordinator II Office of the Chief of Academics	Schedule 03, Range 07A	$84,715
Recommended LTE Contracts (To be effective upon the Boards approval)			
(5)(nr) Matthew Wilder	Chief of Communications Office of Superintendent	$105.00	
	03/17/25 to 09/12/25		
(5)(r) Michael Turza	Chief of Operations Office of Superintendent	$100.00	
	03/17/25 to 09/12/25		
(2)(nr) Debra Rash	Employment Relations Specialist	$55.00	
	Office of the Chief of Human Resources		
	03/05/25 to 09/05/25		
(2)(nr) Jessica Willis	College and Career Readiness	$40.00	
	Office of the Chief of Academics		
	03/18//25 to 06/30/25		
(5)(r) Barbara Mark	Milwaukee Virtual Program	$40.00	
	Office of the Chief of School Administration		
	02/09/25 to 06/30/25		
(2)(r) Phyllis Smith	Youth Mentor	$40.00	
	Office of the Chief of School Administration		
	04/01/25 to 06/13/25		
(2)(r) Sharitta Wicks	DFMS Work-Based Learning Specialist/Youth Apprenticeship Assistant	$40.00	
	Office of the Chief of Academics		
	04/01/25 to 06/30/25		
(5)(r) Barbara Hickling	Effectiveness Implementation Coach (EEIC) Mentors for Principals	$40.00	
	Office of the Chief of School Administration		
	01/01/25 to 06/30/25		
(5)(nr) Monica Lopez	DMMAC LIAISON	$35.00	
	Office of the Chief of Academics		
	05/05/25 to 11/05/25		
(5)(r) Marshall Lee	Stage Technician Theater Department	$30.00	
	Office of the Chief of School Administration		
	09/03/25 to 01/19/26		
(5)(nr) Christopher Geiser	Piano Accompanist	$30.00	
	Office of the Chief of School Administration		
	09/02/25 to 01/26/26		
(5)(nr) Michelle Klos-Gonzalez	Extended Learning Opportunities/CCR/CAO	$30.00	
	Office of the Chief of Academics		
	04/15/25 to 10/15/25		
(5)(nr) Jacqueline Meifert	Extended Learning Opportunities/CCR/CAO	$30.00	
	Office of the Chief of Academics		
	04/15/25 to 10/15/25		
(4)(r) Millary Albaladejo	Alumni Coordinator	$30.00	
	Office of the Chief of School Administration		
	09/03/25 to 01/26/26		
(5)(nr) Sandra Lash	Youth Coach	$30.00	
	Office of the Chief of School Administration		

	09/02/25 to 01/26/26		
(5)(r) Brett Fuller	ESSER REPORTING$30.00		
	Office of the Chief of Academics		
	03/17/25 to 06/30/25		
(5)(r) Sarah Dubey	School Counseling Support	$30.00	
	Office of the Chief of School Administration		
	09/02/25 to 01/26/26 & 01/29/26 to 06/15/26		
(2)(r) Annette Fayne	Administrative Assistant I	$27.86	
	Office of the Board of Governance		
	01/01/25 to 06/30/25		
(5)(r) Ian Kloster	Administrative Assistant I	$25.00	
	Office of the Board of Governance		
	03/01/25 to 08/31/25		

R Resident
Nr Resident Non-resident
1 Native American
2 African American
3 Asian/Pacific Islander
4 Hispanic
5 White
6 Other
7 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget

Administration's Recommendation

The Administration recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Director O'Halloran moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 3) Action on a Request to Modify and Approve the Timetable for the Fiscal Year 2025–2026 Budget Development and Approval Process

Initiated by the Administration

Background

In February 2025, the Board approved a preliminary budget timetable. As Superintendent Cassellius undertakes her initial review of the district's budget, its needs, and the resources it will require, the Administration is requesting an updated timeline that allows the superintendent the time to develop a thorough and thoughtful budget proposal for the 2025-2026 school year while also meeting our statutory requirements.

The administration will be reviewing all aspects of the district's operations and budget and will present to the board, throughout May and June, proposals to restructure the district's leadership team, streamline operations, and address emerging issues pertaining to lead abatement so that all students have access to safe schools and the services and supports to be successful. Under the proposed timeline, the Superintendent's Proposed Budget will be considered for adoption by the Board on June 26, 2025.

A revised timetable is attached for the Board's consideration. Presentation of this revised timetable remains in compliance with State Statute 119.16 (8) Board Duties (Budget) and Board Governance Policy 2.05, Board Planning Cycle, which states, "A Board calendar with all work displayed on the timetable will be developed annually."

Fiscal Year 2025-2026

Date(s)	Proposed Budget Timetable Action
June 2, 2025	Superintendent's FY26 Proposed Budget released.
June 5, 2025*	Strategic Planning and Budget Committee meets on the Superintendent's FY26 Proposed Budget and hears public testimony.
June 9, 2025*	Proposed budget and public hearing notice published in newspaper, parent companion guide and budget overview presentation released.
June 11, 2025*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.
June 11, 2025*	Administration submits proposed amendment analysis to the Office of Board Governance by the end of the day.
June 12, 2025*	Strategic Planning and Budget Committee reviews the FY26 Proposed Budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.
June 17, 2025*	Statutory public hearing on the Superintendent's FY26 Proposed Biennial Budget.
June 20, 2025*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.
June 23, 2025*	Administration submits proposed amendment analysis to the Office of Board Governance by noon.
June 24, 2025*	Strategic Planning and Budget Committee reviews the FY26 Proposed Budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.
June 26, 2025*	Board meeting to consider and to take possible action on the Superintendent's FY26 Proposed Budget.
No later than June 27, 2025	Board Clerk transmits FY26 Adopted Budget to the Milwaukee Common Council.
October 28, 2025*	Board meeting to consider and take action on the amended adopted budget recommendations for FY26.
No later than October 30, 2025	Board Clerk sends FY26 Amended Adopted Budget to the Milwaukee Common Council.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures. There is no fiscal impact from the adoption of the budget timetable.

Implementation and Assessment Plan

If approved the Office of Board Governance and the Administration will follow the Budget Timetable.

Administration's Recommendation

The Administration recommends that the Board adopt the revised Fiscal Year 2025–2026 Proposed Budget Timetable as set forth in the attachment to this item.

Director Siemsen moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 4) Consideration of and Possible Action on Revisions to the Structure of the Board's Standing Committees

Initiated by the Administration

Background

The Board has maintained a decades-long practice of dividing its work into standing committees. The role of the committees is to structure and manage the work of the Board. It is at the committee level where the Executive Officers present items, where administrative or invited experts provide background information and answer questions, and where public hearing is given. The committee then reports its findings and recommendations back to the Board. Currently there are five standing committees.

Three meet every month:

• the Committee on Parent and Community Engagement
• the Committee on Student Achievement and School Innovation
• the Committee on Accountability, Finance, and Personnel

Two meet at the call of the Chair:

• the Committee on Legislation, Rules and Policies
• the Committee on Strategic Planning and Budget

The powers and duties of each committee, and the frequency with which the committees meet, are codified within the Board's rules.

Based on Board member feedback, public comment, and the current needs of the district, the Board may wish to consider the following options:

- Committee on Legislation, Rules and Policy to meet monthly for the 2025-26 school year, to further the work of the policy review project

- Move items that currently fall under the charge of the Committee on Parent and Community Engagement (PACE) under the charge of the Committee on Student Achievement and School Innovation

- Committee on Parent and Community Engagement would be scheduled at the call of the Chair. Meetings would follow the format that the current Chair of PACE has piloted. Specifically, the meeting format would be that of a community work session, with committee members engaging the public on a specific topic.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.01 - Standing, Special, and Functional Committees

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Should the Board restructure its committees, the Office of Board Governance will draft the proposed 2025-26 Board meeting calendar accordingly. The Office of Board Governance will also bring back any necessary revisions to the Board's rules for approval.

Administration's Recommendation

The recommendation is that the Board determine how it wishes to proceed.

Director Gokalganhdi moved to table this item. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 5) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of $25,000; Report on Revenues and Expenditures; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Initiated by the Administration

Purchases

RFB 5822 Authorization to Enter into Blanket Agreements with Nassco, Inc., and San- A-Care, Inc., for Building Operations Supplies for the District

The Administration is requesting authorization to enter into blanket agreements to purchase building operations supplies with Nassco, Inc., and San-A-Care, Inc.

The vendors were chosen pursuant to RFB 5822, which closed on February 24, 2025. In accordance with the terms of the RFB, the vendors chose to submit a joint proposal. Due to the size of the district, each vendor will deliver supplies to its assigned schools and departments.

The blanket agreements will run from May 1, 2025, through April 30, 2028. The blanket agreements with Nassco, Inc., and San-A-Care, Inc. will be allocated equally between each vendor and will not exceed $6,000,000 in total.

Budget Code: BL00000000 (varies by location).....$6,000,000

Nassco, Inc./San-A-Care, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? ..... NO

Total # of Employees 28

Total # of Minorities 2

Total # of Women 5

HUB PARTICIPATION

Required 5%

Proposed… 17%

$ Value $210,000

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 600 hours

Student Career Awareness Commitment: 10 hours

Cooperative Authorization to Issue a Purchase Order to LAB Midwest LLC for Advanced Manufacturing Courses and Equipment for Obama High School

The Administration is requesting authorization to issue a purchase order to LAB Midwest LLC for IGNITE Course 3 and Course 4 curriculum and equipment to offer new advanced manufacturing courses for Barack Obama School of Career and Technical Education (Obama).

The primary purpose for this purchase is to acquire cutting-edge and curriculum for use in two newly introduced advanced manufacturing courses to be offered at Obama during the 2025-2026 school year. The items being purchased include, but are not limited to curriculum, a portable hydraulic system, tabletop mechatronics system, a tabletop mechatronics smart factory, project kits for hydroponics, smart house, and solar panel projects, and additional related items/materials. The inclusion of these courses and their associated equipment will significantly enhance the offerings within Obama's advanced manufacturing career pathway, ensuring students gain the expertise and hands-on experience necessary for success in today's evolving manufacturing environment.

This purchase will be made under Cooperative Contract 203692, established between the Wisconsin Technical College Procurement Consortium and LAB Midwest LLC.

The total cost of goods purchased from LAB Midwest for Obama will not exceed $75,995.00. This purchase has been approved by the Department of Public Instruction for the fiscal year ending June 30, 2025, as part of a grant from the Carl D. Perkins Strengthening CTE for the 21st Century Act.

Budget Code:
TTC-0-I-CA5-EO-EEQ5..... (Manufacturing Cap Equipment) $40,758.00

TTC-0-I-CA5-EO-ENTH.....(Manufacturing Non-Cap Equipment) $35,237.00

LAB Midwest LLC HUB PARTICIPATION

Required 0%

Proposed 0%

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to Issue a Purchase Order to LAB Midwest LLC for Advanced Manufacturing Equipment for Bradley Tech High School

The Administration is requesting authorization to issue a purchase order to LAB Midwest LLC for equipment intended to enhance advanced manufacturing career pathway courses at the Lynde and Harry Bradley Technology and Trade School (Bradley Tech).

The primary purpose for this purchase is to provide state-of-the-art equipment at Bradley Tech, which will be used by students in the existing Project Lead the Way (PLTW) Computer Integrated Manufacturing course. This equipment will allow students to apply principles of robotics and automation in real-world advanced manufacturing processes.

The equipment to be purchased includes, but is not limited to, a CNC Milling Certification Cart, automated LR Mate Robot Integration, and a six-axis industrial robotic arm. These tools will equip Bradley Tech students with the essential knowledge and skills required in today's modern manufacturing environment.

This purchase will be made under Cooperative Contract 203692 between the Wisconsin Technical College Procurement Consortium and LAB Midwest LLC.

The total cost of goods purchased from LAB Midwest for Bradley Tech will not exceed

$126,935.00. This purchase has been approved by the Department of Public Instruction for the fiscal year ending June 30, 2025, and is supported by a grant from the Carl D. Perkins Strengthening CTE for the 21st Century Act.

Budget Code:

TTC-0-I-CA5-EO-EEQ5. (Manufacturing Cap Equipment).....$117,688.00

TTC-0-I-CA5-EO-ENTH…(Manufacturing Non-Cap Equipment).....$9,247.00

LAB Midwest LLC HUB PARTICIPATION

Required.....0%

Proposed.....0%

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to Renew Virtual Library Services Subscriptions with Various Vendors

The Administration is requesting authorization to purchase one-year renewal subscriptions for district-wide virtual library services. The current virtual library databases offer continuity in the District's overall plan to invest in library staffing and technology and continue to be a core resource for the library skills (research and inquiry) curriculum. Digital resources allow students to engage in research/inquiry to investigate topics and provide experiences for self-directed, real-life investigations.

These purchases will be paid for with Common School Funds. The Common School Fund provides annual library aid support to all Wisconsin public school districts. Each district must spend its total Library Aid allocation for appropriate library materials by June 30 of that same year. Digital, video-streamed, or web-based resources are earmarked materials that support the school library media program.

The District's collection of digital resources provides equity to all MPS sites. Additionally, full access to all databases is available from home on a 24/7 basis. On-site and online professional development is available to all MPS educators for all resources.

The total of all subscriptions will not exceed $3,317,733.44. The database renewal costs are outlined below:

Vendor	Products	Subscription Period	Area of Focus	Amount	Cooperative Agreement
BrainPOP LLC	BP, JR, ELL, Español, Français, Creative Coding	October 1, 2025 - September 30, 2026	K4-12	$401,277.00	Gurnee School District 57 IL-NDPA_SWCCCASE
Capstone	Pebble Go	June 30, 2025 - June 29, 2026	K4-3	$140,317.00	TIPS #210902

Cengage Learning Inc	Biography in Context/ Gale Research in Context/Middle School Opposing Viewpoints in Context	June 30, 2025 - June 29, 2026	7-12	$61,167.96 $52,378.35	Choice Partners 23/029SG-04
Cengage Learning Inc	Gale in Context: Elementary, High School, Environmental Studies	July 1, 2025 - June 30, 2026	K-12	$128,446.76	Choice Partners 23/029SG-04
Defined Learning LLC	Defined STEM	August 1, 2025 - July 31, 2026	K-12	$293,700.00	TIPS #230105
Discovery Education Inc	DE Curriculum Services (Streaming)	July 1, 2025 - June 30, 2026	K4-12	$574,571.52	The Interlocal Purchasing System TIPS #220802
Follett Software LLC	Library Manager	August 31, 2025 - August 31,2026	K4-12	$180,275.95	TIPS #230904
Follett Software LLC	Resource Manager	August 31, 2025 - August 31, 2026	K4-12	$111,249.00	TIPS #210101
Infobase Holding Inc	Credo Source Reference	August 1, 2025- July 31, 2026	K4-12	$73,202.69	TIPS #230105
Mackin Educational Resources	Comics Plus	July 1, 2025 - June 30, 2026	K-12	$97,786.22	TIPS #240804
Newsela Inc	Blended Learning District Suite	August 28, 2025 - August 27, 2026	K-12	$531,000.00	TIPS #210101
Press4Kids Inc	un/pw & Clever	July 1, 2025 – June 30, 2026	K-5	$48,620.00	Allied States Cooperative Agreement ESC-Region 19 24- 7491
OverDrive Inc	Digital Library, eBooks, Video, and Audio Sora The student reading app	August 1, 2025 – August 1, 2026	K-12	$70,000.00	RFP Purchasing Cooperative of America PCA-OD-350-21
ProQuest LLC	SIRS Discoverer/SIRS Issues Researcher	August 1, 2025 - July 31, 2026	6-12	$25,040.72	Cooperative Threat Reduction CTR057656
ProQuest LLC	Culture Grams Online	July 1, 2025 - June 30, 2026	3-12	$65,568.25	CTR057656
Renaissance Learning Inc	Flocabulary	8/1/2025 – 7/31/2026	K4-12	$215,850.00	TIPS #230105
Everway	Read & Write, OrbitNote	August 1, 2025 - August 1, 2026	K4-12	$149,357.02	DIR-CRO-4479
World Book Inc	Digital Subscription	July 3, 2025 - July 2, 2026	K4-12	$37,550.00	Purchasing Cooperative of America PCA OD-350-210

Xello	CCSpark	Oct. 1, 2025 - Sept. 30, 2026	K-5	$60,375.00	RFP PCA OD-377-22

The subscription renewals (including Follett's Destiny Library Manager) will be paid for with Common School Funds and textbook funds, and the total cost of subscription services will not exceed $3,206,484.44.

The renewal for Follett's Destiny Resource Manager will be paid with textbook funds, and the total cost will not exceed $111,249.00.

Budget Code:

SLB-0S-CSF-DW-ESWR (School Library - Non-Textbooks) $3,206,484.44

GEN-00-INV-DW-ETXB (Textbook Funds – for Resource Manager) $111,249.00

ALL CONTRACTORS

HUB PARTICIPATION

Required.....%

Proposed.....%

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed $25,000.

Contract: CO31607

Cooperative Education Agency #1 (CESA #1)

On July 1, 2023, the Milwaukee Board of School Directors and Cooperative Education Agency #1 (CESA #1) entered into Professional Services Contract number CO31607 ("Contract"), with a term of July 1, 2023, through June 30, 2024, for Title services. On February 14, 2024, a Request to Change Contract (RCC) was approved to add $19,739.41based upon final allocations. On June 27, 2024, the Board approved a contract extension to run from July 1, 2024, through June 30, 2025, with compensation not to exceed $128,543.89. On 2/26/2025 an RCC was approved to add funds of $45,009.35 based upon final allocations.

Original Contract Amount: $130,419.31

RCC 2/14/2024 .....19,739.41

Extension 6/27/2024 .....128,543.89

RCC $ 45,009.35

Ending amount:.....$323,711.96

Contract: CO31244

Children's Hospital of Wisconsin, Inc.

On January 1, 2023, the Milwaukee Board of School Directors and Children's Hospital of Wisconsin, Inc. entered into Professional Services Contract number CO31244 ("Contract"), with a term of January 1, 2023 through June 30, 2026, to provide licensed athletic trainer services for MPS interscholastic athletics. A Request to Change Contract (RCC) was approved on 3/12/2025 to add funds of $100,000 for increased demand for services.

Original Contract Amount: .....$ 322,500.00

RCC $ 100,000.00

Ending amount: .....$ 422,500.00

Contract: CO30798

Collaborative Student Transportation of Minnesota

On August 1, 2022, the Milwaukee Board of School Directors and Collaborative Student Transportation of Minnesota entered into Professional Services Contract number CO30798 (“Contract”), with a term of September 1, 2022, through July 31, 2025, for taxi services for students throughout the metro-Milwaukee area, to and from school. Students may require transportation to MPS schools and/or schools in the surrounding suburban districts. These services may be needed on short notice and shall be used primarily to transport students living in temporary situations. Services may require transporting only one student. On July 5, 2023, a Request to Change Contract (RCC) was approved to add funds of $420,000 due to increased demand. On June 24, 2024, an RCC was approved to add funds of $850,000 due to increased demand. On March 13, 2025, an RCC was approved to add funds of $780,000 for increased demand for services.

Original Contract Amount:.....$450,000.00

RCC 7/5/2023.....420,000.00

RCC 6/2024.....850,000.00

RCC 3/13/2025.....780,000.00

Ending amount: $2,500,000.00

Contract: B0001556

Collaborative Student Transportation of Minnesota

On September 1, 2023, the Milwaukee Board of School Directors and Collaborative Student Transportation of Minnesota entered into Professional Services Contract number B0001556 (“Contract”), with a term of September 1, 2023, through July 31, 2026, for human service vehicles (HSV) or van transportation for students throughout the metro-Milwaukee area, to and from school. Students may require transportation to MPS schools and/or schools in the surrounding suburban districts. There are two components required: Ambulatory and Orthopedically Impaired required wheelchair transportation. Contractor shall not transport more than four students at one time in a vehicle but often service may require transporting only one student. On March 13, 2025, a Request to Change Contract (RCC) was approved to add funds of $500,000 for increased demand for services.

Original Contract Amount:.....$1,200,000.00

RCC 3/13/2025.....500,000.00

Ending amount: $1,700,000.00

Contract: CO32784

The Stepping Stones Group LLC

On July 1, 2024, the Milwaukee Board of School Directors and The Steeping Stones Group LLC entered into Professional Services Contract number CO32784 (“Contract”), with a term of July 1, 2024 through June 30, 2025, for speech-language pathologists to provide speech language services including speech and language therapy, evaluation of children's eligibility for such services, IEP development, Medicaid billing and other reporting requirements. A Request to Change Contract (RCC) was approved on 3/19/2025 to add funds of $449,392.92 for increased demand for services due to the SLP shortage.

Original Contract Amount:.....$ 333,333.00

RCC $ 449,392.92

Ending amount: .....$ 782,725.92

Contract: CO33293

Professional Interpreting Services

On January 1, 2025, the Milwaukee Board of School Directors and Professional Interpreting Enterprise entered into Professional Services Contract number CO33293 ("Contract"), with a term of January 1, 2025 through March 31, 2025, for sign language interpretation services. A Request to Change Contract (RCC) was approved on 3/20/2025 to add funds of $83,627.25 for increased demand for services.

Original Contract Amount: ..... $ 49,999.00

RCC $ 83,627.25

Ending amount: $133,626.25

Contract: CO33372

Solution Tree Inc

On January 1, 2025, the Milwaukee Board of School Directors and Solution Tree Inc entered into Professional Services Contract number CO33372 ("Contract"), with a term of March 1, 2025 through June 30, 2025, for customized professional development and coaching for implementation of professional learning communities (PLCs) district-wide. A Request to Change Contract (RCC) was approved on 3/20/2025 to add funds of $328,302.20 to add Andrew Douglas middle School.

Original Contract Amount: ..... $ 1,029,519.26

RCC $ 328,302.20

Ending amount: ..... $ 1,357,821.46

Monthly Financial Reports

The report on revenues and expenditures; the report on contracts awarded with a value under $50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Allen-Field School	Children's Hospital & Health System	1,000.00	Love My Air Program
Audubon High School	Valstone America Inc, DBA WEM Automation	750.00	750.00
Bay View High School	Milwaukee School of Engineering	500.00	Robotics Club
Browning School	Milwaukee School of Engineering	152.00	General School Supplies
Cass Street School	MP on Brady Inc.	1,000.00	Playground Redevelopment
Clemens School	Anna Boortz	35.00	Girls on the Run
Clemens School	Siobhan Gavagan	40.00	Girls on the Run
Clemens School	Mindy Hildebrandt	80.00	Girls on the Run
Clemens School	Susan Robinson	500.00	Girls on the Run
Doerfler School	Heyli Valdivia & Franklin Ramos	200.00	Parent Activities
Fratney Street School	Lynden Inc	277.56	Reimburse Bus for 10/25/2024 Trip
Fratney Street School	Dan & Jane Bucks	1,400.00	Fratney's Library
King High School	Samuel Schaefer	270.00	Baseball
Lowell School	American Online Giving Foundation	325.00	General School Supplies

MacDowell Montessori	BoxTops for Education	30.50	General School Supplies
Maryland Avenue Montessori School	Northwestern Mutual	207.25	General School Supplies
Maryland Avenue Montessori School	SC Johnson	259.07	Supporting Community Outreach
Office of Academics - Curriculum and Instruction - Montessori	Educators Credit Union	500.00	Food for Annual Montessori Recruitment Event
Office of Communications and School Performance - Strategic Partnerships and Customer Service	UW Credit Union	169.00	Mitten Tree Drive
Riley School	Julio Aguilar	10.00	Afterschool Art Club
Starms Discovery School	Milwaukee Bucks LLC	1,000.00	Teacher of the Year Award
Story School	American Online Giving Foundation	84.96	Staff Recognition
Victory School	Andrea L Schloemer	500.00	Field Trips Donation for Classroom 124
	Total Monetary Donations	*9,290.34*	
Non-Monetary Donations			
Alcott School	DonorsChoose	156.79	Snacks For Students
Alcott School	DonorsChoose	877.15	Life Skills
Allen-Field School	Lesha Coleman	872.00	Clothing for Students
Bethune Academy	DonorsChoose	401.57	School Supplies Our Room!
Bethune Academy	DonorsChoose	415.14	Literacy & Language, STEM
Bethune Academy	DonorsChoose	591.66	Girls on the Run
Bradley Trade & Tech	DonorsChoose	589.65	Prizes for PBIS Students
Bradley Trade & Tech	DonorsChoose	602.84	Oil Pastel / Self Portrait
Bradley Trade & Tech	DonorsChoose	1,664.06	Life Skills, Warmth Care & Hunger
Bradley Trade & Tech	DonorsChoose	4,236.67	Carhartt Winter Coat Drive
Brown Street School	DonorsChoose	19.64	Classroom Essentials
Brown Street School	DonorsChoose	443.92	School Supplies
Brown Street School	DonorsChoose	972.11	Autism Unit
Browning School	DonorsChoose	155.84	Classroom Essentials
Browning School	DonorsChoose	230.06	Let's Learn Our Letters!
Browning School	DonorsChoose	437.56	Sensory Seeking Scholars
Browning School	DonorsChoose	530.49	Story Time Props for PreK
Browning School	DonorsChoose	574.69	Oh, The Places We Can Go!
Bruce School	DonorsChoose	340.36	3rd Grade Scholars Supply List
Burbank School	DonorsChoose	612.02	Life Skills, Students with Disabilities
Burbank School	DonorsChoose	988.41	Chairs, Chairs, Chairs!
Burdick School	DonorsChoose	355.87	Green Team for Good
Burdick School	DonorsChoose	661.35	Fueling a Love for Reading!
Carver Academy	DonorsChoose	334.03	Fed and Ready to Learn
Carver Academy	DonorsChoose	449.93	Warmth Care & Hunger
Carver Academy	DonorsChoose	550.36	Health Sports & Wellness, Life Skills
Carver Academy	DonorsChoose	707.00	New Volleyball Uniforms!

Doerfler School	* Allison Begel	40.00	Gift Cards for Parents Participating in the HS Enrollment Info Session
Doerfler School	DonorsChoose	180.18	Washington on the Horizon
Doerfler School	DonorsChoose	287.15	"Let It Grow"
Doerfler School	DonorsChoose	328.29	Forever Binding
Doerfler School	DonorsChoose	419.44	Literacy & Language
Doerfler School	DonorsChoose	423.42	Literacy & Language
Doerfler School	DonorsChoose	441.63	Life Skills, Students with Disabilities
Dr. B Carson Academy of Science	DonorsChoose	224.04	Music & The Arts, Racial Justice & Representation
Dr. B Carson Academy of Science	DonorsChoose	137.16	The Whole World In Our Hands
Fernwood School	DonorsChoose	441.26	Music & The Arts, Social Studies
Fifty-Third Street School	DonorsChoose	642.34	Life Skills, STEM
Forest Home Avenue School	DonorsChoose	201.90	Health Sports & Wellness, Music & The Arts
Forest Home Avenue School	DonorsChoose	215.39	Health Sports & Wellness, Music & The Arts
Forest Home Avenue School	DonorsChoose	469.94	Literacy & Language
Forest Home Avenue School	DonorsChoose	566.19	Let's Play...Indoor Recess
Forest Home Avenue School	DonorsChoose	807.42	Eagles Sport Team Equipment
Fratney Street School	DonorsChoose	585.88	Literacy & Language
Gaenslen School	DonorsChoose	58.11	Classroom Essentials
Gaenslen School	DonorsChoose	168.82	Healthy Kids
Gaenslen School	DonorsChoose	171.07	Unlock Learning with Headphones
Gaenslen School	DonorsChoose	194.28	Alphabet Learning
Gaenslen School	DonorsChoose	232.30	Engaging Activities
Gaenslen School	DonorsChoose	316.85	Counting and Alphabet Adventure
Gaenslen School	DonorsChoose	414.93	Literacy & Language
Gaenslen School	DonorsChoose	494.26	Indoor Classroom Cubbie Storage
Gaenslen School	DonorsChoose	502.89	Health Sports & Wellness
Gaenslen School	DonorsChoose	504.78	Health Sports & Wellness, Students with Disabilities
Gaenslen School	DonorsChoose	651.72	Literacy & Language, Students with
Disabilities			
Gaenslen School	DonorsChoose	740.40	Reading is Fun
Gaenslen School	DonorsChoose	1,093.93	Literacy & Language, Students with
Disabilities			
Goodrich School	DonorsChoose	137.02	Rocks and Minerals!
Goodrich School	DonorsChoose	216.16	New Year's Replacements!
Goodrich School	DonorsChoose	232.47	Music & The Arts, Racial Justice & Representation
Goodrich School	DonorsChoose	267.19	Classroom Essentials Please!
Goodrich School	DonorsChoose	273.57	Sledding Time

Goodrich School	DonorsChoose	354.01	Mid Year Supplies
Goodrich School	DonorsChoose	426.62	Read AwardZzz!
Goodrich School	DonorsChoose	441.23	Clean Clothes Needed!
Goodrich School	DonorsChoose	33.80	Classroom Essentials
Goodrich School	DonorsChoose	181.80	Writing Supplies
Goodrich School	DonorsChoose	185.24	Life Skills, Music & The Arts
Goodrich School	DonorsChoose	206.31	Desk Chair Pockets in Need!
Goodrich School	DonorsChoose	243.21	Health Sports & Wellness, Students with Disabilities
Goodrich School	DonorsChoose	316.79	Block Play
Goodrich School	DonorsChoose	351.76	Books for Kids
Goodrich School	DonorsChoose	380.97	Promoting Positive Behaviors
Goodrich School	DonorsChoose	384.00	It's My Birthday!
Goodrich School	DonorsChoose	436.00	Learning Resources
Goodrich School	DonorsChoose	436.00	Engage with Resources
Goodrich School	DonorsChoose	472.28	STEM, Students with Disabilities
Goodrich School	DonorsChoose	504.56	Shu the Flu!
Grant Gordon Learning Center	DonorsChoose	841.25	Racial Justice & Representation, STEM
Grant School	Delta Dental of WI	1,000.00	Dental Hygiene Products
Gwen T. Jackson School	* Raymond Monk	700.00	Toys, Games, & Bike
Gwen T. Jackson School	Greg Castillo	400.00	Teddy Bears
Hamilton High School	DonorsChoose	148.49	STEM
Hawthorne School	DonorsChoose	49.12	Classroom Essentials
Hayes Bilingual School	DonorsChoose	341.64	Health Sports & Wellness, Life Skills
Hayes Bilingual School	DonorsChoose	351.60	Basics and More
Hayes Bilingual School	DonorsChoose	458.58	Vocabulary Visuals
Hayes Bilingual School	DonorsChoose	681.73	Writing Is a Special Power!
Hi-Mount School	DonorsChoose	15.05	Classroom Essentials
Hi-Mount School	DonorsChoose	404.59	Health Sports & Wellness, Warmth Care & Hunger
Hi-Mount School	DonorsChoose	1,261.32	Students with Disabilities, Warmth Care & Hunger
Holmes School	DonorsChoose	153.81	Health Sports & Wellness, Life Skills
Holmes School	DonorsChoose	252.53	Literacy & Language
Holmes School	DonorsChoose	297.94	Board Games in the Library
Holmes School	DonorsChoose	335.60	Bookmarks and Prizes
Holmes School	DonorsChoose	545.01	Life Skills, Students with Disabilities
Keefe Avenue School	DonorsChoose	33.79	Classroom Essentials
Kilbourn School	DonorsChoose	258.00	Indoor Recess Rocks!
Kilbourn School	DonorsChoose	349.27	Testing Treats Please!!
Kilbourn School	DonorsChoose	422.42	Shinning With STEM
Kilbourn School	DonorsChoose	596.56	Literacy & Language, Students with Disabilities
King High School	DonorsChoose	22.78	Classroom Essentials
King High School	DonorsChoose	24.31	Classroom Essentials
King High School	DonorsChoose	27.16	Classroom Essentials

King High School	DonorsChoose	159.19	Ready. Set. Read
King High School	DonorsChoose	204.26	Padded Protection
King High School	DonorsChoose	399.32	Health Sports & Wellness, Students with Disabilities
King High School	DonorsChoose	699.76	Health Sports & Wellness, Warmth Care & Hunger
King High School	DonorsChoose	913.14	Literacy & Language, Students with Disabilities
Kluge School	DonorsChoose	131.50	I Got This
Kluge School	DonorsChoose	282.38	Let's Go Lego!
Kluge School	DonorsChoose	408.22	Snack, Clean and Learn!
Kluge School	DonorsChoose	433.43	Life Skills
Kluge School	DonorsChoose	773.55	STEM Hands-On Fun!
Kluge School	DonorsChoose	1,096.79	Health Sports & Wellness, Students with Disabilities
Kluge School	DonorsChoose	1,513.77	Hello Parents
Lafollette School	Korey's Kids Daycare	1,328.70	Toys & Games
Lafollette School	DonorsChoose	30.56	Classroom Essentials
Lancaster School	DonorsChoose	564.34	Health Sports & Wellness
Lancaster School	DonorsChoose	766.00	Honor Our Scholars
Lincoln Middle School	DonorsChoose	64.83	Classroom Essentials
Lincoln Middle School	DonorsChoose	460.80	Bringing Color to the New Year
Lloyd Barbee Montessori	DonorsChoose	132.09	Dr. STEM Cash Register
Lloyd Barbee Montessori	DonorsChoose	242.62	Health Sports & Wellness
Lloyd Barbee Montessori	DonorsChoose	643.84	Health Sports & Wellness, STEM
Lowell School	DonorsChoose	547.06	Health Sports & Wellness
MacDowell Montessori	DonorsChoose	132.25	Basic School Supplies
MacDowell Montessori	DonorsChoose	131.50	Students with Disabilities
MacDowell Montessori	DonorsChoose	157.89	Kindergarten Table #2
MacDowell Montessori	DonorsChoose	157.89	Kindergarten Table #1
MacDowell Montessori	DonorsChoose	157.89	Kindergarten Table #3
MacDowell Montessori	DonorsChoose	157.89	Kindergarten Table #4
MacDowell Montessori	DonorsChoose	194.21	Read Across America
MacDowell Montessori	DonorsChoose	195.95	Hands-On Materials
MacDowell Montessori	DonorsChoose	211.05	Math Centers
MacDowell Montessori	DonorsChoose	241.45	Literacy & Language
MacDowell Montessori	DonorsChoose	470.27	Students with Disabilities
MacDowell Montessori	DonorsChoose	617.48	Books are for Speech Therapy
Manitoba School	DonorsChoose	153.21	Literacy & Language, Racial Justice & Representation
Manitoba School	DonorsChoose	185.36	Life Skills, Music & The Arts
Manitoba School	DonorsChoose	727.03	Literacy & Language, Music & The Arts
Manitoba School	DonorsChoose	2,100.08	Help Us Be Neat and Tidy
Marshall High School	DonorsChoose	138.89	Music & The Arts
Marshall High School	DonorsChoose	573.50	STEM
Marshall High School	DonorsChoose	840.98	Life Skills, Music & The Arts

Meir School	* Markasa Tucker-Harris	1,500.00	Materials for Students/Staff
Milwaukee High School of the Arts	DonorsChoose	420.69	Black History Month Supplies
Milwaukee Sign Language School	DonorsChoose	131.50	Life Skills, Racial Justice & Representation
Milwaukee Sign Language School	DonorsChoose	307.98	Recess Fun!
Milwaukee Sign Language School	DonorsChoose	471.40	Literacy & Language, STEM
Mitchell School	DonorsChoose	656.78	Cool Homework Rewards
Mitchell School	DonorsChoose	676.00	Relaxing Reading Area
Mitchell School	DonorsChoose	691.41	Rebuilding newcomers life
Morgandale School	DonorsChoose	167.54	Literacy & Language, Students with Disabilities
Morgandale School	DonorsChoose	284.17	Hands-On Speech and Language
Morgandale School	DonorsChoose	290.50	Neat & Organized
Morgandale School	DonorsChoose	314.15	Simply Sensory
Neeskara School	DonorsChoose	497.76	Racial Justice & Representation, Students with Disabilities
Ninety-Fifth Street School	DonorsChoose	133.42	Increase Vocabulary Skills
Ninety-Fifth Street School	DonorsChoose	134.39	Jump Ropes, Snack and Games
Ninety-Fifth Street School	DonorsChoose	140.63	Reading and Math Activities
Ninety-Fifth Street School	DonorsChoose	142.23	Warmth and Care for Little Ones
Ninety-Fifth Street School	DonorsChoose	142.64	Floor Puzzles
Ninety-Fifth Street School	DonorsChoose	143.56	Board Books Last Forever!
Ninety-Fifth Street School	DonorsChoose	143.59	Learning to Trace
Ninety-Fifth Street School	DonorsChoose	144.46	Daily Snack
Ninety-Fifth Street School	DonorsChoose	149.01	Dry Clothes and Snacks
Ninety-Fifth Street School	DonorsChoose	153.98	Kinetic Sand
Ninety-Fifth Street School	DonorsChoose	155.80	Floor Puzzles and Snacks!
Ninety-Fifth Street School	DonorsChoose	156.46	Snacks For Kindergarten!
Ninety-Fifth Street School	DonorsChoose	156.62	Snacks For Students
Ninety-Fifth Street School	DonorsChoose	159.43	Clothes and Snacks
Ninety-Fifth Street School	DonorsChoose	168.13	Nutritious Snacks
Ninety-Fifth Street School	DonorsChoose	173.64	Unplugged Indoor Recess
Ninety-Fifth Street School	DonorsChoose	176.17	Happy New Year!
Ninety-Fifth Street School	DonorsChoose	259.94	Black History All Year
Ninety-Fifth Street School	DonorsChoose	283.38	Black History Every Day
Ninety-Fifth Street School	DonorsChoose	288.75	We Love To Read!
Ninety-Fifth Street School	DonorsChoose	334.31	Wish List for PreK
Ninety-Fifth Street School	DonorsChoose	351.80	Life Skills, Students with Disabilities
Ninety-Fifth Street School	DonorsChoose	357.03	Black History Books
Ninety-Fifth Street School	DonorsChoose	366.45	School Store Incentives
Ninety-Fifth Street School	DonorsChoose	421.01	We Love Pete the Cat Books
Ninety-Fifth Street School	DonorsChoose	847.22	Books for Christmas!
Obama School of Career and Technical Education	DonorsChoose	357.67	Busted Canvas Poetry

Office of Communications and School Performance - Strategic Partnerships and Customer Service	Lesha Coleman	872.00	Winter Apparel
Parkside School	DonorsChoose	18.98	Classroom Essentials
Parkside School	DonorsChoose	787.88	Life Skills, Students with Disabilities
Parkside School	DonorsChoose	1,200.62	STEM, Students with Disabilities
Parkview School	DonorsChoose	308.15	Warmth Care & Hunger
Parkview School	DonorsChoose	456.31	Life Skills, Students with Disabilities
Parkview School	DonorsChoose	559.86	Literacy & Language, STEM
Parkview School	DonorsChoose	1,095.64	Health Sports & Wellness, Literacy & Language
Pulaski High School	DonorsChoose	208.99	Health Sports & Wellness
Pulaski High School	DonorsChoose	313.44	Health Sports & Wellness
Pulaski High School	DonorsChoose	500.52	Life Skills
Riverwest Elementary	DonorsChoose	235.52	Period Products
Riverwest Elementary	DonorsChoose	289.93	Student Hygiene Supplies
Riverwest Elementary	DonorsChoose	565.65	Come Learn in Comfort!
Riverwest Elementary	DonorsChoose	807.26	Extra Clothing!
Riverwest Elementary	DonorsChoose	1,135.13	Being Proud of Diversity!
Ronald Reagan High School	Milwaukee Tool	7,115.40	Tools for Stagecraft
Roosevelt Middle School	DonorsChoose	759.54	Literacy & Language, Warmth Care & Hunger
Siefert School	DonorsChoose	1,768.70	Splendid Storage!
Siefert School	DonorsChoose	1,777.58	Stunning, Safe, Storage!
South Division High School	Alberto Marquez-MKE Uniform Wear LLC	1,630.00	Shirts
Spanish Immersion School	DonorsChoose	493.21	Literacy & Language
Spanish Immersion School	DonorsChoose	741.24	Literacy & Language
Spanish Immersion School	DonorsChoose	744.96	Literacy & Language
Spanish Immersion School	DonorsChoose	813.01	Life Skills, Students with Disabilities
Spanish Immersion School	DonorsChoose	891.24	Self-Regulated Spanish Readers
Starms Discovery School	Maranathat Christian Leadership	750.00	Book Bags with Supplies
Starms Discovery School	Maranathat Christian Leadership	750.00	Hats, Gloves, Coats, Underwear and Socks
Starms Discovery School	Craig Cliftion INC	300.00	Winter Coats
Starms Discovery School	DonorsChoose	443.91	Health Sports & Wellness
Story School	DonorsChoose	351.55	Music & The Arts, Social Studies
Story School	DonorsChoose	466.55	I Need to See It Better!
Story School	DonorsChoose	154.56	Which Reading Group Are You?
Story School	DonorsChoose	543.87	Snack Attack!
Story School	DonorsChoose	1,041.04	Life Skills
Townsend School	DonorsChoose	149.97	Classroom Essentials
Trowbridge School	DonorsChoose	131.50	Students with Disabilities

Trowbridge School	DonorsChoose	136.06	Warmth Care & Hunger
Trowbridge School	DonorsChoose	136.20	Warmth Care & Hunger
Trowbridge School	DonorsChoose	138.88	Warmth Care & Hunger
Trowbridge School	DonorsChoose	142.54	Warmth Care & Hunger
Trowbridge School	DonorsChoose	194.74	Sensory Writing!
Trowbridge School	DonorsChoose	218.69	STEM
Trowbridge School	DonorsChoose	226.25	Magic Number Blocks
Trowbridge School	DonorsChoose	269.15	Fraction and Decimal Fun!
Trowbridge School	DonorsChoose	422.70	Literacy & Language
Trowbridge School	DonorsChoose	532.12	Using Our Imaginations
Trowbridge School	DonorsChoose	537.50	Literacy & Language, Racial Justice & Representation
Trowbridge School	DonorsChoose	578.10	Water Safety
Trowbridge School	DonorsChoose	1,058.60	Storage Solutions
Trowbridge School	DonorsChoose	1,092.87	Racial Justice & Representation, Students with Disabilities
Trowbridge School	DonorsChoose	1,349.09	Health Sports & Wellness, Music & The Arts
Trowbridge School	DonorsChoose	1,583.11	Literacy & Language, Music & The Arts
Victory School	DonorsChoose	264.30	Literacy & Language
Victory School	DonorsChoose	491.89	Literacy & Language
Vieau School	DonorsChoose	13.58	Classroom Essentials
Vieau School	DonorsChoose	19.09	Classroom Essentials
Vieau School	DonorsChoose	173.92	Be Clean, Be Safe in K5!
Vieau School	DonorsChoose	334.50	TPT Treasures
Vieau School	DonorsChoose	401.60	Engaging in Learning
Vieau School	DonorsChoose	840.33	Read Aloud: The Good Egg
Vincent High School	DonorsChoose	639.39	Need To Replenish Supplies
Walt Whitman School	DonorsChoose	1,561.06	Life Skills, STEM
Washington High School	DonorsChoose	651.97	Hygiene Health
William Cullen Bryant School	DonorsChoose	514.81	There's an Artist in All of Us
William Cullen Bryant School	DonorsChoose	585.06	Coffee, Water, Snacks Oh My!
Wisconsin Conservatory	DonorsChoose	18.40	Classroom Essentials
Wisconsin Conservatory	DonorsChoose	233.00	Literacy & Language, STEM
Zablocki School	DonorsChoose	696.29	Life Skills, Students with Disabilities
	Total Non-Monetary Donations	*126,602.70*	
	Total Value of Donations	*135,893.04*	
	** Donations from MPS Alumni*	*2,240.00*	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Administration's Recommendation

The Administration recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Director Garcia moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 6) Action on the Award of Professional Services Contracts

Initiated by the Administration

Background

RFP 1084 Authorization to Extend Contract with P&A Administrative Services, Inc. DBA P & A Group to Provide Administration of Health Flexible Spending Account and Dependent Care Flexible Spending Account for MPS Employees

The Administration is requesting authorization to extend a contract with P&A Group to provide administration of the heath flexible spending account and dependent care flexible spending account for MPS employees. The flexible spending accounts are voluntary to employees. Employees elect the annual amount to contribute to the flexible spending accounts. The health flexible spending account allows employees to set aside tax-free dollars to be used for health expenses such as deductibles, copays for medical and prescription drugs, coinsurance, physician office visits, dental and vision care. The dependent care flexible spending account allows employees to set aside tax-free dollars to be used as reimbursement for work-related dependent care expenses.

Contractor was chosen pursuant to RFP 1084, which closed on July 8, 2022. In August 2022, the Board approved a contract with P&A Group with a term from January 1, 2023 through December 31, 2025, (the "Initial Term"), with the possibility of three one-year extensions if certain performance metrics incorporated into the contract are met.

The first extension will run from January 1, 2026, through December 31, 2026, and the total cost in the first one-year extension will not exceed $45,000.00.

Budget Code: DWC-00-EMB-DW-EDPC (Contracted Services) $45,000.00

RFP 1085 Authorization to Extend Contract with National Vision Administrators, LLC (NVA) to Provide Vision Benefits to MPS Employees through a Fully Insured Vision Plan

The selected vision plan benefits provided to MPS employees, includes but not limited to, a 100% covered eye examination, an eyeglasses frame allowance of $100 with standard glass or plastic lenses covered 100% or, in lieu of eyeglasses, a $100 retail allowance on contact lenses. NVA's Eye Care Professional Network includes 95,489 providers at 17,711 locations. For MPS employees, there are on average two providers located within a 5-mile radius of their home.

Contractor was chosen pursuant to RFP 1085, which closed on July 12, 2022. In August 2022, the Board approved a contract with NVA with a term from January 1, 2023, through December 31, 2025, (the "Initial Term"), with the possibility of three one-year extensions if certain performance metrics incorporated into the contract are met.

The first extension will run from January 1, 2026, through December 31, 2026, and the total cost in the first extension will not exceed $740,000.00.

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance* District Wide) $740,000.00

RFP 1087 Authorization to Extend a Contract with Brown & Brown Insurance Services, Inc. for Employee Benefits Broker/Consultant Services

The Administration is requesting authorization to extend a contract with Brown & Brown Insurance Services, Inc. for employee benefits broker/consultant services to the Office of Human Resources on an as-needed basis. Brown & Brown will continue to provide strategic planning and design for health and benefits plans; assist with compliance issues related to employee benefits; serve as MPS's broker for health and benefit plans; and work to communicate and educate MPS employees on benefit plans.

Contractor was chosen pursuant to RFP 1087, which closed on August 16, 2022. In October 2022, the Board approved a contract with Hays Companies, Inc now Brown & Brown with a term from January 1, 2023 through December 31, 2025, (the "Initial Term"), with the possibility of two one-year extensions if certain performance metrics incorporated into the contract are met.

The first extension will run from January 1, 2026 through December 31, 2026, and the total cost of the contract will not exceed $150,000.

Budget Code: OBA-0-0-EMB-DW-ECTS Contracted Services)..... $150,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Administration's Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Director Gokalganhdi moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 7) Action on the Award of Exception-to-Bid Contracts

Initiated by the Administration

Background

Exception Authorization to Issue a Contract with Bicycle Federation of Wisconsin Educational Foundation, Inc. for Pedestrian and Bicycle Safety Programming

The Administration is requesting authorization to enter into a contract with Bicycle Federation of Wisconsin Educational Foundation, Inc. for pedestrian and bicycle safety programming. Contractor will teach MPS children at MPS sites how to walk and bike safely within the school community. Contractor will schedule and teach biking and walking units entitled "Walking Wisdom" and "Bike Driver's Ed", which includes both in-class and outdoor components and rides. The contractor will also coordinate the repair and maintenance of a fleet of used bikes through the Valid Bike Shop Program, currently located inside North Division High School.

Due to high population density, mixed use zoning, and schools embedded in neighborhoods, Milwaukee has a good environment for increased walking and biking. The current program has already reached over 17,000 students and has shown a 14% increase in safety knowledge, and an increase in the "Walking and Biking" school day event by as much as 22% in some neighborhoods.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv))..

The contract will run from July 1, 2025 through June 30, 2027, and will not exceed

$419,900.

Budget Code: (Curriculum & Instruction…..Contracted Services)

Year 1	CSV-0-S-SA6-OW-ECTS	$168,760.00
Year 1	HPE-0-I-LAM-DW-ECTS	$42,190.00
Year 2	HPE-0-I-LAM-DW-ECTS	$41,790.00
Year 2	CSV-0-S-SA6-OW-ECTS	$167,160.00

Exception Authorization to extend a Contract with Chenhalls Nissen, S.C., (Chenhalls) to Provide Legal Services in Processing H-1B Paperwork for Recruitment of International Teachers

The Administration is requesting authorization to extend our contract with Chenhalls Nissen, S.C., (Chenhalls) to continue providing legal assistance in processing H-1B paperwork for current employees and new hires. Specifically, Chenhalls will provide counsel and legal advice to the district concerning its Labor Condition Application (LCA) with the U.S. Department of Labor. Additionally, Chenhalls will complete, file, and maintain petitions seeking approval of H-1B classification and status from U.S. Citizenship and Immigration Services (USCIS) for district employees, as well as, assist with the processing employer-sponsored permanent residency paperwork. Chenhalls has provided legal services to the district with regard to employees on H- 1B visas since 2017. Jennifer Nissen, the attorney of record on the district's H-1B visa cases, has provided these services to the district since 2014.

Chenhalls has worked closely with Human Resources on H-1B visa cases and have extensive knowledge of district operations which facilitate efficient processing of H- 1B visa cases. Switching law firms would be detrimental to district operations as efficiencies would be diminished, which would result in delays in getting international teachers into classrooms.

The exception to bid has been approved based on continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The second additional one-year extension of the contract will run from September 1, 2025, through August 31, 2026 and will not exceed $500,000.00.

Budget Code: STF-0-0-ATT-HR-ECTS.(Contracted Services) $500,000.00

Exception Authorization to Enter into a Contract with Employ Milwaukee, Inc., for Camp Rise Youth Early Intervention Summer Program

The Administration requests authorization to enter into a contract with Employ Milwaukee, Inc., for a Youth Early Intervention Summer Program designed to serve 300 youth ages 10-13 who Milwaukee Public School students by providing early intervention services through preventive and proactive services--specifically, work- based learning and enrichment activities that are structured and staffed by culturally relatable young adults and senior members of the community.

Truancy, substance abuse, gangs, and fragile life skills are problems that affect many youths. The program will include culturally based youth leadership-development activities to empower the youth and help them avoid delinquent behavior. The program will provide alternate activities, such as skill development and decision making. This summer program offers youth the tools to become community leaders and to contribute to a better society.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from May 1, 2025 through August 31, 2025, and will not exceed $100,000.

Budget Code: DTI-0-S-9Y4-SO-ECTS $100,000.00

Exception Authorization to Contract with Mad Science of Milwaukee Inc for Science Programming

The Administration is requesting authorization to enter into a contract with Mad Science of Milwaukee Inc for Science Programming. Contractor shall offer a blend of curriculum aligned, academic, cultural, special interest and skill building learning opportunities in the form of full or half day camps, weeklong camps, in school programs, field trips, and/or workshops for students K-12.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from September 1, 2025 through August 31, 2028, and will not exceed $250,000.

Budget Code: 000-0-0-000-BL-ECTS (BUDGET CODE VARIES) $250,000.00

Exception Authorization to Issue a Contract to Marquette University to Provide In-School Intervention and Leadership for Students

The Administration is requesting authorization to enter into a contract with Marquette University to provide in-school intervention and leadership for students. Marquette University will hire a staff member who will provide support directly in Morse Middle School for the Gifted and Talented, James Madison High School, Barack Obama School of Career and Technical Education, Harold S. Vincent High School, and Milwaukee Marshall High School, working directly with students and student-created school climate recommendations as part of their Student Discipline Committee, including implementation of their Peace Works Toolkit.

Marquette University will work with each school to elevate student voice and student- created recommendations across the school in collaboration with the work from the Student Discipline Committee. Students at the school will be trained in peer mediation to support additional students who need that additional support. The Peace Center toolkit provides teachers a practical, adaptable online platform based on evidence-based methods to teach skills and dispositions that cultivate peaceful mindsets and actions while promoting resilience and coping practices.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of part of an approved federal grant. (Administrative Policy 3.09(2)(c)).

The contract will run from August 1, 2025 through August 1, 2027, and will not exceed $191,850.00

Budget Code: SDV-0-S-SJ5-SN-ECTS $191,850.00

Exception Authorization to Issue a Purchase Order to Sonova USA Inc for Sound Field Systems and Related Equipment

The Administration is requesting authorization to issue a purchase order to Sonova USA Inc for Sound Field Systems. There will be 15 systems in each region for K5 classrooms. The systems help to increase and sustain attention and engagement. They have also been extremely helpful with increasing students' social emotional skills. Increased attention and engagement contribute to increased academic achievement.

The Exception to Bid has been granted on the basis of one-of-a-kind; the goods have no available competitive product alternatives (Administrative Policy 3.09(E)(1)(b)(i).

The total cost of the purchase will not exceed $56,662.

Budget Code: GSP-0-S-HU5-DE-ESUP Ex Ed & Supportive Services).....$56,662.00

Exception Authorization to Enter into a Contract with Troy Albright d/b/a Turfix LLC for the Maintenance and Repair of the Synthetic Turf Athletic Fields in Milwaukee Public Schools

The Administration is requesting authorization to enter into a contract with Turfix LLC to provide maintenance and repair of the synthetic turf athletic fields in Milwaukee Public Schools. The sites include Wick Field, Vincent Stadium, Jimmy Banks Stadium, Pulaski Stadium, South Stadium, Washington, and Bradley Tech.

Turfix LLC shall work with Milwaukee Recreation to inspect each synthetic turf field at each location two times per year. Each site will be inspected for weak or loose seams, de-compaction of the infill, redistribution, and leveling of the infill, deep cleaning, removal of ferrous metal objects, and partial removal and reinstallation of infill material.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv).

This contract will run from May 1, 2025, through April 30, 2028, and shall not exceed $126,600.00.

Budget Code: ATH-0-0-IAT-DW-ECTS $126,600.00

Exception Authorization to Extend a Contract with Urban Learning Collaborative (ULC) for Services to Support MPS Employees with FoRT, Praxis, and Portfolio License Requirements

The Administration is requesting authorization to extend a contract with Urban Learning Collaborative for professional services to support current MPS employees with FoRT, Praxis, and Portfolio licensure requirements. ULC will specifically support employees who have not successfully passed the FoRT or Praxis and are on years three and/or four of a one-year license with stipulations (LWS). In addition, ULC will work with employees who are issued an LWS-3 to ensure the district is providing support outlined in the handbook, which include professional learning, mentoring, and understanding of content standards. ULC will also offer and provide educators seeking Montessori credentialing the required special education course for all Montessori educators.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The original term for this contract ran from August 1, 2023 through July 31, 2025 with one addition term if parties agree.

The additional one-year extension of contract will run from August 1, 2025 through July 31, 2026 and will not exceed $50,000.00

Budget Code: STF-0-0-ATT-HR-ECTS $50,000.00

Exception Authorization to Purchase Virtual Library Services Subscriptions with Various Vendors

The Administration is requesting authorization to purchase one-year subscriptions for district-wide virtual library services. The current virtual library databases offer continuity in the District's overall plan to invest in library staffing and technology and continue to be a core resource for the library skills (research and

inquiry) curriculum. Digital resources allow students to engage in research/inquiry to investigate topics and provide experiences for self-directed, real-life investigations.

These purchases will be paid for with Common School Funds. The Common School Fund provides annual library aid support to all Wisconsin public school districts.

Each district must spend its total Library Aid allocation for appropriate library materials by June 30 of that same year. Digital, video-streamed, or web-based resources are earmarked materials that support the school library media program.

The District's collection of digital resources provides equity to all MPS sites. Additionally, full access to all databases is available from home on a 24/7 basis. On- site and online professional development is available to all MPS educators for all resources. The database renewal costs are outlined below:

Vendor	Products	Subscription Period	Area of Focus	Amount
Building Wings LLC	News Currents	February 26, 2025 -February 25, 2026	K-12	$21,130.20
Tools for Schools Inc	Book Creator	July 29, 2025 - July 29, 2026	K-12	$104,000.00
SAM Labs Inc	SAM Studio Coding	August 1, 2025 - July 31, 2026	K-12	$62,979.00

The subscription renewals (including Follett's Library Manager) will be paid for with Common School Funds and textbook funds, and the total cost of subscription services will not exceed $165,529.00

Budget Code: SLB-0S-CSF-DW-ESWR…… (School Library - Non-Textbooks)..... $188,109.20

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Administration's Recommendation

The Administration recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Director Garcia moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

* * * * *

(Item 8) Action on Monthly Facilities Matters: FMS Award of Construction and Professional Service Contracts Recommendation

Initiated by the Administration

Construction Contract

ROOF PARAPET CONSTRUCTION

Department of Facilities & Maintenance Services

Prime Contractor

Berglund Construction Company 1650 West Miller Parkway Milwaukee, WI

Low Bidder, Base Bid of $495,000.00

HUB

Certified HUB Vendor? ..... No

Total # of Employees 328

Total # of Minorities 116

Total # of Women 39

Required 10%

Submitted 10%

$ Value $49,500.00

COIN

Required 0%

Student Engagement

Paid Employment (Required Hours) ..... 300 Hours

Career Education Activity (Required Hours) ..... 10 Hours

Funds are available for the Roof Parapet Construction project from account code FAR 00 MM2 DW ECNC (Project No 6703). The project contract start date is scheduled for April 18, 2025, and completion date is July 11, 2025.

Total construction contract dollars awarded $495,000.00

Total dollars HUB participation $49,500.00

% of HUB participation 10.00%

% Minority employees within company 35%

% Women employees within company 1.1%

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP #25-010 Herbicide Treatment Services – Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Herbicide Treatment Services – Various MPS Locations.

Selected firm: Outdoor Home Services Holdings LLC d/b/a TruGreen

Requested Expenditure Authority: $250,000.00

Contract Period: April 18, 2025 – April 17, 2028 Budget Code: Various

RFP #25-016 Lawn Mowing Services – DFMS/Building Ops Sites & MKE Rec Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Lawn Mowing Services for DFMS/Building Ops Sites & MKE Rec Sites.

Selected firm: Complete Lawn Services

Division 1 – DFMS - Requested Expenditure Authority: $200,000.00 Division 2 – MKE Rec - Requested Expenditure Authority: $150,000.00

Contract Period: April 18, 2025 – April 17, 2028 Budget Code: Various

RFP #25-009 Asbestos Abatement and Disposal Services – Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Asbestos Abatement and Disposal Services – Various MPS Locations.

Selected firms: Hogan Environmental Cleaning, LLC

Integrity Environmental Services, Inc. KPH Environmental Corporation Safe Abatement For Everyone, Inc.

Contract Amount: Contracts will be issued on an as-needed basis on pre- approved rate schedule.

Requested Expenditure Authority: Not to exceed $1,250,000.00 Annually.

Contract Period: April 18, 2025 – April 17, 2028 Budget Code: Various

RFQ #25-017 Visual Display Boards for Various MPS Sites

A Request for Quotation (RFQ) was issued by Facilities and Maintenance Services to obtain a firm to provide Visual Display Boards for use at Various MPS sites.

Selected firm: Milwaukee Chalkboard and Specialties Requested Expenditure Authority: $1,200,000.00 Contract Period: April 18, 2025 – April 17, 2028 Budget Code: Various

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Construction Contract:
Total Construction Contract Requested = $495,000.00
Professional Services Contracts:
Total Professional Services Contracts Requested = Not to Exceed $3,050,000.00

Implementation and Assessment Plan

Upon Board approval, the attached construction and professional services contracts shall be executed.

Administration's Recommendation

The Administration recommends that the Board approve the attached construction and professional services contracts.

Director Leonard moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.

Noes — None.

* * * * *

ITEMS DEFERRED

Having been previously deferred, the Board returned to consideration of the following items:

- Consideration of and Action on the Employment Agreement with Dr. Tina Owen-Moore for the Position of Board Clerk/Chief Officer, Office of Board Governance

- Action to Discharge the Committee on Accountability, Finance, and Personnel from Further Consideration of Resolution 2425R-011 by Director Zombor on Exploring Litigation to Hold Paint Companies Liable for Lead Paint Remediation Costs and to Give Immediate Consideration to the Item

- Consideration of and Possible Action on a Settlement Agreement

The recommendation is that these items be considered in closed session.

Director O'Halloran moved to retire to closed session to consider these items, pursuant to Wisconsin Statutes 19.85(1)(c)(e) and (g). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

The Board retired to closed session at 7:28 p.m. and resumed open session at 8:18 p.m.

On the question of the employment agreement with Dr. Tina Owen-Moore for the position of Board Clerk/Chief Officer, Office of Board Governance, Director O'Halloran moved to approve the employment contract. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Noes — None.

On the question of the settlement agreement, Director Zombor moved to approve the settlement agreement, as discussed in the closed session. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None.
Abstaining – Director Ferguson – 1.

No action was taken with respect to Resolution 2425R-011.

The Board adjourned at 8:28 p.m.

TINA OWEN-MOORE, ED., L.D.
Board Clerk